

DUTY FREE PHILIPPINES CORP.

COMPENSATION FOR OFFICERS

Position/Title	Salary Grade	Basic Salary		Benefits		TCF		PBB 2018		No. of Officers	Position TCF
		Min	Max	Min	Max	Min	Max	Min	Max		
Chief Operating Officer	30	175,184.00		41,265.33		216,449.33		-		1	
Deputy Chief Operating Officer	29	155,030.00		37,419.17		192,449.17		-		1	
Division Manager	26	107,444.00		31,287.00		138,731.00		-		3	
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LIST OF BENEFITS

Name of Benefit	Amount per Officer	Coverage	Legal Basis
Mid-Year Bonus/Year-End Bonus		Annual	Executive Order No. 201/GCG MC 2018-03
Chief Operating Officer	175,184.00		
Deputy Chief Operating Officer	155,030.00		
Division Manager	107,444.00		
Uniform/Clothing Allowance	6,000.00	Annual	DBM MC NO. 2018-1/GAA 2019
RATA		Monthly	DBM National Budget Circular No. 548/GAA2019
Chief Operating Officer	22,000.00		
Deputy Chief Operating Officer	20,000.00		
Division Manager	18,000.00		
PERA	2,000.00	Monthly	DBM MC 2009-3/GAA 2019
Performance Based Bonus		Annual	Executive Order No, 201
Performance Enhancement Incentive	5,000.00	Annual	Executive Order No. 201/RA No. 10149/GCG MC No. 2017-05
Cash Gift	5,000.00	Annual	Executive Order No. 201/RA No. 10149/GCG MC No. 2017-05

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