

4.2.3. **PBB FOR FY 2017 AND YEARS THEREAFTER.** – The one-time grant of the annual PBB shall be based on the performance of the individual Officers and Employees with the rate of incentive as a multiple of the individual's monthly basic salary (MBS) as of 31 December of the applicable year based on the table below, unless otherwise specified by the GCG, but not lower than ₱5,000:

Percentile	<u>PBB as % of MBS</u>
Top: Maximum 10%	<u>65.0%</u>
Next: Maximum 25%	<u>57.5%</u>
Remaining: Minimum 65%	<u>50.0%</u>

**The percentile of the "Top" and "Next" levels are maximum figures with the discretion on the part of the Governing Board/Management to decrease the figures and distribute them to the "Remaining" level.*

Provided, that the total cost of the PBB shall not result in a net loss for the applicable year computed before subsidy and unrealized gains/losses, and after payment of all statutory obligations and liabilities."