

PHILIPPINE NATIONAL OIL COMPANY
2017 COMPENSATION PACKAGE OF BOARD OF DIRECTORS
FY 2017
(IN THOUSAND PESOS)

2017 COMPENSATION FOR DIRECTORS										
GOCC Class per EO 24:	Category B									
Per Diem for Board Meetings:	20									
Per Diem for Committee Meetings:	12									
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	
AQUINO, Pedro A. Jr.		5	100	Executive Committee	1	12		112		
ATIENZA, Hermano Roy M.		18	360	Risk Mgt./Governance Committee	12	144		504		
BORJE, Adolf P.		17	340	Executive/Governance Committee	6	72		412		
CLAVECILLA, Marvel C.		16	320	Audit/Nomination & Remuneration Committee	19	228		548		
CONCEPCION, Bruce S.		18	360	Risk Mgt./Nomination & Remuneration Committee	19	228		588		
DE LEON, Jonas Guy S.		12	240	Risk Mgt. Committee	11	132		372		
MITRA, Victor Antonio B.		19	380	Audit & Risk Mgt. Committee	29	348		728		
TANTIONGCO, Rex V.		18	360	Audit/Nomination & Remuneration Committee	23	276		636		

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2017 COMPENSATION FOR DIRECTORS										
ALLOWABLE REIMBURSABLE EXPENSES (EO 24)										
Name of Director		Breakdown								
		Communication	Representation	Transportation						
ALCASID, Herminio M. Jr.		5	20	15			40			
ATIENZA, Hermano Roy M.		11	35	19			65			
BORJE, Adolf P.		9	200	101			309			
CLAVECILLA, Marvel C.		42	203	91			789			
CONCEPCION, Bruce S.		60	228	164			452			
DE LEON, Jonas Guy S.		32	140	104			276			
MITRA, Victor Antonio B.		42	152	142			337			
TANTIONGCO, Rex V.		43	203	124			370			
COMPENSATION FROM INVESTEE COMPANIES		<i>(if applicable)</i>								
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown					

PHILIPPINE NATIONAL OIL COMPANY
2017 COMPENSATION PACKAGE OF EXECUTIVE OFFICERS
FY 2017
(IN THOUSAND PESOS)

2017 COMPENSATION PACKAGE FOR OFFICERS											
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		2013 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 3	-	1,411	-	407	-	1,818	-		1	1,818
Senior Vice President	SG 28/STEP 3; 6	1,188	1,233	355	365	1,543	1,598			2	3,141
Corporate Secretary	-	-	-	-	120		120			1	120
LIST OF BENEFITS											
Name of Benefit		Amount Per Officer	Coverage	Legal Basis							
PERA			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		5	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							

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LIST OF BENEFITS										
Name of Benefit		Amount Per Officer	Coverage	Legal Basis						
Midyear Bonus (President)		118	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)		103	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 3)		99	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)						
Year End Bonus (President)		118	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)						
Year End Bonus (SVP-SG 28/Step 6)		103	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)						

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LIST OF BENEFITS										
Name of Benefit		Amount Per Officer	Coverage	Legal Basis						
Year End Bonus (SVP-SG28/Step 3)		99	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)						
Productivity Enhancement Incentive (PEI)		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#2017-4 dated 12.04.17 (3.1)						
Loyalty Award (SVP-SG28/Step 3 /Step 6)			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										
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)						