

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

Particulars	Group Manager and Equivalent Rank (Job Level 6)	Sector Manager (Job Level 7)	President/CEO (Job Level 9)
<b>MONTHLY SALARY AND ALLOWANCES</b>			
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	Assigned Official Vehicle
<b>TOTAL</b>	<b>80,645.00</b>	<b>102,492.00</b>	<b>157,123.00</b>
<b>ANNUAL BENEFITS</b>			
Anniversary Bonus (P3,000.00 every year and P5,000.00 every five years)	3,000.00	3,000.00	3,000.00
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	5,000.00	5,000.00	5,000.00
Year-End Bonus and Cash Gift	66,095.00	86,942.00	148,573.00
Year-End Check	50,000.00	50,000.00	50,000.00
<b>TOTAL</b>	<b>312,385.00</b>	<b>376,926.00</b>	<b>547,819.00</b>
<b>GRAND TOTAL</b>	<b>1,280,125.00</b>	<b>1,606,830.00</b>	<b>2,433,295.00</b>
<b>OTHER BENEFITS AND ALLOWANCES</b>			
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)	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*	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

*Handwritten initials*

\*Covered Employees are Lawyers