

PHILIPPINE NATIONAL OIL COMPANY
2016 COMPENSATION PACKAGE OF BOARD OF DIRECTORS
FY 2016
(IN THOUSAND PESOS)

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 Committee per Diems	Reimbursements (Actual)	Total per DIEM	PBI			
ACOSTA, Miguel D. Jr.		8	160	Executive Committee Meeting	1	12						
ALCASID, Herminio M. Jr.		11	220	Audit Committee/Risk Management Committee	2	24		244	166			
AQUINO, Pedro A. Jr.		14	280	Compensation and Nomination Committee/Governance Committee	5	60		340	198			
ARENAS, John J.		3	60	Compensation and Nomination Committee	2	24		84	212			
BARREIRO, Fernando V.		10	200	Risk Management Committee	5	60		260	194			
CANLAS, Dante B.		14	280	Risk Management Committee	5	60		340	230			
CLAVECILLA, Marvel C.		3	60		0	0		60				
CONCEPCION, Bruce s.		3	60		0	0		60				
GOTHONG, Bob D.		5	100	Audit Committee	1	12		112				
LARRAZABAL, Potenciano V. Jr.		0	0	Compensation and Nomination Committee	0	0		0				
TANTIONGCO, Rex V.		11	220	Risk Management Committee	5	60						

ALLOWABLE REIMBURSABLE EXPENSES (EO 24)										
Name of Director	Total	Breakdown								
		Communication	Representation	Transportation						
ACOSTA, Miguel D. Jr.	135	14	77	44						
ALCASID, Herminio M. Jr.	457	52	229	176						
AQUINO, Pedro A. Jr.	407	44	212	151						
ARENAS, John J.	70	9	39	22						
BARREIRO, Fernando V.	159	17	79	63						
CANLAS, Dante B.	283	39	109	135						
CLAVECILLA, Marvel C.	44	1	36	7						
CONCEPCION, Bruce s.	43	2	35	6						
GOTHONG, Bob D.	0	0	0	0						
LARRAZABAL, Potenciano V. Jr.	33	2	20	11						
TANTIONGCO, Rex V.	192	20	124	48						
COMPENSATION FROM INVESTEE COMPANIES		<i>(if applicable)</i>								
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown					
	NA	NA	NA	NA						

PHILIPPINE NATIONAL OIL COMPANY
2016 COMPENSATION PACKAGE OF EXECUTIVE OFFICERS
FY 2016
(IN THOUSAND PESOS)

2015 COMPENSATION PACKAGE FOR OFFICERS											
		Annual Basic Salary		Annual Benefits		Total Compensation Framework (TCF)		2015 PBB		No. of Officers	Position TCF
		(A)	(B)	(C)	(D)	(E)=(A)+(C)	(F)=(B)+(D)	(G)	(H)		
Position/Title	Job Grade/Job level	Min.	Max	Min.	Max	Min.	Max	Min.	Max		
President	SG30/Step 3	-	1,149	-	251	-	1,400		209	1	1,609
Senior Vice President	SG 28/STEP 3; 5	990	1,018	330	329	1,320	1,347	68	106	2	2,841
Corporate Secretary	-	-	-	-	120		120			1	120
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		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							
Midyear Bonus Bonus (President)		96	All positions for civilian personnel, wether casual, or contractual in nature, appointive or elective, full -time or part-time now existing or hereafter created in the Executive, Legislatvie and Judicial Branches, the constitutional Commission Offices, SUC's, and GOCC's covered by Compensation and Position Classification system (CPCS)	DBM BC#2016-3 dated 04.28.16							

**PHILIPPINE NATIONAL OIL COMPANY
2016 COMPENSATION PACKAGE OF EXECUTIVE OFFICERS**

LIST OF BENEFITS										
Name of Benefit		Amount Per Officer	Coverage	Legal Basis						
Midyear Bonus (SVP-SG 28/Step 5)		85	All positions for civilian personnel, wether casual or contractual in nature, appointive or elective, full -time or part-time now existing or hereafter created in the Executive, Legislatvie and Judicial Branches, the constitutional Commission Offices, SUC's, and GOCC's covered by Compensation and Position Classification system (CPCS)	DBM BC#2016-3 dated 04.28.16						
Midyear Bonus (SVP-SG28/Step 3)		83	All positions for civilian personnel, wether casual or contractual in nature, appointive or elective, full -time or part-time now existing or hereafter created in the Executive, Legislatvie and Judicial Branches, the constitutional Commission Offices, SUC's, and GOCC's covered by Compensation and Position Classification system (CPCS)	DBM BC#2016-3 dated 04.28.16						
Performance Based Bonus (President)		209	All officers and employees Of eligible GOCCs who occupy regular, casula or contractual positions shall be entitled to full grant of PBB from their employer at the time of the payout of the PBB provided they have rendered an aggregate of 9 months of service in public sector for the year ending Dec. 31, 2015	GCG Memorandum Circular 2015-05 dated 07.15.15						

