

## Compensation Package for the Board and PSALM Officers

The Electric Power Industry Reform Act (EPIRA) does not provide for the compensation package of PSALM Board. Thus, they do not receive any compensation from the Corporation.

Below is PSALM's Management Committee's compensation package:

COMPENSATION	PRESIDENT AND CEO	VICE PRESIDENT
Annual Basic Salary	PhP2,102,208.00	PhP1,646,340.00
Personnel Relief Allowance (PERA)	PhP2,000.00/month	PhP2,000.00/month
Mid-Year Bonus	PhP175,184.00	PhP137,195.00
Year-End Bonus	PhP175,184.00	PhP137,195.00
Cash Gift	PhP5,000.00	PhP5,000.00
Clothing Allowance	PhP6,000.00	PhP6,000.00
Communication Allowance	Based on actual expense	Based on actual expense but not to exceed PhP10,000.00/month
Representation and Transportation Allowance (RATA)	PhP22,000.00/month	PhP20,000.00/month
Extraordinary Miscellaneous Expense Allowance (EME)	PhP198,000.00/annum (Liquidated through receipts)	PhP135,600.00/annum (Liquidated through receipts)
Performance-Based Bonus (PBB)	Additional monetary incentives that the corporation gives to its employees based on the guidelines set by the Governance Commission for GOCCs	