

NATIONAL POWER CORPORATION

COMPLETE COMPENSATION PACKAGE OF OFFICERS (FY 2017)

| COMPENSATION FOR OFFICERS | | | | | | | | | | | |
|----------------------------|-----------------------|--------------------|-------------|-------------|------------|------------|------------|------------|------------|----------------|--------------|
| Position/Title | Job Grade / Job Level | Basic Salary | | Benefits | | TCF | | PBB | | No of Officers | Position TCF |
| | | Min | Max | Min | Max | Min | Max | Min | Max | | |
| President | 20 | 118,170.00 | 129,316.00 | 353,340.00 | 375,632.00 | 471,510.00 | 504,948.00 | 143,534.00 | 295,425.00 | 1 | 2,391,875.00 |
| Vice-President | 18 | 96,363.00 | 105,962.00 | 291,551.00 | 315,724.00 | 387,914.00 | 421,686.00 | 114,981.00 | 240,907.50 | 6 | 1,975,088.50 |
| Sr. Department Manager | 17G | 81,132.00 | 86,825.00 | 254,264.00 | 265,650.00 | 335,396.00 | 352,475.00 | 94,889.00 | 202,830.00 | 4 | 1,673,461.00 |
| Department Manager | 17 | 78,960.00 | 86,825.00 | 248,920.00 | 264,650.00 | 327,880.00 | 351,475.00 | 92,108.00 | 197,400.00 | 36 | 1,648,218.00 |
| Corporate Secretary | 17 | 78,960.00 | 86,825.00 | 248,920.00 | 264,650.00 | 327,880.00 | 351,475.00 | 92,108.00 | 197,400.00 | 1 | 1,648,218.00 |
| LIST OF BENEFITS | | | | | | | | | | | |
| Name of Benefit | | Amount per Officer | Coverage | Legal Basis | | | | | | | |
| PERA | | 1,000.00 | JGs 5 to 20 | GAA | | | | | | | |
| Rep. & Transpo. Allowance | | 28,000.00 | JG 20 | GAA | | | | | | | |
| | | 20,000.00 | JG 18 | | | | | | | | |
| | | 18,000.00 | JG 17G | | | | | | | | |
| | | 17,000.00 | JG 17 | | | | | | | | |
| Extraordinary & Misc. Exp. | | 15,000.00 | JG 20 | GAA | | | | | | | |
| | | 9,800.00 | JG 18 | | | | | | | | |
| Uniform Allowance | | 6,000.00 | JGs 5 to 20 | GAA | | | | | | | |
| C N A Incentives | | 25,000.00 | JGs 5 to 20 | AO No. 135 | | | | | | | |
| Medical/Dental Reimb. | | 7,000.00 | JGs 5 to 20 | C N A | | | | | | | |
| MYB | | 1 MBS | JGs 5 to 20 | GAA | | | | | | | |
| YEB + Cash Gift | | 1 MBS + P5,000 | JGs 5 to 20 | GAA | | | | | | | |
| Enercon Award | | 25,000.00 | JGs 5 to 20 | AO No. 228 | | | | | | | |
| Prod. Enhance'nt Incentive | | 5,000.00 | JGs 5 to 20 | EO No. 181 | | | | | | | |

PREPARED BY:

ELOIDA C. LEONA

Manager, Compensation & Benefits Division

NOTED BY:

LORNA T. DY

Vice-President, Administration & Finance