COMPENSATION FOR OFFICERS											
		Basic Salary		Benefits		TCF		PBB		No of Officers	Position TCF
Position/Title	Job Grade / Job Level	Min	Max	Min	Max	Min	Max	Min	Max		
President	29	73,099.00	78,916.00	259,852.00	277,393.00	-	-	-	-	1	-
Executive Vice President	28	72,276.00	73,071.00	254,383.00	256,858.00	-	-	-	-	1	-
Vice President	27	62,670.00	67,658.00	232,565.00	247,619.00	-	-	-	-	5	-
Manager	26	58,028.00	62,646.00	217,639.00	231,583.00	-	-	-	-	16	-
Division Chief	22	42,652.00	46,047.00	164,511.00	174,786.00	-	-	-	-	28	-
LIST OF BENEFITS											
Name of Benefit		**Amount per Officer**	**Coverage**	**Legal Basis**							
Personnel Economic Relief Allowance		2,000.00	Monthly	RA 9505							
Rice Allowance		2,000.00	Monthly	-							
Uniform Allowance		5,000.00	Yearly	-							
Medical Allowance		7,000.00	Yearly	-							
Children Allowance		30 per child	Monthly								
Meal Allowance		Various	Monthly	EO 248							
Representation Allowance		Various	Monthly	-							
Transportation Allowance		Various	Monthly	-							
Birthday Gift Benefit		3,000.00	Yearly	-							
13th Month Pay		One month Salary	Yearly	-							
Cash Gift		5,000.00	Yearly	-							
Year End Bonus		Various	Yearly	-							
Economic Subsidy		One month Salary	Yearly	-							
Performance Incentive Bonus		2,000.00	Yearly	-							
COMPENSATION FOR DIRECTORS											
GOCC Class per EO 24:											
Per Diem for Board Meetings:		10,000.00									
Per Diem for Committee Meetings:		6,000.00									
Name of Director		**BOD Meetings Attended**	**Total BOD Per Diems**	**Committee Membership**	**Committee Meetings Attended**	**Total Committee Per Diems**	**Reimbursements**	**Total**			
Labajo, Jovito C.		-	144,000.00	-	-	136,000.00	77,237.58	357,237.58			
Ponferrada, Rodolfo Ma. A.		-	72,000.00	-	-	100,000.00	-	172,000.00			
Vertido, Damaso C.		-	18,000.00	-	-	130,000.00	-	148,000.00			
Torres, Guillermo		-	-	-	-	30,000.00	-	30,000.00			
Bustos, Felixberto : **FAO of NHMFC**		-	-	-	-	204,000.00	-	204,000.00			
Sison, Joseph Peter : **FAO of NHMFC *(for the year 2011)***		-	-	-	-	166,000.00	-	166,000.00			
Oliveros, Ma. Ana R.		-	138,000.00	-	-	140,000.00	-	278,000.00			
REIMBURSABLE EXPENSES *(if applicable)*											
Name of Director	**Total**	**Breakdown**									
COMPENSATION FROM INVESTEE COMPANIES *(if applicable)*											
Name of Director	**Investee Company**	**Total Compensation Received**	**Breakdown**	**Total Reimbursed Expenses**	**Breakdown**						