

COMPENSATION FOR NEA OFFICERS FOR CY 2016										
Position/Title	Salary Grade	Basic Salary/Annum		Benefits/Annum		TCF		PBB		No of Officers
		Min	Max	Min	Max	Min	Max	Min	Max	
Administrator (January-June 30)*	30		489,480		211,580		701,060		0	1
Administrator (November 18-December)	30	111,242			35,818		147,060		0	1
OIC Administrator (July 1 - Nov 17)	28		812,208		393,668		1,319,721		113,845	1
Deputy Administrator, CRFS (OIC: July 1-Nov. 17)	26	303,120			292,798		677,260	81,342		1
Deputy Administrator, MAG	28		800,796		493,068		1,371,723	77,859		1
Deputy Administrator, LEGAL	28		812,208		493,068		1,419,121		113,845	1
Deputy Administrator, EDUS (Jan-Sept 4)	28		559,737		284,043		960,143		116,363	1
Deputy Administrator, OIC (Sept 5 - Dec)	26	198,777			284,960		551,222	67,485		1
Corporate Board Secretary/Acting Director	26	689,718			359,556		1,118,253	68,979		1
LIST OF BENEFITS										
Name of Benefit		Amount per Officer/Annum (Year 2016)	Coverage	Legal Basis						
Administrator : (January-June 30, 2016)										
PERA		12,000	Monthly	AO 144						
RA		66,000	- do -	GAA						
TA		-	- do -	GAA						
Clothing		5,000	Annual	GAA						
Mid-Year Bonus		81,580	- do -	GCG EO 201,s2016/DBM Cir#2016-3						
CNA Incentive		12,500	- do -	DBM Circular 2016-7						
Corporate Practices (Efficiency Incentive)		8,000	Monthly	PRAISE/Board Resolution						
Corporate Best Practices (Workplace)		18,000	Quarterly	PRAISE/Board Resolution						
Medical Allowance		2,500	- do -	Board Resolution						
Rice Allowance		6,000	- do -	Board Resolution						
Administrator : (Nov. 18- Dec. 2016)										
PERA		2,818	Monthly	AO 144						
RA		16,500	- do -	GAA						
TA		16,500	- do -	GAA						
OIC Administrator : (July 1 - Nov. 17)										
PERA		24,000	Monthly	AO 144						
RA		117,000	- do -	GAA						
TA		-	- do -	GAA						
Clothing		5,000	Annual	GAA						
Mid-Year Incentive		67,684	- do -	RA 8441/DBM Cir #2016-4						
Year-End & Cash Gift		72,684	- do -	GCG EO 201,s2016/DBM Cir#2016-4						
CNA Incentive		25,000	- do -	DBM Circular 2016-7						
Productivity Enhancement Incentive (PEI)		5,000	- do -	DBM Circular 2016-1						
Counterpart Award for EC Performance		18,800	- do -	PRAISE/Board Resolution						
Corporate Practices (Efficiency Incentive)		8,000	Monthly	PRAISE/Board Resolution						
Corporate Best Practices (Workplace)		36,000	Quarterly	PRAISE/Board Resolution						
Medical Allowance		2,500	- do -	Board Resolution						
Rice Allowance		12,000	- do -	Board Resolution						

*Former Administrator - Optional Retirement, July 01, 2016

LIST OF BENEFITS										
Name of Benefit		Amount per Officer/Annum (Year 2016)	Coverage	Legal Basis						
Deputy Administrator : OIC for CRFS (July 1 - Nov. 17)										
PERA		10,000	Monthly	AO 144						
RA		44,250	- do -	GAA						
TA		-	- do -	GAA						
Clothing		5,000	Annual	GAA						
Mid-Year Incentive		60,624	- do -	RA 8441/DBM Cir #2016-4						
Year-End & Cash Gift		65,624	- do -	GCG EO 201,s2016/DBM Cir#2016-3						
CNA Incentive		25,000	- do -	DBM Circular 2016-7						
Productivity Enhancement Incentive (PEI)		5,000	- do -	DBM Circular 2016-1						
Counterpart Award for EC Performance		18,800	- do -	PRAISE/Board Resolution						
Corporate Practices (Efficiency Incentive)		8,000	Monthly	PRAISE/Board Resolution						
Corporate Best Practices (Workplace)		36,000	Quarterly	PRAISE/Board Resolution						
Medical Allowance		2,500	- do -	Board Resolution						
Rice Allowance		12,000	- do -	Board Resolution						
Deputy Administrator : MAG										
PERA		24,000	Monthly	AO 144						
RA		108,000	- do -	GAA						
TA		108,000	- do -	GAA						
Clothing		5,000	Annual	GAA						
Mid-Year Incentive		67,684	- do -	RA 8441/DBM Cir #2016-4						
Year-End & Cash Gift		72,684	- do -	GCG EO 201,s2016/DBM Cir#2016-3						
CNA Incentive		25,000	- do -	DBM Circular 2016-7						
Productivity Enhancement Incentive (PEI)		5,000	- do -	DBM Circular 2016-1						
Counterpart Award for EC Performance		19,200	- do -	PRAISE/Board Resolution						
Corporate Practices (Efficiency Incentive)		8,000	Monthly	PRAISE/Board Resolution						
Corporate Best Practices (Workplace)		36,000	Quarterly	PRAISE/Board Resolution						
Medical Allowance		2,500	- do -	Board Resolution						
Rice Allowance		12,000	- do -	Board Resolution						
Deputy Administrator : LEGAL										
PERA		24,000	Monthly	AO 144						
RA		108,000	- do -	GAA						
TA		108,000	- do -	GAA						
Clothing		5,000	Annual	GAA						
Mid-Year Incentive		67,684	- do -	RA 8441/DBM Cir #2016-4						
Year-End & Cash Gift		72,684	- do -	GCG EO 201,s2016/DBM Cir#2016-3						
CNA Incentive		25,000	- do -	DBM Circular 2016-7						
Productivity Enhancement Incentive (PEI)		5,000	- do -	DBM Circular 2016-1						
Counterpart Award for EC Performance		19,200	- do -	PRAISE/Board Resolution						
Corporate Practices (Efficiency Incentive)		8,000	Monthly	PRAISE/Board Resolution						
Corporate Best Practices (Workplace)		36,000	Quarterly	PRAISE/Board Resolution						
Medical Allowance		2,500	- do -	Board Resolution						
Rice Allowance		12,000	- do -	Board Resolution						

LIST OF BENEFITS									
Name of Benefit		Amount per Officer/Annum (Year 2016)	Coverage	Legal Basis					
Deputy Administrator : EDUS (Jan - Sept. 4)									
PERA		16,182	Monthly	AO 144					
RA		74,250	- do -	GAA					
TA		-	- do -	GAA					
Clothing		5,000	Annual	GAA					
Mid-Year Incentive		69,181	- do -	RA 8441/DBM Cir #2016-4					
Year-End & Cash Gift		62,263	- do -	GCG EO 201,s2016/DBM Cir#2016-3					
CNA Incentive		16,667	- do -	DBM Circular 2016-7					
Productivity Enhancement Incentive (PEI)		-	- do -	DBM Circular 2016-1					
Counterpart Award for EC Performance		-	- do -	PRAISE/Board Resolution					
Corporate Practices (Efficiency Incentive)		8,000	Monthly	PRAISE/Board Resolution					
Corporate Best Practices (Workplace)		18,000	Quarterly	PRAISE/Board Resolution					
Medical Allowance		2,500	- do -	Board Resolution					
Rice Allowance		12,000	- do -	Board Resolution					
Deputy Administrator : OIC for EDUS (Sept 5 - Dec. 31)									
PERA		8,000	Monthly	AO 144					
RA		37,500	- do -	GAA					
TA		37,500	- do -	GAA					
Clothing		5,000	Annual	GAA					
Mid-Year Incentive		50,850	- do -	RA 8441/DBM Cir #2016-4					
Year-End & Cash Gift		55,850	- do -	GCG EO 201,s2016/DBM Cir#2016-3					
CNA Incentive		25,000	- do -	DBM Circular 2016-7					
Productivity Enhancement Incentive (PEI)		5,000	- do -	DBM Circular 2016-1					
Counterpart Award for EC Performance		19,760	- do -	PRAISE/Board Resolution					
Corporate Practices (Efficiency Incentive)		8,000	Monthly	PRAISE/Board Resolution					
Corporate Best Practices (Workplace)		18,000	Quarterly	PRAISE/Board Resolution					
Medical Allowance		2,500	- do -	Board Resolution					
Rice Allowance		12,000	- do -	Board Resolution					
Acting Corporate Board Secretary/Compliance Officer :									
PERA		24,000	Monthly	AO 144					
RA		108,000	- do -	GAA					
TA		-	- do -	GAA					
Clothing		5,000	Annual	GAA					
Mid-Year Incentive		58,028	- do -	RA 8441/DBM Cir #2016-4					
Year-End & Cash Gift		63,028	- do -	GCG EO 201,s2016/DBM Cir#2016-3					
CNA Incentive		25,000	- do -	DBM Circular 2016-7					
Productivity Enhancement Incentive (PEI)		5,000	- do -	DBM Circular 2016-1					
Counterpart Award for EC Performance		19,000	- do -	PRAISE/Board Resolution					
Corporate Practices (Efficiency Incentive)		8,000	Monthly	PRAISE/Board Resolution					
Corporate Best Practices (Workplace)		36,000	Quarterly	PRAISE/Board Resolution					
Medical Allowance		2,500	- do -	Board Resolution					
Rice Allowance		6,000	- do -	Board Resolution					

LIST OF BENEFITS									
Name of Benefit		Amount per Officer/Annum (Year 2016)	Coverage	Legal Basis					
COMPENSATION FOR DIRECTORS									
GOCC Class per EO 24:									
Per Diem for Board Meetings:		15,000							
Per Diem for Committee Meetings:		9,000							
Name of Director		BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimburse ments	Total	
Jose Victor E. Lobrigo		10	150,000	Governance,Credit,Audit	12	108,000		258,000	
Victor G. Chiong		14	210,000	Governance,Credit,Audit	17	153,000		363,000	
Eugene A. Tan		14	210,000	Governance,Credit,Audit	18	162,000		372,000	
Edita S. Bueno		9	135,000	Governance,Credit	15	135,000		270,000	
Edgardo R. Masongsong		3	45,000	Governance,Credit	2	18,000		63,000	
Agustin L. Maddatu		3	45,000	Governance,Credit,Audit	3	27,000		72,000	