

**SMALL BUSINESS CORPORATION**  
**GUARANTEED COMPENSATION PACKAGE OF SB CORP EXECUTIVES<sup>1</sup>**  
**CY 2024**

<b>PARTICULARS</b>	<b>GROUP MANAGER</b> (Job Grade 14)	<b>SECTOR MANAGER</b> (Job Grade 15)	<b>EXECUTIVE VICE PRESIDENT</b> (Job Grade 16)	<b>PRESIDENT/CEO</b> (Job Grade 17)
<b>MONTHLY SALARY AND ALLOWANCES</b>				
Monthly Basic Salary <sup>2/</sup>	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	9,500.00	10,000.00	11,500.00	12,500.00
Transportation Allowance	9,500.00	10,000.00	with assigned Official Vehicle	with assigned Official Vehicle
<b>TOTAL</b>	<b>153,247.00</b>	<b>175,266.00</b>	<b>195,438.00</b>	<b>226,345.00</b>
<b>ANNUAL BENEFITS</b>				
Clothing Allowance	7,000.00	7,000.00	7,000.00	7,000.00
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
<b>TOTAL</b>	<b>281,494.00</b>	<b>323,532.00</b>	<b>380,876.00</b>	<b>440,690.00</b>
<b>GRAND TOTAL</b>	<b>2,120,458.00</b>	<b>2,426,724.00</b>	<b>2,726,132.00</b>	<b>3,156,830.00</b>
<b>OTHER BENEFITS AND ALLOWANCES</b>				
Extraordinary and Miscellaneous Expenses (per year)	150,000.00	150,000.00	150,000.00	198,000.00
Communication Allowance (per month)				
January to April 2024	2,000.00	2,000.00	2,000.00	Actual expenses Actual expenses
May to December 2024	3,500.00	3,500.00	3,500.00	
Loyalty Award (for 10 years of service) <sup>3/</sup>	10,000.00	10,000.00	10,000.00	10,000.00
Employer's Monthly Contribution to Provident Fund	13,224.70	15,326.60	18,193.80	21,184.50
Special Counsel Allowance <sup>4/</sup>	5,000.00	5,000.00	-	-

Notes :

<sup>1/</sup> CPCS under E.O. No. 150

<sup>2/</sup> Officers and employees may progress from Step 1 to 8 within the particular Job Grade of the position

<sup>3/</sup> 10,000.00 for the first 10 years of service and P5,000 every 5 years of service thereafter

<sup>4/</sup> 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

 12/20/24