



Republic of the Philippines  
**APO PRODUCTION UNIT, INC.**  
E. De Los Santos Ave., Diliman, 1100 Quezon City



**COMPENSATION FOR OFFICERS**

<b>Position/Title</b>	<b>Pay Grade</b>	<b>Entry Level</b>	<b>Allowance</b>
General Manager	PGVIII-HR	P59,698.85	P20,000.00
Division Managers	PGVII-HR	P40,889.62	P12,000.00

**LIST OF BENEFITS**

<b>Type of Benefits</b>	<b>Amount</b>	<b>Legal Basis</b>
Annual 13th Month Pay	Basic Monthly Salary	13th Month Pay Law
Annual Financial Assistance Benefit	Basic Monthly Salary	Board Approval
Annual Cash Gift	P5,000.00	RA8441; Board Approval
Annual Productivity Incentive	P5,000.00	Board Approval
Annual Company Uniform	P5,000.00	Company Policy
Annual Medical Reimbursement	P6,000.00	CBA/Compant Policy
Annual Hospitalization Benefit	P50,000.00	CBA
Annual Vehicle Repairs & Maintenance		Company Policy
Periodic Maintenance	P35,000.00	
Repairs, Maintenance & Parts	P50,000.00	
General Body Repairs/Repainting <i>(every 4 years)</i>	P40,000.00	
Rice Subsidy <i>(every 2 months)</i>	P2,300.00	CBA/Company Policy
Monthly Communication Allowance	P800.00 - P2,500.00	Company Policy
Monthly Gasoline Allotment	200 - 400 liters	Company Policy
Membership in APO Retirement Plan		Company Policy
Annual Subsidy for Dependent's Hospitalization Expenses	30% of Hospitalization Expenses up to P30,000	