

PHILIPPINE EXPORT-IMPORT CREDIT AGENCY								
COMPENSATION PACKAGE OF OFFICERS*								
	VICE-PRESIDENT		SENIOR VICE PRESIDENT		EXECUTIVE VICE PRESIDENT		PRESIDENT & CEO	
	(PG-12)	(PG-14)	(PG-15)	(PG-16)	(PG-17)	(PG-17)	(PG-18)	(PG-18)
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
MONTHLY SALARIES AND ALLOWANCES								
BASIC SALARY	52,827.00	99,400.00	74,219.00	124,687.00	93,099.00	139,649.00	104,272.00	156,407.00
PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00
ADDITIONAL COMPENSATION	500.00	500.00	500.00	500.00	500.00	500.00	500.00	500.00
RICE SUBSIDY	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00
MEAL ALLOWANCE	700.00	700.00	700.00	700.00	700.00	700.00	700.00	700.00
REPRESENTATION & TRANSPORTATION ALLOWANCE	9,100.00	10,000.00	10,500.00	11,500.00	15,800.00	15,800.00	57,446.00	57,446.00
CHILDREN'S ALLOWANCE (50.00/child)	-	-	-	-	-	-	-	-
OTHER ALLOWANCE	-	-	-	-	-	-	38,333.00	38,333.00
MONTHLY TOTAL	64,827.00	112,300.00	87,619.00	139,087.00	111,799.00	158,349.00	202,951.00	255,086.00
ANNUAL BENEFITS								
YEAR-END BONUS	52,827.00	99,400.00	74,219.00	124,687.00	93,099.00	139,649.00	104,272.00	156,407.00
CASH GIFT	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
ANNIVERSARY BONUS**	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
CLOTHING	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
MEDICINE	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
BIRTHDAY BONUS	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
GROCERY SUBSIDY	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00
AMELIORATION ASSISTANCE	52,827.00	99,400.00	74,219.00	124,687.00	93,099.00	139,649.00	104,272.00	156,407.00
ANNUAL TOTAL	180,654.00	273,800.00	223,438.00	324,374.00	261,198.00	354,298.00	283,544.00	387,814.00
OTHER BENEFITS								
PROVIDENT FUND - Monthly								
- Employee Share (5% of B.S.)	2,641.35	4,970.00	3,710.95	6,234.35	4,654.95	6,982.45	5,213.60	7,820.35
- Employer Share (25% of B.S.)	13,206.75	24,850.00	18,554.75	31,171.75	23,274.75	34,912.25	26,068.00	39,101.75
	15,848.10	29,820.00	22,265.70	37,406.10	27,929.70	41,894.70	31,281.60	46,922.10
HMO - based on premium								
PERFORMANCE BASED BONUS***								
PERFORMANCE ENHANCEMENT INCENTIVE***								
* Based on Board-approved Revised Compensation Package of 2007								
** ₱ 10,000 on milestone years								
*** Variable Pay based on corporate and individual performance, pursuant to the adoption of the 2012 Performance Based Incentive System (PBIS)								

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