



May 26, 2023

COMPENSATION AND BENEFITS PACKAGE

EMPLOYEE NAME	ANTIQUERA, SILVIDA REYES
POSITION	General Manager

COMPENSATION AND BENEFITS		
MONTHLY SALARY AND ALLOWANCES	Basic	Php 128,038.00
	Rice Allowance	2,200.00
	Communication Allowance	3,000.00
	Medicine Allowance	3,000.00
	TOTAL	Php 136,238.00

OTHER ANNUAL REMUNERATIONS		
OTHER ALLOWANCE	<ul style="list-style-type: none"> Uniform Allowance Health Insurance Life insurance Team Building Allowance K.Kalinga at KOK Gas, Fuel & Oil 	<ul style="list-style-type: none"> Php 1,500.00 Php 7,500.00 Php 815.00 Php 2,400.00 Php 295.00 Php 25,000.00
MANDATORY BENEFITS	<ul style="list-style-type: none"> Government contributions depends on the table of contributions based on the salary The employee is entitled to 13th Month pay, leave, retirement, and all other benefits 	
INCENTIVE BONUS	Depends on the BOARD evaluation and company income	
EARNING OF LEAVE	The employee shall earn and be entitled to leave credits just like the full-time employees, the policies regarding the earning, monetization, and availment shall be applied the same.	

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General Manager