

SMALL BUSINESS CORPORATION
GUARANTEED COMPENSATION PACKAGE OF SB CORP EXECUTIVES
CY 2021

PARTICULARS	GROUP MANAGER		SECTOR MANAGER		EXECUTIVE VICE PRESIDENT		PRESIDENT/CEO	
	Salary Grade 27 (01 Jan 21 to 04 Oct 21)	Job Grade 14 ^{1/} (05 Oct 21 to 31 Dec 21)	Salary Grade 28 (01 Jan 21 to 04 Oct 21)	Job Grade 15 ^{1/} (05 Oct 21 to 31 Dec 21)	Salary Grade 29 (01 Jan 21 to 04 Oct 21)	Job Grade 16 ^{1/} (05 Oct 21 to 31 Dec 21)	Salary Grade 30 (01 Jan 21 to 04 Oct 21)	Job Grade 17 ^{1/} (05 Oct 21 to 31 Dec 21)
MONTHLY SALARY AND ALLOWANCES								
Monthly Basic Salary	121,411.00	132,247.00	137,195.00	153,266.00	155,030.00	181,938.00	183,903.00	211,845.00
Personnel Economic Relief Allowance	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
Representation Allowance	8,500.00	8,500.00	9,000.00	9,000.00	10,000.00	10,000.00	11,000.00	11,000.00
Transportation Allowance	8,500.00	8,500.00	9,000.00	9,000.00	with assigned Official Vehicle	with assigned Official Vehicle	with assigned Official Vehicle	with assigned Official Vehicle
TOTAL	140,411.00	151,247.00	157,195.00	173,266.00	167,030.00	193,938.00	196,903.00	224,845.00
ANNUAL BENEFITS								
Clothing Allowance	6,000.00	6,000.00	6,000.00	6,000.00	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	5,000.00	5,000.00	5,000.00	5,000.00
Mid-Year Bonus	121,411.00	132,247.00	137,195.00	153,266.00	155,030.00	181,938.00	183,903.00	211,845.00
Year-End Bonus	121,411.00	132,247.00	137,195.00	153,266.00	155,030.00	181,938.00	183,903.00	211,845.00
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
TOTAL	258,822.00	280,494.00	290,390.00	322,532.00	326,060.00	379,876.00	383,806.00	439,690.00
GRAND TOTAL	1,943,754.00	2,095,458.00	2,176,730.00	2,401,724.00	2,330,420.00	2,707,132.00	2,746,642.00	3,137,830.00
OTHER BENEFITS AND ALLOWANCES								
Extraordinary and Miscellaneous Expenses (per year)	240,000.00	150,000.00	480,000.00	150,000.00	720,000.00	150,000.00	960,000.00	198,000.00
Communication Allowance (per month)	1,200.00	2,000.00	1,200.00	2,000.00	Actual expenses	2,000.00 ^{2/}	Actual expenses	Actual expenses ^{2/}
Loyalty Award (for 10 years of service) ^{3/}	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
Employer's Monthly Contribution to Provident Fund ^{4/}	18,211.65	13,224.70	20,579.25	15,326.60	23,254.50	18,193.80	27,585.45	21,184.50
Special Counsel Allowance ^{5/}	5,000.00	5,000.00	5,000.00	5,000.00	-	-	-	-

Notes :

^{1/} Implementation of CPCS under E.O. No. 150 effective 05 October 2021

^{2/} Implementation of CPCS Circular No. 2021-010 effective 05 October 2021

^{3/} 10,000.00 for the first 10 years of service and P5,000 every 5 years of service thereafter

^{4/} 15% of monthly basic pay under MSS until 04 October 2021 / 10% of monthly basic pay under CPCS (E.O. No. 150) effective 05 October 2021

^{5/} Covered Employees are Lawyers in the Legal Services Group for Court Appearances (5,000 per hearing/court appearance). The aggregate allowance shall not exceed fifty percent (50%) of the monthly basic salary

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