

**SMALL BUSINESS CORPORATION
 GUARANTEED COMPENSATION PACKAGE OF SB CORP EXECUTIVES
 CY 2017**

Particulars	Group Manager (Salary Grade 27)	Sector Manager (Salary Grade 28)	President/CEO (Salary Grade 30)
MONTHLY SALARY AND ALLOWANCES			
Monthly Basic Salary	87,229.00	97,679.00	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
Representation Allowance	8,500.00	9,000.00	11,000.00
Transportation Allowance	8,500.00	9,000.00	with assigned Official Vehicle
TOTAL	106,229.00	117,679.00	156,573.00
ANNUAL BENEFITS			
Clothing Allowance	5,000.00	5,000.00	5,000.00
Productivity Enhancement Incentive	5,000.00	5,000.00	5,000.00
Mid-Year Bonus	87,229.00	97,679.00	143,573.00
Year-End Bonus	87,229.00	97,679.00	143,573.00
Cash Gift	5,000.00	5,000.00	5,000.00
TOTAL	189,458.00	210,358.00	302,146.00
GRAND TOTAL	1,464,206.00	1,622,506.00	2,181,022.00
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
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)	13,084.35	14,651.85	21,535.95
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

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