

**TOTAL ANNUAL COMPENSATION OF GM, AGM & GROUP MANAGERS**  
**As of March 31, 2016**

| NAME                               | TOTAL ANNUAL COMPENSATION |
|------------------------------------|---------------------------|
|                                    |                           |
| 1. GM SINFOROSO R. PAGUNSAN        | ₱1,193,234.00             |
|                                    |                           |
| 2. AGM FROILAN R. KAMPITAN         | ₱1,162,033.00             |
|                                    |                           |
| 3. ENGR. VICTOR C. BALBA, NCR      | ₱991,732.00               |
|                                    |                           |
| 4. AR. MA. ALMA T. VALENCIANO, MMO | ₱992,668.00               |
|                                    |                           |
| 5. AR. SUSANA V. NONATO, SLBAMO    | ₱982,762.00               |
|                                    |                           |
| 6. MS. LORNA M. SERASPE, VAMO      | ₱991,732.00               |
|                                    |                           |
| <b>TOTAL</b>                       | ₱6,314,161.00             |
|                                    |                           |

**TOTAL ANNUAL COMPENSATION OF GM, AGM & GROUP MANAGERS**

As of March 31, 2016

| NAME                               | BASIC SALARY   | PERA          | REP. ALLOW.   | UNIFORM      | MEAL         | RICE         | MEDICAL      | CHILD ALLOW, | YEAR END BONUS | CASH GIFT    | PIB          | TOTAL COMP.    |
|------------------------------------|----------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|----------------|--------------|--------------|----------------|
| 1. GM SINFOROSO R. PAGUNSAN        | 947352         | 24000         | 132000        | 5000         | 0            | 0            | 0            | 936          | 78946          | 5000         | 0            | 1193234        |
| 2. AGM FROILAN R. KAMPITAN         | 906444         | 24000         | 120000        | 5000         | 4752         | 16800        | 2500         | 0            | 75537          | 5000         | 2000         | 1162033        |
| 3. ENGR. VICTOR C. BALBA, NCR      | 760320         | 24000         | 108000        | 5000         | 4752         | 16800        | 2500         | 0            | 63360          | 5000         | 2000         | 991732         |
| 4. AR. MA. ALMA T. VALENCIANO, MMO | 760320         | 24000         | 108000        | 5000         | 4752         | 16800        | 2500         | 936          | 63360          | 5000         | 2000         | 992668         |
| 5. AR. SUSANA V. NONATO, SLBAMO    | 752040         | 24000         | 108000        | 5000         | 4752         | 16800        | 2500         | 0            | 62670          | 5000         | 2000         | 982762         |
| 6. MS. LORNA M. SERASPE, VAMO      | 760320         | 24000         | 108000        | 5000         | 4752         | 16800        | 2500         | 0            | 63360          | 5000         | 2000         | 991732         |
| <b>TOTAL</b>                       | <b>4886796</b> | <b>144000</b> | <b>684000</b> | <b>30000</b> | <b>23760</b> | <b>84000</b> | <b>12500</b> | <b>1872</b>  | <b>407233</b>  | <b>30000</b> | <b>10000</b> | <b>6314161</b> |