

**SMALL BUSINESS CORPORATION
 GUARANTEED COMPENSATION PACKAGE OF SB CORP EXECUTIVES
 CY 2019**

Particulars	Group Manager (Salary Grade 27)	Sector Manager (Salary Grade 28)	Executive Vice President (Salary Grade 29)	President/CEO (Salary Grade 30)
MONTHLY SALARY AND ALLOWANCES				
Monthly Basic Salary	121,411.00	137,195.00	155,030.00	183,903.00
Additional Compensation Allowance	1,500.00	1,500.00	1,500.00	1,500.00
Personnel Economic Relief Allowance	500.00	500.00	500.00	500.00
Representation Allowance	8,500.00	9,000.00	10,000.00	11,000.00
Transportation Allowance	8,500.00	9,000.00	with assigned Official Vehicle	with assigned Official Vehicle
TOTAL	140,411.00	157,195.00	167,030.00	196,903.00
ANNUAL BENEFITS				
Clothing Allowance	6,000.00	6,000.00	6,000.00	6,000.00
Productivity Enhancement Incentive	5,000.00	5,000.00	5,000.00	5,000.00
Mid-Year Bonus	121,411.00	137,195.00	155,030.00	183,903.00
Year-End Bonus	121,411.00	137,195.00	155,030.00	183,903.00
Cash Gift	5,000.00	5,000.00	5,000.00	5,000.00
TOTAL	258,822.00	290,390.00	326,060.00	383,806.00
GRAND TOTAL	1,943,754.00	2,176,730.00	2,330,420.00	2,746,642.00
OTHER BENEFITS AND ALLOWANCES				
Entertainment and Promotional Expense (per month)	20,000.00	30,000.00	60,000.00	80,000.00
Mobile Phone Expense (per month)	1,200.00	1,200.00	1,800.00	1,800.00
Loyalty Award (for 10 years of service) ^{1/}	10,000.00	10,000.00	10,000.00	10,000.00
Employer's Contribution to Provident Fund (15% of basic salary)	18,211.65	20,579.25	23,254.50	27,585.45
Special Counsel Allowance ^{2/}	5,000.00	5,000.00	-	-

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