

Compensation Package for Directors & Officers  
 Philippine Deposit Insurance Corporation  
 For Calendar Year 2015

COMPENSATION FOR OFFICERS											
Position/Title	Job Grade/ Job Level	Basic Salary		Benefits		TCF		PBB		No. of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President	H	2,367,466.67	2,367,466.67	1,508,875.87	1,508,875.87	3,876,342.54	3,876,342.54	-	394,730.00	1	4,271,072.54
Executive Vice President	G	1,559,903.23	2,380,645.16	739,793.73	1,558,879.00	2,299,696.96	3,939,524.16	338,420.00	365,495.00	2 <sup>/a</sup>	6,943,136.12
Senior Vice President	F	2,353,373.29	2,376,000.00	1,495,274.41	1,510,527.23	3,848,647.70	3,886,527.23	135,368.00	203,052.00	2	8,073,594.93
General Counsel	F	2,376,000.00	2,376,000.00	1,511,937.37	1,511,937.37	3,887,937.37	3,887,937.37	135,368.00	135,368.00	1	4,023,305.37
Vice President	E	1,244,073.10	2,333,991.00	1,007,332.74	1,488,391.35	2,251,405.84	3,757,438.95	79,102.40	188,010.00	21 <sup>/b</sup>	67,884,870.01
Head Executive Assistant	E	1,452,651.48	1,452,651.48	1,067,145.69	1,067,145.69	2,519,797.17	2,519,797.17	-	160,714.50	1 <sup>/c</sup>	2,680,511.67
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						

<sup>/a</sup> EVP Imelda S. Singzon retired from service effective August 26, 2015 and Ms. Ma. Ana Carmela L. Villegas was promoted from SVP to EVP effective August 12, 2015.

<sup>/b</sup> Inclusive of one (1) officer who retired effective January 16, 2015; Since this is the outlier, the amount received was included in the Position TCF only.

<sup>/c</sup> Incumbent assumed the position effective January 28, 2015.

**LIST OF PDIC BENEFITS FOR CY 2015**

Name of Benefit	Job Grade/ Job Level	Amount per Officer	Legal Basis
1 Personnel Economic Relief Allowance (PERA)	All levels	P500.00 per month	General Appropriations Act; DBM Budget Circular No. 4 dated June 28, 1991 and DBM Budget Circular No. 12 dated April 7, 1997
2 Additional Compensation Allowance (ACA) Note: PDIC did not implement the increase in PERA/ACA of P2,000 in 2006	All levels	P500.00 per month	General Appropriations Act; AO No. 53 dated May 17, 1993; Budget Circular No. 17, dated Feb. 24, 1999
3 Meal Subsidy	All levels	P2,200.00 per month	Presidential Memorandum Order No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of (PDIC Charter RA 3591, as amended); Board Resolution Nos. 1999-12-084, 2001-11-137 & 2008-08-130
4 Rice Subsidy Note: Amount is subject to upward and downward adjustment based on Bureau of Agricultural Statistics survey	All levels	P2,100.00 per month	Presidential Memorandum Order No. 77; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); Board Resolution Nos. 1999-12-084, 2001-11-137 & 2008-12-196
5 Children's Allowance	All levels	P30.00 per month per child dependent of below 21 years old; maximum dependents are four (4) or equivalent to P120.00 per month	Presidential Memorandum Order No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter RA 3591, as amended; Board Resolution Nos. 1999-12-084 & 2001-11-137
6 Longevity Pay	All levels	P100.00 per month for the first 5 years & additional P20.00 per month for every year of service thereafter	Presidential Memorandum Order No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); Board Resolution Nos. 1999-12-084 & 2001-11-137
7 Uniform/Clothing Allowance	All levels	P5,000.00 per year	General Appropriations Act; DBM Budget Circular 2012-1 dated February 23, 2012
8 Medical Allowance	1 to 6 A - D E - H	P30,000.00 per year P48,000.00 per year P60,000.00 per year Note: Amount is inclusive of P3,000 DCMA if qualified	Presidential Memorandum Order No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); Board Resolution Nos. 1999-12-084, 2000-03-020 & 2000-08-096; CSC MC No. 33, s. 1997; Board Resolution No. 2003-05-099
9 Year-End Bonus and Cash Gift	All levels	One (1) month basic salary plus P5,000.00 per year	RA 6686, as amended by RA 8441; DBM Budget Circular No. 2010-1 dated April 28, 2010

Name of Benefit	Job Grade/ Job Level	Amount per Officer	Legal Basis								
10 14th month pay	All levels	One (1) month basic salary per year	Presidential Memorandum Order No. 77 dated 11/23/99; Sections 2 and 3 of PDIC Charter (RA 3591, as amended); Board Resolution 12-084								
11 Christmas Gift	All levels	P60,000.00 or one (1) month basic salary whichever is higher per year	Presidential Memorandum Order No. 77 dated 11/23/99; Sections 2 and 3 of PDIC Charter (RA 3591, as amended); Board Resolution 09-152 & 2007-11-189								
12 Anniversary Bonus	All levels	P3,000.00 every milestone year	Presidential Memorandum Order No. 77 dated 11/23/99; Sections 2 and 3 of PDIC Charter (RA 3591, as amended); Board Resolution 05-084								
13 Performance-Based Bonus 2014	All levels	<table border="1"> <thead> <tr> <th>Distribution</th> <th>Basic Salary Multiples*</th> </tr> </thead> <tbody> <tr> <td>10%</td> <td>2.5</td> </tr> <tr> <td>25%</td> <td>1.5</td> </tr> <tr> <td>65%</td> <td>1.0</td> </tr> </tbody> </table> <p>*Subject to Annex A (Maximum Amounts of PBB/Salary Cap)</p>	Distribution	Basic Salary Multiples*	10%	2.5	25%	1.5	65%	1.0	GCG MC no. 2014-05 and IATF MC No. 2014-03 - Implementing Guidelines for the Grant of the 2014 Interim Performance-Based Bonus
Distribution	Basic Salary Multiples*										
10%	2.5										
25%	1.5										
65%	1.0										
14 Productivity Enhancement Incentive for Performance Year 2015	All levels	<table border="1"> <thead> <tr> <th>Length of Service</th> <th>PEI Amount</th> </tr> </thead> <tbody> <tr> <td>With at least 4 months of service as of December 31, 2015</td> <td>1 month basic salary</td> </tr> </tbody> </table>	Length of Service	PEI Amount	With at least 4 months of service as of December 31, 2015	1 month basic salary	Executive Order No. 181 and Board Resolution No. 2015-05-089 and the one time grant of 2015 PEI				
Length of Service	PEI Amount										
With at least 4 months of service as of December 31, 2015	1 month basic salary										
15 PDICPRAISE A. Loyalty Incentive Award  B. Service Award for retirees	All levels  All levels	10 years = P500.00/yr. of service; Milestone years = P1,000.00/year of service P1,000/yr. of service for those with at least 15 years of PDIC service; Plaque, testimonial dinner, video coverage, livelihood training & wristwatch	PDICPRAISE per CSC approval on June 17, 2002								
16 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	2014 General Appropriations Act and National Budget Circular No. 1 dated May 15, 2013								

Name of Benefit	Job Grade/ Job Level	Amount per Officer	Legal Basis
17 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.	General Appropriations Act; Memorandum Order No. 77 dated 11/23/99; Sections 2(d)(3) and 3 of PDIC Charter (RA 3591, as amended); Board Resolution Nos. 1996-09-076 & 1999-12-084
18 Provident Fund	All levels	45% of basic salary - corporate share; 10% of basic salary - employee's share	Section 8, paragraph 11 of PDIC Charter (RA 3591, as amended); Board Resolution Nos. 107 dated September 13, 1984 & 1999-12-084 dated 12/14/99
19 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	Memorandum Order No. 77 dated 11/23/99; Sections 2 (d)(3) and 3 of PDIC Charter (RA 3591, as amended); CSC MC No. 33, s. 1997; Board Resolution No. 2000-01-005 dated 1/24/2000

COMPENSATION OF DIRECTORS for 2015				
GOCC Class per EO 24:		A	A	
Per Diem for Board Meetings:		P40,000.00	P40,000.00	
Per Diem for Committee Meetings:		P24,000.00	P24,000.00	
<b>Name of Director</b>		<b>Total No. of BOD Meetings Compensated for in 2015</b>	<b>Per Diem per Board Meeting</b>	<b>Total BOD Meeting Per Diems Received in 2015</b>
Cristina Q. Orbeta		24*	P40,000.00	P960,000.00
Rogelio W. Manalo		24*	P40,000.00	P960,000.00
Protacio T. Tacandong		24	P40,000.00	P960,000.00
<b>Name of Director</b>		<b>Total No. of Committee Meetings Compensated for in 2015</b>	<b>Per Diem per Committee Meeting</b>	<b>Total Committee Per Diems Received in 2015</b>
Cristina Q. Orbeta		22	P24,000.00	P528,000.00
Rogelio W. Manalo		24**	P24,000.00	P576,000.00
Protacio T. Tacandong		24**	P24,000.00	P576,000.00
<b>Name of Director</b>		<b>Business/Policy Development and Enforcement Expense (Reimbursible Business Expenses)</b>		
Cristina Q.Orbeta		P178,628.95		
Rogelio W. Manalo		P232,591.08		
Protacio T. Tacandong		P166,647.98		
<b>Name of Director</b>		<b>Performance Based Incentive (PBI) Received in 2015***</b>		
Rogelio W. Manalo		P1,416,000.00		
Protacio T. Tacandong		P1,416,000.00		
<b>Name of Director</b>		<b>Total Amount of Compensation for 2015</b>	<b>Notes:</b> *Total No. of BOD Meetings actually attended in 2015 is 25 ** Total No. of Committee Meetings actually attended in 2015 is 37 ***PBI for FY 2014	
Cristina Q.Orbeta		P1,666,628.95		
Rogelio W. Manalo		P3,184,591.08		
Protacio T. Tacandong		P3,118,647.98		

