



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 | PhP1,722,408.00 | PhP1,379,772.00 |
| Personnel Economic Relief Allowance (PERA) | PhP2,000.00/month | PhP2,000.00/month |
| Mid-Year Bonus | PhP143,534.00 | PhP114,981.00 |
| Year-End Bonus | PhP143,534.00 | PhP114,981.00 |
| Cash Gift | PhP5,000.00 | PhP5,000.00 |
| Representation and Transportation Allowance (RATA) | Based on amount authorized in General Appropriations Act for FY2018. Guidelines is based on DBM Budget Circular No. 548 dated 15 May 2013. | |
| Extraordinary Miscellaneous Expense Allowance (EME) | PhP117,600.00/annum (Liquidated through receipts) | PhP117,600.00/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 | |

