

**PHILIPPINE GUARANTEE CORPORATION
COMPENSATION PACKAGE OF OFFICERS**

	VICE PRESIDENT		SENIOR VICE PRESIDENT		PRESIDENT & CEO SG 30
	SG 26		SG 28		
	Minimum	Maximum	Minimum	Maximum	
MONTHLY SALARIES AND ALLOWANCES					
BASIC SALARY	107,444.00	118,404.00	137,195.00	144,023.00	196,206.00
PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
RATA	15,000.00	15,000.00	18,000.00	18,000.00	22,000.00
MEAL ALLOWANCE*	770.00		770.00		
MONTHLY TOTAL	125,214.00	135,404.00	157,965.00	164,023.00	220,206.00
ANNUAL BENEFITS					
CLOTHING ALLOWANCE	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
MID YEAR BONUS	107,444.00	118,404.00	137,195.00	144,023.00	196,206.00
YEAR END BONUS	107,444.00	118,404.00	137,195.00	144,023.00	196,206.00
CASH GIFT	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
ANNUAL TOTAL	225,888.00	247,808.00	285,390.00	299,046.00	403,412.00
OTHER BENEFITS					
ANNIVERSARY BONUS**	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
PERFORMANCE ENHANCEMENT INCENTIVE	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
PROVIDENT FUND***					
Employee Share (5% of B.S.)	5,372.20		6,859.75		
Employer Share (20% of B.S.)	21,488.80		27,439.00		
RICE SUBSIDY* (In Kind)					
PERFORMANCE BASED BONUS ****					
<i>* Benefits of Incumbent personnel per GCG letter dated May 22, 2018</i>					
<i>**on milestone years</i>					
<i>*** Based on Republic Act No. 8763</i>					
<i>****Variable pay based on corporate and individual performance</i>					