

**SMALL BUSINESS CORPORATION
GUARANTEED COMPENSATION PACKAGE OF SB CORP EXECUTIVES¹
CY 2023**

PARTICULARS	GROUP MANAGER (Job Grade 14)	SECTOR MANAGER (Job Grade 15)	EXECUTIVE VICE PRESIDENT (Job Grade 16)	PRESIDENT/CEO (Job Grade 17)
MONTHLY SALARY AND ALLOWANCES				
Monthly Basic Salary ^{2/}	132,247.00	153,266.00	181,938.00	211,845.00
Personnel Economic Relief Allowance	2,000.00	2,000.00	2,000.00	2,000.00
Representation Allowance	8,500.00	9,000.00	10,000.00	11,000.00
Transportation Allowance	8,500.00	9,000.00	with assigned Official Vehicle	with assigned Official Vehicle
TOTAL	151,247.00	173,266.00	193,938.00	224,845.00
ANNUAL BENEFITS				
Clothing Allowance	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
Mid-Year Bonus	132,247.00	153,266.00	181,938.00	211,845.00
Year-End Bonus	132,247.00	153,266.00	181,938.00	211,845.00
Cash Gift	5,000.00	5,000.00	5,000.00	5,000.00
TOTAL	280,494.00	322,532.00	379,876.00	439,690.00
GRAND TOTAL	2,095,458.00	2,401,724.00	2,707,132.00	3,137,830.00
OTHER BENEFITS AND ALLOWANCES				
Extraordinary and Miscellaneous Expenses (per year)	150,000.00	150,000.00	150,000.00	198,000.00
Communication Allowance (per month)	2,000.00	2,000.00	2,000.00	Actual expenses
Loyalty Award (for 10 years of service) ^{3/}	10,000.00	10,000.00	10,000.00	10,000.00
Employer's Monthly Contribution to Provident Fund ^{4/}	13,224.70	15,326.60	18,193.80	21,184.50
Special Counsel Allowance ^{5/}	5,000.00	5,000.00	-	-

Notes :

^{1/} CPCS under E.O. No. 150

^{2/} Officers and employees may progress from Step 1 to 8 within the particular Job Grade of the position

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

^{4/} 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