

## JOHN HAY MANAGEMENT CORPORATION

### COMPENSATION FOR DIRECTORS FOR CY 2017

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:

PhP 3,000.000

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.	20	132,000.00	Chairperson, Executive Committee	13	39,000.00	61,044.04	232,044.04
			Chairperson, Governance Committee				
Allan R. Garcia	24	120,000.00	Chairperson, Business Development Committee	33	69,000.00	46,980.94	235,980.94
			Member, Executive Committee				
			Chairperson, Nominations, Remunerations and Organizational Development Committee				
			Chairperson, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Eduardo B. Davalan	21	105,000.00	Member, Finance Committee	31	72,000.00	236,134.65	413,134.65
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

Charito R. Dulay	3	15,000.00	Member, Audit Committee	2	6,000.00	28,141.47	49,141.47
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Alejandro F. Fernandez	10	50,000.00	Member, Audit Committee	15	42,000.00	105,826.60	197,826.60
			Member, Business Development Committee				
			Member, Governance Committee				
Rufino G. Ibay Jr.	12	60,000.00	Member, Finance Committee	20	60,000.00	144,258.95	264,258.95
			Member, Governance Committee				
			Member, Risk Management Committee				
Mary Marilyn D. Lambino	17	85,000.00	Member, Audit Committee	22	63,000.00	237,219.16	385,219.16
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Ceasar G. Oracion	6	30,000.00	Member, Business Development Committee	7	15,000.00	36,234.15	81,234.15
			Member, Finance Committee				
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Gloria F. Peralta	24	120,000.00	Member, Audit Committee	34	72,000.00	356,348.24	548,348.24
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				

Monico A. Puentevella Jr.	21	105,000.00	Member, Business Development Committee	26	60,000.00	567,988.42	732,988.42
			Member, Finance Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Christian Paul L. Ulpindo	6	30,000.00	Member, Audit Committee	7	21,000.00	57,123.98	108,123.98
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Jamie Eloise M. Agbayani	0	0.00	Member, Business Development Committee	3	9,000.00	0.00	9,000.00
			Member, Executive Committee				
			Member, Finance Committee				
			Chairperson, Nominations, Remunerations and Organizational Development Committee				
Abraham B. Bagasin	2	10,000.00	Member, Audit Committee	0	0.00	0.00	10,000.00
			Member, Risk Management Committee				
Catherine Mary R. Biazon	1	5,000.00	Member, Business Development Committee	2	6,000.00	5,200.00	16,200.00
			Member, Finance Committee				
			Member, Risk Management Committee				
Emerito P. Manalo	21	105,000.00	Member, Business Development Committee	31	72,000.00	361,589.55	538,589.55
			Member, Finance Committee				
			Member, Risk Management Committee				

Teddy Esteban F. Rigoroso	9	45,000.00	Member, Audit Committee	11	33,000.00	95,130.71	173,130.71
			Member, Governance Committee				
			Chairman, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Antonio H. Tengco	11	55,000.00	Member, Business Development Committee	13	33,000.00	174,703.64	262,703.64
			Chairman, Finance Committee				
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

**REIMBURSABLE EXPENSES FOR CY 2017 (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	61,044.04	61,044.04
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		0.00	
Allan R. Garcia	Transportation	120,000.00	4,853.04	46,980.94
	Communication	30,000.00	0.00	
	Representation	120,000.00	35,106.53	
	Travelling*		7,021.37	
Eduardo B. Davalan	Transportation	110,000.00	41,375.14	236,134.65
	Communication	27,500.00	27,500.00	
	Representation	110,000.00	0.00	
	Travelling*		167,259.51	
Charito R. Dulay	Transportation	10,000.00	0.00	28,141.47
	Communication	2,500.00	2,700.00	
	Representation	10,000.00	3,476.00	
	Travelling*		21,965.47	
Alejandro F. Fernandez	Transportation	120,000.00	15,383.21	105,826.60
	Communication	30,000.00	5,000.00	
	Representation	120,000.00	0.00	
	Travelling*		85,443.39	
Rufino G. Ibay Jr.	Transportation	80,000.00	43,027.16	144,258.95
	Communication	20,000.00	10,500.00	
	Representation	80,000.00	31,740.10	
	Travelling*		58,991.69	
Mary Marilyn D. Lambino	Transportation	120,000.00	67,371.47	237,219.16
	Communication	30,000.00	19,750.00	
	Representation	120,000.00	43,055.86	
	Travelling*		107,041.83	

**NOTE:**

Chairman Afable resides in Baguio City

Pres. Jamie Agbayani resides in Baguio City

Dir. Davalan resides in Baguio City

Dir. Dulay resides in Baguio City

Dir. Fernandez resides in Tarlac City, Tarlac

Dir. Ibay resides in Quezon City

Dir. Lambino resides in Quezon City

Ceasar G. Oracion	Transportation	120,000.00	14,687.36	36,234.15
	Communication	30,000.00	4,999.00	
	Representation	120,000.00	0.00	
	Travelling*		16,547.79	
Gloria F. Peralta	Transportation	120,000.00	135,546.88	356,348.24
	Communication	30,000.00	29,762.25	
	Representation	120,000.00	5,696.54	
	Travelling*		185,342.57	
Monico A. Puentevella Jr.	Transportation	120,000.00	63,257.00	567,988.42
	Communication	30,000.00	9,250.00	
	Representation	120,000.00	113,285.49	
	Travelling*		382,195.93	
Christian Paul L. Ulpindo	Transportation	120,000.00	12,994.00	57,123.98
	Communication	30,000.00	4,100.00	
	Representation	120,000.00	14,873.96	
	Travelling*		25,156.02	
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	
Abraham B. Bagasin	Transportation	10,000.00	0.00	0.00
	Communication	2,500.00	0.00	
	Representation	10,000.00	0.00	
	Travelling*		0.00	
Catherine Mary R. Biazon	Transportation	120,000.00	-	5,200.00
	Communication	30,000.00	0.00	
	Representation	120,000.00	0.00	
	Travelling*		5,200.00	
Emerito P. Manalo	Transportation	120,000.00	73,289.50	361,589.55
	Communication	30,000.00	23,200.00	
	Representation	120,000.00	108,462.72	
	Travelling*		156,637.33	
Teddy Esteban F. Rigoroso	Transportation	120,000.00	40,292.03	95,130.71
	Communication	30,000.00	13,277.66	
	Representation	120,000.00	8,010.12	
	Travelling*		33,550.90	

Dir. Oracion resides in Baguio City

Dir. Peralta resides in Laoag City, Ilocos Norte

Dir. Puentevella resides in Bacolod City, Negros Occidental

Dir. Ulpindo resides in Baguio City

Pres. Jamie Agbayani resides in Baguio City

Dir. Bagasin resides in Quezon City

Dir. Biazon resides in Muntinlupa City

Dir. Manalo resides in Parañaque

Dir. Rigoroso resides in Quezon City

Antonio H. Tengco	Transportation	120,000.00	51,506.14	174,703.64
	Communication	30,000.00	12,500.00	
	Representation	120,000.00	52,310.82	
	Travelling*		58,386.68	

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 Office/ in Taguig City) alternatively, for 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**