



**2015 SUMMARY OF RANKING OF ELIGIBLE OFFICERS & EMPLOYEES**

PERSONNEL GROUP / RANKING	DISTRIBUTION	NO. OF PERSONNEL	FIXED AMOUNT	PBB2015 AMOUNT
<b>Personnel Group: SENIOR MANAGEMENT</b>				
Top	33.3%	1	25,000.00	25,000.00
Next	33.3%	1	15,000.00	15,000.00
Remaining	33.3%	1	7,500.00	7,500.00
<b>Total: Senior Management</b>		<b>3</b>		<b>P47,500.00</b>
<b>Personnel Group: MIDDLE MANAGEMENT</b>				
Top	9.9%	1	25,000.00	25,000.00
Next	24.7%	3	15,000.00	45,000.00
Remaining	65.4%	7	7,500.00	52,500.00
<b>Total: Middle Management</b>		<b>11</b>		<b>P122,500.00</b>
<b>Personnel Group: PROFESSIONAL &amp; SUPERVISORY</b>				
Top	9.9%	18	25,000.00	450,000.00
Next	25.3%	46	15,000.00	670,500.00
Remaining	64.8%	118	7,500.00	843,750.00
<b>Total: Professional &amp; Supervisory</b>		<b>182</b>		<b>P1,964,250.00</b>
<b>Personnel Group: CLERICAL &amp; GENERAL STAFF</b>				
Top	10.3%	12	25,000.00	275,500.00
Next	25.0%	29	15,000.00	427,500.00
Remaining	64.7%	75	7,500.00	526,000.00
<b>Total: Clerical/General Staff</b>		<b>116</b>		<b>P1,229,000.00</b>
<b>President / CEO</b>		<b>1</b>	<b>25,000.00</b>	<b>25,000.00</b>
<b>GRAND TOTAL</b>		<b>313</b>		<b>P3,388,250.00</b>

**SUMMARY OF DISTRIBUTION BY PERSONNEL GROUP**

PERSONNEL GROUP	TOP	NEXT	REMAINING	TOTAL
I. Senior Management	1+1*	1	1	4
II. Middle Management	1	3	7	11
III. Professional & Supervisory	18	45	119	182
IV. Clerical / General Staff	12	29	75	116
<b>TOTAL</b>	<b>31</b>	<b>78</b>	<b>202</b>	<b>313</b>
<b>PERCENTAGES</b>	<b>10%</b>	<b>25%</b>	<b>65%</b>	<b>100%</b>

\* CEO/President

Prepared by:

Approved by:

MONINA A.R. DE ARMAS  
OIC, Corporate Affairs

ANTONIO D. KALAW, JR.  
President



<b>SCHEDULE OF PBB DISTRIBUTION OF DAP</b>			
nn	PERSONNEL GROUP / RANKING	EMPLOYEE CODE	PBB2015 AMOUNT
<b><i>Personnel Group: SENIOR MANAGEMENT</i></b>			
001	TOP	01593	25,000.00
002	NEXT	37494	15,000.00
003	REMAINING	11239	7,500.00
<b>Total: SENIOR Management</b>			<b>P47,500.00</b>

<b>SCHEDULE OF PBB DISTRIBUTION OF DAP</b>			
nn	PERSONNEL GROUP / RANKING	EMPLOYEE CODE	PBB2015 AMOUNT
<b><i>Personnel Group: MIDDLE MANAGEMENT</i></b>			
004	TOP	20437	25,000.00
005	NEXT	39161	15,000.00
006	NEXT	58073	15,000.00
007	NEXT	44945	15,000.00
008	REMAINING	99822	7,500.00
009	REMAINING	21138	7,500.00
010	REMAINING	53203	7,500.00
011	REMAINING	99514	7,500.00
012	REMAINING	15837	7,500.00
013	REMAINING	58888	7,500.00
014	REMAINING	64566	7,500.00
<b>Total: MIDDLE Management</b>			<b>P122,500.00</b>

<b>SCHEDULE OF PBB DISTRIBUTION OF DAP</b>			
nn	PERSONNEL GROUP / RANKING	EMPLOYEE CODE	PBB2015 AMOUNT
<b><i>Personnel Group: PROFESSIONAL &amp; SUPERVISORY</i></b>			
015	TOP	15761	25,000.00
016	TOP	48186	25,000.00
017	TOP	88744	25,000.00
018	TOP	94933	25,000.00
019	TOP	70445	25,000.00
020	TOP	02013	25,000.00
021	TOP	25012	25,000.00
022	TOP	33943	25,000.00
023	TOP	72137	25,000.00
024	TOP	97913	25,000.00
025	TOP	61468	25,000.00
026	TOP	19968	25,000.00
027	TOP	30661	25,000.00
028	TOP	06583	25,000.00
029	TOP	93992	25,000.00
030	TOP	08466	25,000.00
031	TOP	08027	25,000.00
032	TOP	33823	25,000.00
033	NEXT	75343	15,000.00