

**Compensation Package for Directors & Officers
Philippine Deposit Insurance Corporation
For Calendar Year 2017**

COMPENSATION FOR OFFICERS											
Position/Title	Job Grade/ Job Level	Basic Salary		Benefits		TCF		PBB ^{/c}		No. of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President ^{/a}	H	2,185,714.29	2,185,714.29	1,013,190.31	1,013,190.31	3,198,904.60	3,198,904.60	-	-	1	3,198,904.60
President ^{/b}	H	214,285.59	214,285.59	73,698.53	73,698.53	287,984.12	287,984.12	-	-	1	287,984.12
Executive Vice President	G	2,388,000.00	2,388,000.00	836,628.12	836,628.12	3,224,628.12	3,224,628.12	-	-	1	3,224,628.12
Senior Vice President	F	2,376,000.00	2,376,000.00	1,111,488.95	1,115,150.34	3,487,488.95	3,491,150.34	-	-	2	6,978,639.29
General Counsel	F	2,376,000.00	2,376,000.00	1,110,254.21	1,110,254.21	3,486,254.21	3,486,254.21	-	-	1	3,486,254.21
Vice President	E	1,449,705.68	2,364,000.00	875,022.35	1,106,090.12	2,324,728.03	3,470,090.12	-	-	17 ^{/d}	52,917,801.45
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
COMPENSATION FOR DIRECTORS (c/o OCS)											
GOCC Class per EO 24:											
Per Diem for Board Meetings:											
Per Diem for Committee Meetings:											
Name of Director		BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total			
REIMBURSABLE EXPENSES (if applicable)											
Name of Director	Total	Breakdown									
COMPENSATION FROM INVESTEE COMPANIES (if applicable)											
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown						

^{/a} PDIC President Roberto B. Tan assumed office on February 3, 2017 succeeding former President Cristina Q. Orbeta.

^{/b} Former PDIC President Cristina Q. Orbeta was separated from government service effective February 3, 2017.

^{/c} No PBB was paid in CY2017.

^{/d} Excludes 2 VPs separated/retired from service.

**LIST OF BENEFITS
FOR CALENDAR YEAR 2017**

ALLOWANCES/ BONUSES/ BENEFITS	Job Level	Amount per employee	Legal Basis
1. Personnel Economic Relief Allowance (PERA)*	All levels	P500.00 per month	a. DBM Budget Circular No. 12 dated April 7, 1997 b. General Appropriations Act c. DBM Budget Circular No. 4 dated June 28, 1991
2. Additional Compensation Allowance (ACA) *	All levels	P500.00 per month	a. DBM BC No. 17, dated 2/24/1999 b. General Appropriations Act c. AO No. 53 dated May 17, 1993
3. Meal Subsidy	All levels	P2,200.00 per month	a. Presidential Memorandum Order (MO) No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC Board Resolution (BR) Nos. 1999-12-084, 2001-11-137 & 2008-08-130
4. Rice Subsidy	All levels	P2,100.00 per month	a. Presidential MO No. 77 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-084, 2001-11-137 & 2008-12-196
5. Children's Allowance	All levels	P30.00 per month per child dependent below 21 years old; maximum number of dependents is four (4), equivalent to P120.00 per month	a. Presidential MO No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-084 & 2001-11-137
6. Longevity Pay	All levels	P100.00 per month after 5 years of service & additional P20.00 per month for every year of service thereafter	a. Presidential MO No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-084 & 2001-11-137

ALLOWANCES/ BONUSES/ BENEFITS	Job Level	Amount per employee	Legal Basis																		
7. Representation Allowance and Transportation Allowance (RATA)	A - B C D E F G H	P10,000.00 per month P15,000.00 per month P17,000.00 per month P18,000.00 per month P20,000.00 per month P11,000.00 per month* P14,000.00 per month* * Provided with vehicle	a. National Budget Circular No. 548 dated May 15, 2013 (for the latest rates) b. General Appropriations Act																		
8. Business/Policy Development and Enforcement Expense (BPDEE), formerly Extraordinary and Miscellaneous Expense (EME)	A B C D E F G H	P3,000.00 per month P4,000.00 per month P6,000.00 per month P10,000.00 per month P15,000.00 per month P20,000.00 per month P25,000.00 per month P25,000.00 per month The amount is net of 32% fringe benefit tax.	a. General Appropriations Act b. Memorandum Order No. 77 dated 11/23/99 c. PDIC Charter and its amendments d. PDIC BR Nos. 1996-09-076 & 1999-12-084 Note: EME for the national government agencies																		
9. Special Counsel Allowance (SCA)	Lawyers	P2,500.00 for each appearance or attendance to court hearing which shall not exceed 50% of monthly basic salary	General Appropriations Act																		
10. Wireless Communication Facility - Mobile Phone (Corporate pays for the plan, phone is free)	JLs D to H	<p>1. Monthly entitlement of the following of</p> <table border="1" data-bbox="808 1082 1364 1321"> <thead> <tr> <th>Job Level</th> <th>Plan</th> <th>Entitlement</th> </tr> </thead> <tbody> <tr> <td>D</td> <td>P 800.00</td> <td>P 800.00</td> </tr> <tr> <td>E</td> <td>P1,800.00</td> <td>P1,800.00</td> </tr> <tr> <td>F</td> <td>P2,500.00</td> <td>P4,000.00</td> </tr> <tr> <td>G</td> <td>P2,500.00</td> <td>P5,000.00</td> </tr> <tr> <td>H</td> <td>P2,500.00</td> <td>At cost</td> </tr> </tbody> </table> <p>2. Also given to designated Officers-in-Charge of above positions</p>	Job Level	Plan	Entitlement	D	P 800.00	P 800.00	E	P1,800.00	P1,800.00	F	P2,500.00	P4,000.00	G	P2,500.00	P5,000.00	H	P2,500.00	At cost	a. PDIC Charter and its amendments b. PDIC Board Resolution Nos. 2004-07-062 & 2007-11-182
Job Level	Plan	Entitlement																			
D	P 800.00	P 800.00																			
E	P1,800.00	P1,800.00																			
F	P2,500.00	P4,000.00																			
G	P2,500.00	P5,000.00																			
H	P2,500.00	At cost																			

ALLOWANCES/ BONUSES/ BENEFITS	Job Level	Amount per employee	Legal Basis																				
11. Provident Fund	All levels	45% of basic salary - corporate share; 10% of basic salary - employee's share	a. PDIC Charter and its amendments b. PDIC Board Resolution Nos. 107 dated September 13, 1984 & 1999-12-084 dated 12/14/99																				
12. Uniform/Clothing Allowance	All levels	P5,000.00 per year	a. General Appropriations Act b. DBM BC No. 2012-1 dated 2/23/2012																				
13. Medical Allowance	1 to 6 A to D E to H	P30,000.00 per year P48,000.00 per year P60,000.00 per year Note: Amount is inclusive of P3,000 Dependents' Cash Medical Allowance, if employee is qualified, P1,500 of which is tax-exempt	a. Presidential MO No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. PDIC BR Nos. 1999-12-08 & 2000-03-020 d. CSC MC No. 33, s. 1997 e. PDIC BR Nos. 2000-08-096, 2003-05-099																				
14. Mid-Year Bonus (formerly called 14th Month Pay)	All levels	One (1) month basic salary per year	a. CPCS Implementing Circular No. 2016-01 b. Presidential MO No. 77 dated 11/23/99 c. PDIC Charter and its amendments d. PDIC BR Nos. 1999-12-084 & 2017-06-085																				
15. Year-End Bonus and Cash Gift	All levels	One (1) month basic salary plus P5,000.00 per year	a. RA 6686, as amended by RA 8441 b. DBM BC No. 2010-1 dated 4/28/2010																				
16. Performance-Based Bonus	All levels	<table border="0"> <thead> <tr> <th>Distribution</th> <th>Basic Salary</th> <th colspan="2">Multiples</th> </tr> <tr> <td></td> <td>2015</td> <td>2016</td> <td>2017</td> </tr> </thead> <tbody> <tr> <td>10%</td> <td>2.5</td> <td>2.5</td> <td>0.65</td> </tr> <tr> <td>25%</td> <td>1.5</td> <td>1.5</td> <td>0.575</td> </tr> <tr> <td>65%</td> <td>1.0</td> <td>1.0</td> <td>0.50</td> </tr> </tbody> </table>	Distribution	Basic Salary	Multiples			2015	2016	2017	10%	2.5	2.5	0.65	25%	1.5	1.5	0.575	65%	1.0	1.0	0.50	a. GCG MC No. 2015-05 / 2017-01 / 2018-01 b. IATF MC No. 2015-01 Note: For Performance Year (PY) 2016, GCG MC No. 2018-01 shall be followed. PDIC is still awaiting for GCG's approval to grant the PY 2016 PBB. GCG MC No. 2017-01 shall be followed for performance year 2017.
Distribution	Basic Salary	Multiples																					
	2015	2016	2017																				
10%	2.5	2.5	0.65																				
25%	1.5	1.5	0.575																				
65%	1.0	1.0	0.50																				

ALLOWANCES/ BONUSES/ BENEFITS	Job Level	Amount per employee	Legal Basis
17. Productivity Enhancement Incentive	All levels	P5,000.00 for those with at least 4 months of service as of November 30	a. DBM BC No. 2017-4 dated Dec 4, 2017 b. GCG MC No. 2012-11 dated 12/6/2012 c. Executive Order No. 80, s. 2012 d. IATF MC No. 2012-02 & 2012-02-A, s. 2012 e. PDIC BR No. 2016-12-220 f. GCG MC No. 2017-05 dated 12/05/2017 g. PDIC BR No. 2017-12-175
18. PDIC PRAISE A. Loyalty Incentive Award B. Service Award for retirees	All levels All levels	10 years = P500.00/yr. of service; P1,000/yr. of service for those with at least 15 years of PDIC service; plaque, testimonial dinner, video coverage , livelihood training and wristwatch	CSC-approved PDIC PRAISE (approved for implementation)
19. Medical/Health Insurance Coverage under HMO	All levels	P 200,000 Annual Benefit Limit/ per employee	a. CSC MC No. 33, s. 1997 b. PDIC Board Resolution (BR) No. 2003-05-099 c. PDIC Charter and its amendments d. PDIC Board Resolution (BR) No. 2017-12-178
20. Year-End Christmas Gift (YECG) <input type="checkbox"/>	All levels	P40,000.00 net of tax	a. Presidential MO No. 77 dated 11/23/99 b. PDIC Charter and its amendments c. BR Nos. 2007-09-152 & 2007-11-189 d. PDIC BR No. 2017-12-159 dated 12/7/2017

ALLOWANCES/ BONUSES/ BENEFITS	Job Level	Amount per employee	Legal Basis														
21. Anniversary Bonus (AB)	All levels	P3,000.00 every milestone year	a. RA 3591, as amended b. BR No 2008-05-084 c. AO No. 263 dated 3/28/1995 d. DBM NBC No. 452 dated 5/20/1996														
22. Travel / Per Diem	JLs 1-6 JLs A-D JLs E-G	1,900/ day 2,400/ day 2,900/ day	a. PDIC Charter and its amendments b. BR No 2016-09-151														
23. Car Plan under Motor Vehicle Lease Purchase Plan (MVLPP)	JLs C to H	<table border="0"> <thead> <tr> <th>Job Level</th> <th>Entitlement</th> </tr> </thead> <tbody> <tr> <td>C</td> <td>- P 690,000.00</td> </tr> <tr> <td>D</td> <td>- 910,000.00</td> </tr> <tr> <td>E</td> <td>- 1,035,000.00</td> </tr> <tr> <td>F</td> <td>- 1,142,000.00</td> </tr> <tr> <td>G</td> <td>- 1,260,000.00</td> </tr> <tr> <td>H</td> <td>- 1,661,000.00</td> </tr> </tbody> </table>	Job Level	Entitlement	C	- P 690,000.00	D	- 910,000.00	E	- 1,035,000.00	F	- 1,142,000.00	G	- 1,260,000.00	H	- 1,661,000.00	a. PDIC BR No. 90-03-029 dated 3/15/1990 b. Malacañang approval dated 5/4/1992
Job Level	Entitlement																
C	- P 690,000.00																
D	- 910,000.00																
E	- 1,035,000.00																
F	- 1,142,000.00																
G	- 1,260,000.00																
H	- 1,661,000.00																
24. Group Personal Accident Insurance (GPAI)	All levels	P750,000.00 insurance coverage per employee with an annual premium of P306.00, inclusive of 2% tax, paid by the Corporation	a. RA 3591, as amended b. CSC MC No. 33, s. 1997 c. PDIC Board Resolution No. 2000-01-005 dated 1/24/2000 d. Memorandum Order No. 77 dated 11/23/99 e. Sections 2 (d)(3) and 3 of PDIC Charter (RA 3591, as amended)														

* Department of Budget and Management (DBM) Budget Circular No. 2006-2, implementing Administrative Order No. 144, expressly provided that the rules on the increase in additional compensation (to be collectively called as PERA in the amount of P2,000) of government employees do not cover government officials and employees in national government agencies and GOCC/GfIs exempt from the coverage of Republic Act No. 6758 or the Salary Standardization Law (SSL). Efforts to secure the approval of the Office of the President for the adjustment of the PERA/ACA of PDIC personnel were undertaken in 2013 through a formal letter coursed through the GCG. In reply, the GCG, in its letter dated 23 October 2013 stated that "they [GCG] did not find sufficient basis to recommend the approval of PDIC request to the President."

COMPENSATION OF DIRECTORS for 2017				
GOCC Class per EO 24:			A	
Per Diem for Board Meetings:			P40,000.00	
Per Diem for Committee Meetings:			P24,000.00	
Name of Director		Total No. of BOD Meetings Compensated for in 2017	Total BOD Meeting Per Diems Received in 2017	
Roberto B. Tan*		20	P800,000.00	
Rogelio M. Guadalquiver		20	P800,000.00	
Eduardo M. Pangan		20	P800,000.00	
Anita Linda R. Aquino**		19	P760,000.00	
Reynaldo F. Tansioco***		17	P680,000.00	
Cristina Q. Orbeta****		1	P40,000.00	
Protacio T. Tacandong*****		1	P40,000.00	
Name of Director		Total No. of Committee Meetings Compensated for in 2017	Total Committee Per Diems Received in 2017	
Roberto B. Tan		22	P528,000.00	
Rogelio M. Guadalquiver		24	P576,000.00	
Eduardo M. Pangan		24	P576,000.00	
Anita Linda R. Aquino		24	P576,000.00	
Reynaldo F. Tansioco		24	P576,000.00	
Cristina Q. Orbeta		2	P48,000.00	
Protacio T. Tacandong		2	P48,000.00	
Name of Director		Business/Policy Development and Enforcement Expense (Reimbursible Business Expenses and Wireless Communication Facility)		
Roberto B. Tan		P117,309.75		
Rogelio M. Guadalquiver		P202,170.56		
Eduardo M. Pangan		P181,551.22		
Anita Linda R. Aquino		P241,809.31		
Reynaldo F. Tansioco		P66,956.81		
Cristina Q. Orbeta		P22,000.00		
Protacio T. Tacandong		P21,968.93		

Name of Director		Total Amount of Compensation for 2017	Notes:	
Roberto B. Tan		P1,445,309.75	* Pres. Tan assumed office on 3 February 2017 vice Pres. Orbeta	
Rogelio M. Guadalquiver		P1,578,170.56	** Dir. Aquino assumed office on 7 February 2017 vice Dir. Tacandong	
Eduardo M. Pangan		P1,557,551.22	*** Dir. Tansioco assumed office on 24 March 2017	
Anita Linda R. Aquino		P1,577,809.31	**** Pres. Orbeta until 2 February 2017 only	
Reynaldo F. Tansioco		P1,322,956.81	***** Dir. Tacandong until 19 January 2017 only	
Cristina Q. Orbeta		P110,000.00		
Protacio T. Tacandong		P109,968.93		