



## SYSTEM OF RANKING OF OFFICERS AND EMPLOYEES

All personnel of LANDBANK Countryside Development Foundation, Inc (LCDFI) shall be ranked on a percentile basis within their respective level as determined by LCDFI Management.

The respective levels and percentile distribution adopted by LCDFI as per GCG MC No. 2018-01, in order to determine the distribution of the Performance Based Bonus among qualified officers and employees, is presented as follows:

<b>Level</b>	<b>Multiple of Monthly Basic Salary (MBS)</b>
	<i>(Note: Still subject to the Guidelines to be Issued by the GCG)</i>
<b>Senior Management</b>	
<b>Top</b> : Maximum 10%	65.0%
<b>Next</b> : Maximum 25%	57.5%
<b>Remaining</b> : Minimum 65%	50.0%
<b>Middle Management</b>	
<b>Top</b> : Maximum 10%	65.0%
<b>Next</b> : Maximum 25%	57.5%
<b>Remaining</b> : Minimum 65%	50.0%
<b>Professional and Supervisory</b>	
<b>Top</b> : Maximum 10%	65.0%
<b>Next</b> : Maximum 25%	57.5%
<b>Remaining</b> : Minimum 65%	50.0%
<b>Clerical/General Staff</b>	
<b>Top</b> : Maximum 10%	65.0%
<b>Next</b> : Maximum 25%	57.5%
<b>Remaining</b> : Minimum 65%	50.0%

*The percentile of the “Top” and “Next” levels are maximum figures with the discretion on the part of the Board of Trustees /Management to decrease the figures and distribute them to the “Remaining” level.*