

COMPENSATION FOR OFFICERS for CY 2015											
Position/Title	Job Grade / Job Level	Basic Salary per month		Benefits		TCF		PBB		No of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
President and CEO	SG 30	125,000	200,000					157,892	394,730	1	
Vice- President	SG 29	100,000	160,000					146,198	365,495	1	
Corporate Secretary	DENR Employee	no additional compensation from PMDC									
Treasurer	PNOC employee	no additional compensation from PMDC									
LIST OF BENEFITS											
Name of Benefit		Amount per Officer	Coverage	Legal Basis							
Communication Allowance	President & CEO	P5,000/mo.									
	Vice President	P4,000/mo.									
Gasoline	President & CEO	P15,000/mo.									
	Vice President	P12,000/mo.									
Business Meetings	President & CEO	P10,000/mo.									
COMPENSATION FOR DIRECTORS											
GOCC Class per EO 24: Class E		P5,000 per meeting									
Per Diem for Board Meetings:		P3,000 per meeting									
Per Diem for Committee Meetings:		BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements (unpaid Per Diem in 2014)	Total			
Name of Director											
Atty. Lito A. Mondragon		3	P15,000.00		1	P3,000.00		P18,000.00			
Christopher L. Carrion		3	P15,000.00		1	P3,000.00	P5,000.00 **	P23,000.00			
Federico C. Gaspar		1	P5,000.00		1	P3,000.00	P3,000.00 *	P11,000.00			
Sec. Ramon J. Paje		3						none			
Antonio M. Cailao		3						none			
Cecilio B. Lorenzo		3						none			
Zenaida Y. Monsada		1						none			
Mari Jennifer F. Bruce		3						none			
Ma. Lourdes F. Rebuena		1						none			
Saturnino H. Mejia		2						none			
	Total	Breakdown									
REIMBURSABLE EXPENSES (if applicable)											
Name of Director											
Not Applicable											
	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown						
COMPENSATION FROM INVESTEE COMPANIES (if applicable)											
Name of Director											
Not Applicable											

* Per Diem on committee meeting amounting to P3,000 pertains to the Committee Meeting attended last Septiembre 24, 2014 which was not paid in the previous year.

** Per Diem on board meeting amounting to P5,000 pertains to the BOD Meeting attended last December 4, 2014 which was not paid in the previous year.