

**SMALL BUSINESS CORPORATION
GUARANTEED COMPENSATION PACKAGE OF SB CORP EXECUTIVES
CY 2015**

Particulars	Group Manager (Job Level 6)	Sector Manager (Job Level 7)	President/CEO (Job Level 9)
MONTHLY SALARY AND ALLOWANCES			
Monthly Basic Salary	61,095.00	81,942.00	143,573.00
Additional Compensation Allowance	1,500.00	1,500.00	1,500.00
Personnel Economic Relief Allowance	500.00	500.00	500.00
Children's Allowance (if applicable)	30.00/child	30.00/child	30.00/child
Meal Allowance	550.00	550.00	550.00
Representation Allowance	8,500.00	9,000.00	11,000.00
Transportation Allowance	8,500.00	9,000.00	with assigned Official Vehicle
TOTAL	80,645.00	102,492.00	157,123.00
ANNUAL BENEFITS			
Birth Month Incentive	5,000.00	5,000.00	5,000.00
Christmas Food Basket	5,000.00	5,000.00	5,000.00
Clothing Allowance	5,000.00	5,000.00	5,000.00
Economic Assistance	80,645.00	102,492.00	157,123.00
Financial Assistance	80,645.00	102,492.00	157,123.00
Medical Allowance (HMO premium to cover principal member)	12,000.00	12,000.00	12,000.00
Productivity Enhancement Incentive	61,095.00	81,942.00	143,573.00
Year-End Bonus	61,095.00	81,942.00	143,573.00
Cash Gift	5,000.00	5,000.00	5,000.00
Year-End Check	50,000.00	50,000.00	50,000.00
TOTAL	365,480.00	450,868.00	683,392.00
GRAND TOTAL	1,333,220.00	1,680,772.00	2,568,868.00
OTHER BENEFITS AND ALLOWANCES			
Entertainment and Promotional Expense (per month)	12,000.00	30,000.00	80,000.00
Mobile Phone Expense (per month)	1,200.00	1,200.00	1,800.00
Rice Allowance (per month)	1,750.00	1,750.00	1,750.00
Loyalty Award (for 10 years of service) ^{1/}	10,000.00	10,000.00	10,000.00
Employer's Contribution to Provident Fund (15% of basic salary)	9,164.25	12,291.30	21,535.95
Special Counsel Allowance ^{2/}	5,000.00	5,000.00	-
Funeral and Burial Assistance	50,000.00 for deceased employee 20,000.00 for immediate family 5,000.00 for sibling	50,000.00 for deceased employee 20,000.00 for immediate family 5,000.00 for sibling	50,000.00 for deceased employee 20,000.00 for immediate family 5,000.00 for sibling
Life and Accident Insurance (benefit amount)	1,000,000.00	1,500,000.00	2,000,000.00

Notes :

^{1/} Covered Employees are Lawyers in the Legal Services Group for Court Appearances (1,250 per hearing/court appearance but not exceeding 5,000 per month)

^{2/} 10,000.00 for the first 10 years of service and P5,000 every 5 years of service thereafter

gr ch