

PHILIPPINE NATIONAL OIL COMPANY
2018 COMPENSATION PACKAGE OF EXECUTIVE OFFICERS
FY 2018
(IN THOUSAND PESOS)

2018 COMPENSATION PACKAGE FOR OFFICERS											
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		2017 PBB		No. of Officers	Position TCF
		(A)	(B)	(C)	(D)	(E)=(A)+(C)	(F)=(B)+(D)	(G)	(H)	(I)	(J)=(E)+(F)+(G)+(H)
Position/Title	Job Grade/Job level	Min.	Max	Min.	Max	Min.	Max	Min.	Max		
President	SG30/Step 1	-	1,722	-	487	-	2,209	-		1	2,209
Senior Vice President	SG 28/STEP 3; 6	1,421	1,486	425	436	1,846	1,922		52	2	3,820
Corporate Secretary	-		-	-	50		50			1	50
LIST OF BENEFITS											
Name of Benefit		Amount Per Officer	Coverage	Legal Basis							
PERA		2	Civilian govt. personnel occupying regular, contractual, or casual positions; appointive or elective; rendering services on a full time or part time basis and whose positions are covered by RA 6758 "Compensation and Position Classification Act of 1989"	DBM BC#2009-3 dated 8.18.2009 (3.1)							
Clothing Allowance		6	Civilian govt. personnel occupying regular, contractual, or casual positions; appointive or elective; rendering services on a full time or part time basis	General Appropriations Act							
Midyear Bonus (President)		144	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2017-2 dated 5.08.2017 (3.1)							
Midyear Bonus(SVP-SG28/Step 6)		124	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2017-2 dated 5.08.2017 (3.1)							

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Name of Benefit		Amount Per Officer	Coverage	Legal Basis						
Midyear Bonus(SVP-SG28/Step 3)		118	Civilian govt. employees occupying regular, contractual, or casual positions;appointive or elective rendering services on a full tme or part time basis	DBM BC#2017-2 dated 5.08.2017 (3.1)						
Year End Bonus (President)		144	Civilian govt. employees occupying regular, contractual, or casual positions;appointive or elective rendering services on a full tme or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						
Year End Bonus (SVP-SG 28/Step 6)		124	Civilian govt. employees occupying regular, contractual, or casual positions;appointive or elective rendering services on a full tme or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						
Year End Bonus (SVP-SG28/Step 3)		118	Civilian govt. employees occupying regular, contractual, or casual positions;appointive or elective rendering services on a full tme or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						
LIST OF BENEFITS										
Name of Benefit		Amount Per Officer	Coverage	Legal Basis						
Productivity Enhancement Incentive (PEI)		5	Civilian govt. employees occupying regular, contractual, or casual positions;appointive or elective rendering services on a full tme or part time basis	DBM BC#2017-4 dated 12.04.17 (3.1)						
Loyalty Award (SVP-SG28/Step 3 /Step 6)		5	P10,000 for each qualified employee with 10 yrs in service and P5,000 each for qualified employee with 15 yrs in service	CSC MCR#6 s-2002						
Representation Allowance (President) **		11**	Department Undersecretaries and those of equivalent ranks	General Appropriations Act						
** with assigned vehicle										

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Representation Allowance (Senior Vice President)		10**	Department Asst. Secretaries and those of equivalent ranks	General Appropriations Act						
** with assigned vehicle										
Cash Gift		5	Civilian govt. employees occupying regular, contractual, or casual positions; appointive or elective rendering services on a full time or part time basis	DBM BC#2016-4 dated 4.28.2016 (3.1)						
Anniversary Bonus (Milestone)		3	Officials and employees of government entities as authorized under AO No. 263	AO#263 s-1996/DBM NBC#42 dated 5.20.96						
Performance Based Bonus (SVP-SG 28/Step 6)		52	All officials and employees of eligible department/agencies holding regular plantilla positions; contractual and casual employees having an employer-employee relationship with the said agencies and whose compensation are charged against the lump sum appropriation under Personnel Services ; and those occupying positions in the DBM- approved contractual staffing pattern of the agencies concerned.	Memorandum Circular No. 2017-1 dated March 9, 2017 / GCG Memorandum Circular No. 2018-01 dated January 31, 2018						
CNA		25	Government personnel occupying regular , contractual or casual positions rendering services on full time or part time basis in the National Govt. agencies including SUCs, GOCCs, and GFIs and in LGUs	DBM BC #2018-5 dated 11.14.2018						

PHILIPPINE NATIONAL OIL COMPANY
2018 COMPENSATION PACKAGE OF BOARD OF DIRECTORS
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2018 COMPENSATION FOR DIRECTORS										
GOCC Class per EO 24:	Category C									
Per Diem for Board Meetings:	15									
Per Diem for Committee Meetings:	9									
Name of Director		BOD Meetings Attended (No. of times)	Total BOD Per Diems	Committee Membership	Committee Meetings Attended (No. of times)	Total Per Diem on Committee Meeting	Reimbursements (Actual)	Total per DIEM	PBI	
ATIENZA, Hermann Roy M.		20	300	Risk Mgt./Exec./Nomination & Remuneration & Audit Committee	11	99		399		
BORJE, Adolf P.		20	300	Executive/Governance/ Nomination & Remuneration/Audit Committee	5	45		345		
CLAVECILLA, Marvel C.		5	75	Audit/Nomination & Remuneration Committee	5	45		120		
DE LEON, Jonas Guy S.		21	315	Risk Mgt./Governance/Nomination & Remuneration Committee	24	216		531		
MAGALONG, Benjamin B.		16	240	Audit/Nomination & Remuneration Committee	11	99		339		
MITRA, Victor Antonio B.		21	315	Audit/Risk & Executive Committee	24	216		531		
POQUIZ, Romeo D.		8	120	Risk & Audit Committee	10	90		210		
TANTIONGCO, Rex V.		21	315	Audit/Nomination & Remuneration Committee	23	207		522		

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2018 COMPENSATION FOR DIRECTORS										
ALLOWABLE REIMBURSABLE EXPENSES (EO 24)										
Name of Director	Breakdown									
	Communication	Representation	Transportation			Total				
ATIENZA, Hermann Roy M.	26	83	50			159				
BORJE, Adolf P.	54	239	179			472				
CLAVECILLA, Marvel C.	13	60	26			99				
DE LEON, Jonas Guy S.	60	235	180			475				
MAGALONG, Benjamin B.	50	196	150			396				
MITRA, Victor Antonio B.	50	228	178			456				
POQUIZ, Romeo D.	12	66	31			109				
TANTIONGCO, Rex V.	60	237	176			473				
COMPENSATION FROM INVESTEE COMPANIES										
<i>(if applicable)</i>										
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown					