

## COMPENSATION FOR DIRECTORS FOR CY 2013

GOCC Class per EO 24:

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Per Diem for Board Meetings:

PhP 5,000.00 (for Directors)

PhP 6,000.00 (for Chairman)

Per Diem for Committee Meetings:

PhP3,000.000

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Silvestre C. Afable Jr.	23	138,000.00	Member, Business Development Committee Chairman, Executive Committee Chairman, Governance Committee	5	15,000.00	57,745.19	210,745.19
Jamie Eloise M. Agbayani	24	120,000.00	Member, Business Development Committee Member, Executive Committee Member, Finance Committee Chairman, Nominations, Remunerations and Organizational Development Committee Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	32	72,000.00	0.00	192,000.00
Reynaldo U. Agranzamendez	23	115,000.00	Member, Audit Committee Member, Nominations, Remunerations and Organizational Development Committee Member, Risk Management Committee Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	37	72,000.00	185,452.59	372,452.59
Catherine Mary R. Biazon	19	95,000.00	Chairman, Business Development Committee Member, Finance Committee Member, Nominations, Remunerations and Organizational Development Committee	16	48,000.00	42,148.91	185,148.91
Arnel Paciano D. Casanova	22	110,000.00	Member, Executive Committee Member, Risk Management Committee Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	6	18,000.00	0.00	128,000.00
Emerito P. Manalo	23	115,000.00	Member, Business Development Committee Member, Finance Committee Member, Risk Management Committee	25	72,000.00	315,288.41	502,288.41

Cesar G. Oracion	24	120,000.00	Member, Business Development Committee Member, Finance Committee Chairman, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	27	72,000.00	173,816.67	365,816.67
Gloria F. Peralta	23	115,000.00	Chairman, Audit Committee Member, Governance Committee	21	63,000.00	336,734.68	514,734.68
Teddy Esteban F. Rigoroso	23	115,000.00	Member, Audit Committee Member, Governance Committee Chairman, Risk Management Committee Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	34	72,000.00	275,649.81	462,649.81
Antonio H. Tengco	23	115,000.00	Member, Business Development Committee Chairman, Finance Committee Member, Governance Committee Member, Nominations, Remunerations and Organizational Development Committee Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities	32	72,000.00	176,758.84	363,758.84

**REIMBURSABLE EXPENSES FOR CY 2013 (if applicable)**

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Silvestre C. Afable Jr.	Transportation	120,000.00	57,745.19	57,745.19
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		0.00	
Jamie Eloise M. Agbayani	Transportation	120,000.00	0.00	0.00
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		0.00	
Reynaldo U. Agranzamendez	Transportation	120,000.00	54,320.86	185,452.59
	Communication	30,000.00	24,997.00	
	Representation	120,000.00	0.00	
	Travelling*		106,134.73	

**NOTE:**

Chairman Afable resides in Baguio City, Benguet

Pres. Jamie Agbayani resides in Baguio City, Benguet

Dir. Agranzamendez resides in Baguio City, Benguet

<b>Catherine Mary R. Biazon</b>	Transportation	120,000.00	12,320.62	<b>42,148.91</b>
	Communication	30,000.00	5,000.00	
	Representation	120,000.00	0.00	
	Travelling*		24,828.29	
<b>Arnel Paciano D. Casanova</b>	Transportation	120,000.00	0.00	<b>0.00</b>
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		0.00	
<b>Emerito P. Manalo</b>	Transportation	120,000.00	79,929.57	<b>315,288.41</b>
	Communication	30,000.00	20,882.00	
	Representation	120,000.00	110,000.00	
	Travelling*		104,476.84	
<b>Ceasar G. Oracion</b>	Transportation	120,000.00	67,068.50	<b>173,816.67</b>
	Communication	30,000.00	29,900.00	
	Representation	120,000.00	0.00	
	Travelling*		76,848.17	
<b>Gloria F. Peralta</b>	Transportation	120,000.00	0.00	<b>336,734.68</b>
	Communication	30,000.00	25,085.10	
	Representation	120,000.00	2,559.82	
	Travelling*		309,089.76	
<b>Teddy Esteban F. Rigoroso</b>	Transportation	120,000.00	94,153.18	<b>275,649.81</b>
	Communication	30,000.00	18,876.56	
	Representation	120,000.00	79,709.57	
	Travelling*		82,910.50	
<b>Antonio H. Tengco</b>	Transportation	120,000.00	31,662.03	<b>176,758.84</b>
	Communication	30,000.00	19,172.43	
	Representation	120,000.00	38,177.87	
	Travelling*		87,746.51	

Dir. Biazon resides in Muntinlupa City, Metro Manila

Dir. Casanova resides in San Juan City, Metro Manila

Dir. Manalo resides in Paranaque, Metro Manila

Dir. Oracion resides in Baguio City, Benguet

Dir. Peralta resides in Laoag City, Ilocos Norte

Dir. Rigoroso resides in Quezon City, Metro Manila

Director Tengco resides in Malolos City, Bulacan

**NOTE 1: Maximum Budget for the year**

Transportation per month per Director	10,000.00
Communication per month per Director	2,500.00
Representation per month per Director	10,000.00
*Travelling for the Board for the year (lump-sum)	1,000,000.00

**Note 2: Board and Committee Meetings are held in Baguio (JHMC Offices) and in Manila (BCDA Offices) alternatively, to facilitation coordination and decision making**

**Note 3: Board Members arrive for Board Meetings by air or land transport, as necessary, from their respective places of residence**

**Note 4: Some Board Members directly represent the Corporation, pro bono, in legal proceedings and in client meetings relative to marketing, finance and investments**

COMPENSATION FOR OFFICERS AS OF DECEMBER 2013										
Position/Title	Job Grade/ Job Level	Basic Salary		Benefits		TCF		RBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
President and CEO (PCEO)	15	939,972.00	991,605.00	280,931.00	330,526.00	1,220,903.00	1,322,131.00	"Not yet released	25,000.00	1
Vice President and COO (VPCOO)	14	"Detailed to JHMC from BCDA	631,372.00	"Detailed to JHMC from BCDA	289,968.00	"Detailed to JHMC from BCDA	921,340.00	"Detailed to JHMC from BCDA	"Detailed to JHMC from BCDA	1
<b>LIST OF BENEFITS</b>										
Name of Benefit		Amount per Officer	Coverage	Legal Basis						
Personnel Economic Relief Allowance		1,000.00	Active in Service	DBM Budget Circular No. 2011-2, JHMC HR Policy No. 3.1.4						
Representation Allowance(PCEO)		10,000.00	Active in Service	DBM Budget Circular No. 546 and 548. JHMC Policy No. 3.1.5						
Representation Allowance(VPCOO)		5,400.00	Active in Service	DBM Budget Circular No. 546 and 548. JHMC Policy No. 3.1.5						
Transportation Allowance (VPCOO)		5,400.00	Active in Service	DBM Budget Circular No. 546 and 548, JHMC Policy No. 3.1.5						
Rice Allowance		1,800.00	Active in Service	DBM Budget Circular No. 2006-001, JHMC Policy No. 3.2.2						
Uniform Allowance		4,000.00	atleast 6 months in service	DBM Budget Circular No. 2012-1. JHMC Policy No. 3.2.1						
13th Month Pay		Equivalent to their One (1) Month Basic Pay	Agregate 4 months in service as of October 31,	PD 851, RA 8441						
Cash Gift		5,000.00	Agregate 4 months in service	DBM Budget Circular No. 2010-1, JHMC Policy No. 3.1.2						
Performance Enhancement Incentive		5,000.00	Employees who are in service	DBM Budget Circular No. 2013-03						
Anniversary Bonus		5,000.00	Active in Service	DBM Budget Circular No. 452, JHMC Policy No. 3.1.1						
Year End Benefit		30,000.00	Active in Service	JHMC Policy No. 3.1.3						

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