

**Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subeldiaries and by Secretaries and
Assistant Secretaries of National Government Agencies, as amended**

For the four (4) quarters of 2023

Name:	Miguel Ermitanio Umali									
Tin No.	108-874-003-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	President and CEO									
Months Served:	12									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary	1,155,714.85		1,125,889.00		1,125,949.00		1,125,069.00		4,537,421.85	
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended									-	
Amelioration Allowance									-	
Clothing/Uniform	6,000.00								6,000.00	
Dependent's Allowance									-	
Food subsidy/meal/subsistence	6,000.00		6,000.00		6,000.00		6,000.00		24,000.00	
Gasoline Allowance	29,586.97		44,808.98		24,469.11		49,910.45		148,775.51	
Medical benefits									-	
Representation Allowance	41,011.05		3,384.11		34,976.75		38,488.39		117,860.30	
Transportation Allowance (Plus airfare)			-		-		-		-	
Cash Gift							5,000.00		5,000.00	
Productivity Enhancement Incentive (PEI)	5,000.00						-		5,000.00	
Service Recognition Incentive (SRI)							20,000.00		20,000.00	
Mid-year bonus			376,223.00						376,223.00	
Year-end bonus							375,363.00		375,363.00	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	10,312.85		16,031.66		5,676.78		15,845.46		47,866.75	
(2) Hotel Accomodation									-	
Subtotal	97,910.97		446,447.78		71,122.64		510,607.30		1,125,069.66	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
III. Prior Year's Adjustments:										
(1) Transportation Allowance (RFID)	8,964.99								8,964.99	
(2) Communication Allowance	4,328.97								4,328.97	
(etc)									-	
Subtotal	13,293.96		-		-		-		13,293.96	
Add: EME (previously entitled Discretionary fund)										
Total	1,266,919.48		1,575,116.75		1,198,071.64		1,636,696.30		5,676,804.17	

* (a footnote/explanatory note shall be provided for any variances noted between the previous submitted Quarterly Report to facilitate review/correction on encoded data)

Prepared by:

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Date:

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Received by Principal Offices and Member of Governing Boards of Government and/or
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For the four (4) quarters of 2023

Name:	Atty. Ilie Lionel Buenavista Gramata									
Tin No.	219-019-457-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Vice-President - Head, Legal									
Months Served:	12									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary	402,837.00		475,837.00		401,117.00		727,408.23		2,007,199.23	
II. Allowances and Other Benefits										
PERA/ADCOM										
Collective Negotiation Agreement Incentives										
Honoraria					163,000.00		90,000.00		253,000.00	
Per Diem on Board Meetings attended										
Amelioration Allowance										
Clothing/Uniform	6,000.00								6,000.00	
Dependent's Allowance										
Food subsidy/meal/subsistence	6,000.00		6,000.00		6,000.00		6,000.00		24,000.00	
Gasoline Allowance	17,536.68		18,304.40		19,670.40		25,134.04		80,645.52	
Medical benefits										
Representation Allowance							5,667.25		5,667.25	
Transportation Allowance										
Cash Gift							5,000.00		5,000.00	
Productivity Enhancement Incentive (PEI)	5,000.00								5,000.00	
Service Recognition Incentive (SRI)							20,000.00		20,000.00	
Mid-year bonus			134,279.00						134,279.00	
Year-end bonus							206,744.00		206,744.00	
Longevity Pay										
PRAISE Incentives										
Productivity Incentives										
All other allowances and benefits										
(1) Communication Allowance	8,400.00		8,400.00		8,400.00		8,400.00		33,600.00	
(2) Hotel Accomodation										
Subtotal	42,936.68		166,983.40		197,070.40		366,945.29		773,935.77	
II. Indirect Benefits										
(1) Quarters/housing allowance										
(2) Provident Fund - Employer Share										
(3) Post Allowance										
(4) Overseas Allowance										
(5) Subsistence Allowance										
(6) Other Indirect Benefits - RFID										
Subtotal										
II. Prior Year's Adjustments:										
(1) Transportation Allowance	8,312.70								8,312.70	
(2)										
(etc)										
Subtotal	8,312.70								8,312.70	
Add: EME (previously entitled Discretionary fund)										
Total	454,086.38		642,820.40		598,187.40		1,094,353.52		2,789,447.70	

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For the four (4) quarters of 2023

Name:	Felix Madull Erece, Jr.									
Tin No.	120-685-787-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Asst. Vice-President - Head, Human Resources									
Months Served:	9									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary			301,865.00		299,945.00		799,678.80		1,401,288.80	
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement/Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended									-	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence			6,000.00		6,000.00		6,000.00		18,000.00	
Gasoline Allowance			25,243.68		25,680.80		31,626.70		82,551.18	
Medical benefits									-	
Representation Allowance									-	
Transportation Allowance			-		-		-		-	
Cash Gift							5,000.00		5,000.00	
Productivity Enhancement Incentive (PEI)							-		-	
Service Recognition Incentive (SRI)							20,000.00		20,000.00	
Mid-year bonus			100,555.00						100,555.00	
Year-end bonus							211,894.00		211,894.00	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance			8,400.00		8,400.00		8,400.00		25,200.00	
(2) Hotel Accommodation			-		-		-		-	
Subtotal	-		140,198.68		40,080.80		282,920.70		463,200.18	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
II. Prior Year's Adjustments:										
(1) RFID Allowance	-		-		-		-		-	
(2)									-	
(etc)									-	
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	-		441,863.68		340,025.80		1,082,599.50		1,864,488.98	

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For the four (4) quarters of 2023

Name:	Rey Nathaniel Cagulada Ifurung									
Tin No.	107-501-763-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Senior Vice-President - Compliance Officer									
Months Served:	2									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary	141,720.00								141,720.00	
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended									-	
Amelioration Allowance									-	
Clothing/Uniform	6,000.00								6,000.00	
Dependent's Allowance									-	
Food subsidy/meal/subsistence	4,000.00								4,000.00	
Gasoline Allowance	30,708.90								30,708.90	
Medical benefits									-	
Representation Allowance									-	
Transportation Allowance									-	
Cash Gift									-	
Productivity Enhancement Incentive (PEI)	5,000.00								5,000.00	
Service Recognition Incentive (SRI)									-	
Mid-year bonus									-	
Year-end bonus									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	3,600.00								3,600.00	
Subtotal	49,308.90								49,308.90	
III. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits - RFID									-	
Subtotal									-	
IV. Prior Year's Adjustments:										
(1) Transportation Allowance	21,262.65								21,262.65	
(2)									-	
(etc)									-	
Subtotal	21,262.65								21,262.65	
Add: EME (previously entitled Discretionary fund)										
Total	212,291.55								212,291.55	

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For the four (4) quarters of 2023

Name:	Herculano Cleto Co, Jr.									
Tin No.	167-383-105-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Chairman									
Months Served:	11									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary									-	
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	99,600.00		148,800.00		135,600.00		72,000.00		456,000.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	14,873.96		18,971.87		62,374.08		45,326.94		141,546.85	
Transportation Allowance (Plus Airfare)	8,027.51		1,007.35		28,966.26		46,358.58		84,359.70	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance							1,799.00		1,799.00	
(2) Hotel Accommodation									-	
Subtotal	122,501.47		168,779.22		226,940.34		165,484.52		683,705.55	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal									-	
III. Prior Year's Adjustments:										
(1) Representation									-	
(2) Transportation (airfare)									-	
(3) Communication Allowance									-	
Subtotal									-	
Add: EME (previously entitled Discretionary fund)										
Total	122,501.47		168,779.22		226,940.34		165,484.52		683,705.55	

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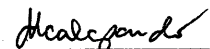
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For the four (4) quarters of 2023

Name:	Miguel Ermitanio Umali									
Tin No.	106-974-003-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Vice Chairman									
Months Served:	11									

	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM										
Terminal pay VL/SL (Unused)										
Collective Negotiation Agreement Incentives										
Honoraria										
Per Diem on Board Meetings attended	76,000.00		132,000.00		96,000.00		50,000.00		354,000.00	
Amelioration Allowance										
Clothing/Uniform										
Dependent's Allowance										
Food subsidy/meal/subsistence										
Gasoline Allowance										
Medical benefits										
Representation Allowance										
Transportation Allowance (Plus airfare)										
Cash Gift										
PEI										
Mid-year bonus										
Year-end bonus										
Longevity Pay										
PRAISE Incentives										
Productivity Incentives										
All other allowances and benefits										
(1) Communication Allowance										
Subtotal	76,000.00		132,000.00		96,000.00		50,000.00		354,000.00	
II. Indirect Benefits										
(1) Quarters/housing allowance										
(2) Provident Fund - Employer Share										
(3) Post Allowance										
(4) Overseas Allowance										
(5) Subsistence Allowance										
(6) Other Indirect Benefits										
Subtotal	-		-		-		-		-	
II. Prior Year's Adjustments:										
(1) Transportation Allowance (RFID)										
(2)										
(etc)										
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	76,000.00		132,000.00		96,000.00		50,000.00		354,000.00	

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Assistant Secretaries of National Government Agencies, as amended

For the four (4) quarters of 2023

Name:	Miguel Ermitanio Umali									
Tin No.	108-974-003-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Acting Chairman									
Months Served:	1									

	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Terminal pay VL/SL (Unused)									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	32,000.00						-		32,000.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance									-	
Transportation Allowance (Plus airfare)									-	
Cash Gift									-	
PEI									-	
Mid-year bonus									-	
Year-end bonus									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance									-	
Subtotal	32,000.00								32,000.00	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal									-	
II. Prior Year's Adjustments:										
(1) Transportation Allowance (RFID)									-	
(2)									-	
(etc)									-	
Subtotal									-	
Add: EME (previously entitled Discretionary fund)										
Total	32,000.00								32,000.00	


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For the four (4) quarters of 2023

Name:	Lamberto Basa Mercado									
Tin No.	136-012-428-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	12									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM										
Collective Negotiation Agreement Incentives										
Honoraria										
Per Diem on Board Meetings attended	104,400.00		110,400.00		135,600.00		62,400.00		412,800.00	
Amelioration Allowance										
Clothing/Uniform										
Dependent's Allowance										
Food subsidy/meal/subsistence										
Gasoline Allowance										
Medical benefits										
Representation Allowance							7,160.40		7,160.40	
Transportation Allowance (Plus airfare)	26,688.58		38,060.11		38,725.22		40,608.82		144,082.73	
Bonus/Cash Gifts										
13th month pay										
Longevity Pay										
PRAISE Incentives										
Productivity Incentives										
All other allowances and benefits										
(1) Communication Allowance	14,708.77		22,821.42		14,800.83		25,688.55		78,019.57	
(2) Hotel Accommodation										
Subtotal	145,797.35		171,281.53		189,126.05		135,857.77		642,062.70	
II. Indirect Benefits										
(1) Quarters/housing allowance										
(2) Provident Fund - Employer Share										
(3) Post Allowance										
(4) Overseas Allowance										
(5) Subsistence Allowance										
(6) Other Indirect Benefits										
Subtotal										
II. Prior Year's Adjustments:										
(1) Transportation Allowance	17,161.24								17,161.24	
(2) Communication Allowance	11,303.27								11,303.27	
(etc)										
Subtotal	28,464.51								28,464.51	
Add: EME (previously entitled Discretionary fund)										
Total	174,261.86		171,281.53		189,126.05		135,857.77		670,527.21	

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1/11/24

**Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
Assistant Secretaries of National Government Agencies, as amended**

For the four (4) quarters of 2023

Name:	Jonathan Salvador Avanceña									
Tin No.	946-916-127-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	12									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary									-	
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	62,000.00		90,000.00		90,000.00		114,000.00		356,000.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	16,822.56		46,938.55		18,450.80		13,650.67		95,862.58	
Transportation Allowance (Plus airfare)	42,584.84		74,641.89		116,367.77		171,260.97		404,875.47	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	5,214.28		7,821.42		5,527.14		6,665.45		25,228.29	
(2) Hotel Accommodation	10,625.00		25,223.22		22,477.67		37,946.40		96,272.29	
Subtotal	137,246.68		244,625.08		252,843.38		343,523.49		978,238.63	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
III. Prior Year's Adjustments:										
(1) Representation Allowance	11,721.98								11,721.98	
(2) Transportation (Plus Airfare)	9,700.34								9,700.34	
(3) Hotel Accommodation	3,794.84								3,794.84	
(4) Communication Allowance	-								-	
Subtotal	25,216.96	-	-	-	-	-	-	-	25,216.96	
Add: EME (previously entitled Discretionary fund)										
Total	162,463.64		244,625.08		252,843.38		343,523.49		1,003,455.59	

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Report on Salaries and Allowances (ROSA) Including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
Assistant Secretaries of National Government Agencies, as amended

For the four (4) quarters of 2023

Name:	Salvador Banania Calanoy IV									
Tin No.	133-953-969-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	1									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary									-	
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	22,000.00								22,000.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	-								-	
Transportation Allowance (Plus airfare)	-								-	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	-								-	
(2) Hotel Accommodation	-								-	
Subtotal	22,000.00		-		-		-		22,000.00	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
II. Prior Year's Adjustments:										
(1) Representation Allowance	-		4,140.42						4,140.42	
(2) Transportation (Plus Airfare)	8,958.00		12,434.75						21,392.75	
(3) Hotel Accommodation	13,092.86								13,092.86	
(4) Communication Allowance	-								-	
Subtotal	22,050.86	-	16,575.17	-	-	-	-	-	38,626.03	
Add: EME (previously entitled Discretionary fund)										
Total	44,050.86		16,575.17		-		-		60,626.03	

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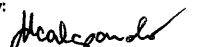
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Report on Salaries and Allowances (ROSA) Including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
Assistant Secretaries of National Government Agencies, as amended

For the four (4) quarters of 2023

Name:	Mohamad Taha Abu Guinomia									
Tin No.	135-864-610-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	1									

	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM										
Collective Negotiation Agreement Incentives										
Honoraria										
Per Diem on Board Meetings attended	16,000.00								16,000.00	
Amelioration Allowance										
Clothing/Uniform										
Dependent's Allowance										
Food subsidy/meal/subsistence										
Gasoline Allowance										
Medical benefits										
Representation Allowance	-								-	
Transportation Allowance (Plus airfare)	-								-	
Bonus/Cash Gifts										
13th month pay										
Longevity Pay										
PRAISE Incentives										
Productivity Incentives										
All other allowances and benefits										
(1) Communication Allowance	-								-	
(2) Hotel Accommodation	-								-	
Subtotal	16,000.00								16,000.00	
II. Indirect Benefits										
(1) Quarters/housing allowance										
(2) Provident Fund - Employer Share										
(3) Post Allowance										
(4) Overseas Allowance										
(5) Subsistence Allowance										
(6) Other Indirect Benefits										
Subtotal										
II. Prior Year's Adjustments:										
(1) Representation Allowance										
(2) Transportation (Plus Airfare)	9,517.00								9,517.00	
(3) Hotel Accommodation										
(4) Communication Allowance										
Subtotal	9,517.00								9,517.00	
Add: EME (previously entitled Discretionary fund)										
Total	25,517.00								25,517.00	

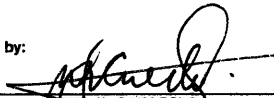
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**Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
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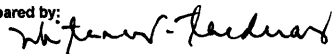
For the four (4) quarters of 2023

Name:	William Tan Yu									
Tin No.	137-292-526-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	1									

	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	16,000.00								16,000.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	-								-	
Transportation Allowance (Plus airfare)	-								-	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	-								-	
(2) Hotel Accommodation	-								-	
Subtotal	16,000.00		-		-		-		16,000.00	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
III. Prior Year's Adjustments:										
(1) Representation Allowance	16,849.47								16,849.47	
(2) Transportation (Plus Airfare)	62,721.13								62,721.13	
(3) Hotel Accommodation	-								-	
(4) Communication Allowance	17,515.79								17,515.79	
Subtotal	97,086.39		-		-		-		97,086.39	
Add: EME (previously entitled Discretionary fund)										
Total	113,086.39		-		-		-		113,086.39	

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For the four (4) quarters of 2023


Name:	Manuel Luis Cabanatan Antonio									
Tin No.	109-832-891-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	1									

	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM										
Collective Negotiation Agreement Incentives										
Honoraria										
Per Diem on Board Meetings attended	22,000.00								22,000.00	
Amelioration Allowance										
Clothing/Uniform										
Dependent's Allowance										
Food subsidy/meal/subsistence										
Gasoline Allowance										
Medical benefits										
Representation Allowance	-								-	
Transportation Allowance (Plus airfare)	-								-	
Bonus/Cash Gifts										
13th month pay										
Longevity Pay										
PRAISE Incentives										
Productivity Incentives										
All other allowances and benefits										
(1) Communication Allowance	-								-	
(2) Hotel Accommodation	-								-	
Subtotal	22,000.00		-		-		-		22,000.00	
II. Indirect Benefits										
(1) Quarters/housing allowance										
(2) Provident Fund - Employer Share										
(3) Post Allowance										
(4) Overseas Allowance										
(5) Subsistence Allowance										
(6) Other Indirect Benefits										
Subtotal	-		-		-		-		-	
III. Prior Year's Adjustments:										
(1) Representation Allowance										
(2) Transportation (Plus Airfare)										
(3) Hotel Accommodation										
(4) Communication Allowance										
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	22,000.00		-		-		-		22,000.00	

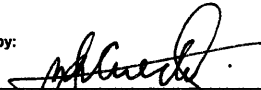
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Controlled Corporations and their Subsidiaries and by Secretaries and
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For the four (4) quarters of 2023

Name:	Pedro Bual Cabatingan, Jr.									
Tin No.	143-545-169-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	1									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM										
Collective Negotiation Agreement Incentives										
Honoraria										
Per Diem on Board Meetings attended	16,000.00								16,000.00	
Amelioration Allowance										
Clothing/Uniform										
Dependent's Allowance										
Food subsidy/meal/subsistence										
Gasoline Allowance										
Medical benefits										
Representation Allowance	2,107.86								2,107.86	
Transportation Allowance (Plus airfare)	11,636.04								11,636.04	
Bonus/Cash Gifts										
13th month pay										
Longevity Pay										
PRAISE Incentives										
Productivity Incentives										
All other allowances and benefits										
(1) Communication Allowance										
(2) Hotel Accommodation	4,464.29								4,464.29	
Subtotal	34,208.19								34,208.19	
II. Indirect Benefits										
(1) Quarters/housing allowance										
(2) Provident Fund - Employer Share										
(3) Post Allowance										
(4) Overseas Allowance										
(5) Subsistence Allowance										
(6) Other Indirect Benefits										
Subtotal										
II. Prior Year's Adjustments:										
(1) Representation Allowance	3,922.00								3,922.00	
(2) Transportation (Plus Airfare)	25,773.86								25,773.86	
(3) Hotel Accommodation	8,928.57								8,928.57	
(4) Communication Allowance	3,888.18								3,888.18	
Subtotal	42,512.61								42,512.61	
Add: EME (previously entitled Discretionary fund)										
Total	76,720.80								76,720.80	

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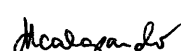
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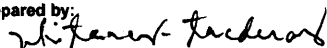
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Controlled Corporations and their Subsidiaries and by Secretaries and
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For the four (4) quarters of 2023

Name:	Atty. Carlo Antonio Baculio Almirante									
Tin No.	902-669-255-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit-GSIS									
Position/Designation:	Director									
Months Served:	5									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary									-	
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	109,200.00		54,000.00						163,200.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	7,410.13		12,418.76						19,828.89	
Transportation Allowance	14,890.34		14,695.72						29,586.06	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	-		2,100.00						2,100.00	
(2) Hotel Accommodation									-	
Subtotal	131,500.47		83,214.48		-		-		214,714.95	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
III. Prior Year's Adjustments:										
(1) Representation	27,150.95								27,150.95	
(2) Transportation (plus Airfare)	4,767.87								4,767.87	
(etc)									-	
Subtotal	31,918.82		-		-		-		31,918.82	
Add: EME (previously entitled Discretionary fund)										
Total	163,419.29		83,214.48		-		-		246,633.77	

*(a footnote/explanatory note shall be provided for any variances noted between the previous submitted Quarterly Report to facilitate review/correction on encoded data)

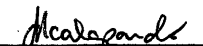
Prepared by:



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Date:

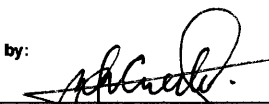
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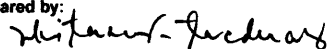
Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
Assistant Secretaries of National Government Agencies, as amended

For the four (4) quarters of 2023

Name:	Oscar Tolete Zaldivar									
Tin No.	121-493-469-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	11									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary									-	
II. Allowances and Other Benefits									-	
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	78,800.00		109,200.00		124,800.00		90,000.00		402,800.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	8,770.35		16,708.64		29,937.80		26,225.91		81,642.70	
Transportation Allowance (Plus airfare)	11,295.62		69,572.34		66,472.69		153,955.27		301,295.92	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	-		6,097.01		-		6,097.01		12,194.02	
(2) Hotel Accommodation			-		-		-		-	
Subtotal	98,865.97		201,577.99		221,210.49		276,278.19		797,932.64	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
II. Prior Year's Adjustments:										
(1) Representation Allowance	-								-	
(2) Transportation (Plus Airfare)	-								-	
(3) Communication Allowance	-								-	
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	98,865.97		201,577.99		221,210.49		276,278.19		797,932.64	

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Prepared by:



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Report on Salaries and Allowances (ROSA) Including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
Assistant Secretaries of National Government Agencies, as amended

For the four (4) quarters of 2023

Name:	Danilo Santos Constantino									
Tin No.	130-614-018-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	11									

	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	74,000.00		96,000.00		102,000.00		102,000.00		374,000.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	-		8,151.28		15,419.78		22,836.58		46,407.64	
Transportation Allowance (Plus airfare)	12,646.93		30,262.63		38,419.88		30,050.20		111,379.64	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	4,894.93		8,400.00		5,259.32		7,000.00		25,554.25	
(2) Hotel Accommodation	-		-		-		-		-	
Subtotal	91,541.86		142,813.91		161,098.98		161,886.78		557,341.53	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
II. Prior Year's Adjustments:										
(1) Representation Allowance	-		-		-		-		-	
(2) Transportation (Plus Airfare)	-		-		-		-		-	
(3) Hotel Accommodation	-		-		-		-		-	
(4) Communication Allowance	-		-		-		-		-	
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	91,541.86		142,813.91		161,098.98		161,886.78		557,341.53	

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Prepared by:

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Report on Salaries and Allowances (ROSA) Including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
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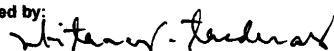
For the four (4) quarters of 2023

Name:	Alex Limuaco Sembrano									
Tin No.	140-245-051-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	11									

	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM										
Collective Negotiation Agreement Incentives										
Honoraria										
Per Diem on Board Meetings attended	63,200.00		93,600.00		114,000.00		120,000.00		390,800.00	
Amelioration Allowance										
Clothing/Uniform										
Dependent's Allowance										
Food subsidy/meal/subsistence										
Gasoline Allowance										
Medical benefits										
Representation Allowance	24,218.85		29,170.61		41,567.24		21,309.53		116,266.23	
Transportation Allowance (Plus airfare)	18,395.02		15,535.82		31,168.71		21,288.71		86,388.26	
Bonus/Cash Gifts										
13th month pay										
Longevity Pay										
PRAISE Incentives										
Productivity Incentives										
All other allowances and benefits										
(1) Communication Allowance	-		-		-		-		-	
(2) Hotel Accommodation	-		-		-		-		-	
Subtotal	105,813.87		138,306.43		186,735.95		162,598.24		593,454.49	
II. Indirect Benefits										
(1) Quarters/housing allowance										
(2) Provident Fund - Employer Share										
(3) Post Allowance										
(4) Overseas Allowance										
(5) subsistence Allowance										
(6) Other Indirect Benefits										
Subtotal	-		-		-		-		-	
II. Prior Year's Adjustments:										
(1) Representation Allowance	-		-		-		-		-	
(2) Transportation (Plus Airfare)	-		-		-		-		-	
(3) Communication Allowance	-		-		-		-		-	
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	105,813.87		138,306.43		186,735.95		162,598.24		593,454.49	

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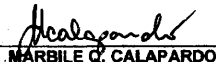
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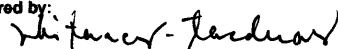
**Report on Salaries and Allowances (ROSA) Including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
Assistant Secretaries of National Government Agencies, as amended**

For the four (4) quarters of 2023

Name:	Mariano Jesus Solia Averia									
Tin No.	127-007-210-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	11									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary									-	
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	87,200.00		129,600.00		126,000.00		60,000.00		402,800.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	1,450.25		-		6,264.00		25,767.49		33,481.74	
Transportation Allowance (Plus airfare)	19,102.17		17,194.96		31,630.98		31,606.92		99,535.03	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	-		1,900.00		4,795.47		1,450.00		8,145.47	
(2) Hotel Accomodation									-	
Subtotal	107,752.42		148,694.96		168,690.45		118,824.41		543,962.24	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
II. Prior Year's Adjustments:										
(1) Representation Allowance			-						-	
(2) Transportation (Plus Airfare)			-						-	
(3) Communication Allowance			-						-	
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	107,752.42		148,694.96		168,690.45		118,824.41		543,962.24	

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Report on Salaries and Allowances (ROSA) Including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
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For the four (4) quarters of 2023

Name:	Allan Rio Luga									
Tin No.	127-951-868-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit-GSIS									
Position/Designation:	Director									
Months Served:	12									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	80,400.00		92,400.00		111,600.00		118,800.00		403,200.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	-		6,012.22		8,895.42		-		14,907.64	
Transportation Allowance (Plus airfare)	27,437.53		8,283.30		65,870.05		58,798.68		160,389.56	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance	-		-		-		-		-	
(2) Hotel Accommodation									-	
Subtotal	107,837.53		106,695.52		186,365.47		177,598.68		578,497.20	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
III. Prior Year's Adjustments:										
(1) Representation Allowance	7,177.30								7,177.30	
(2) Transportation (Plus Airfare)	69,575.15								69,575.15	
(3) Communication	-								-	
Subtotal	76,752.45		-		-		-		76,752.45	
Add: EME (previously entitled Discretionary fund)										
Total	184,589.98		106,695.52		186,365.47		177,598.68		655,249.65	

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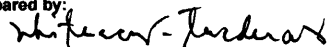
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For the four (4) quarters of 2023

Name:	Evelyn Guevarra Escudero									
Tin No.	118-982-978-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	7									
	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement, Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	-		36,000.00		90,000.00		114,000.00		240,000.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance	-				2,544.71		6,301.48		8,846.19	
Transportation Allowance (Plus airfare)	-				53,032.12		45,099.37		98,131.49	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance					974.00		2,500.00		3,474.00	
(2) Hotel Accommodation									-	
Subtotal	-		36,000.00		146,550.83		167,900.85		350,451.68	
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
II. Prior Year's Adjustments:										
(1) Transportation Allowance									-	
(2) Representation									-	
(etc)									-	
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	-		36,000.00		146,550.83		167,900.85		350,451.68	


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Date:

Tel. No. 8846-10-7

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Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs)
Received by Principal Offices and Member of Governing Boards of Government and/or
Controlled Corporations and their Subsidiaries and by Secretaries and
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For the four (4) quarters of 2023

Name:	Ruben Deloso Torres									
Tin No.	135-071-068-000									
Name of Agency:	Philippine National Construction Corporation									
(Indicate if Mother Unit or Ex-Officio Member)	Mother Unit									
Position/Designation:	Director									
Months Served:	12									

	1st		2nd		3rd		4th		Annual	
	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar	PHP Peso	US Dollar
I. Basic Salary										
II. Allowances and Other Benefits										
PERA/ADCOM									-	
Collective Negotiation Agreement Incentives									-	
Honoraria									-	
Per Diem on Board Meetings attended	74,000.00		102,000.00		114,000.00		114,000.00		404,000.00	
Amelioration Allowance									-	
Clothing/Uniform									-	
Dependent's Allowance									-	
Food subsidy/meal/subsistence									-	
Gasoline Allowance									-	
Medical benefits									-	
Representation Allowance									-	
Transportation Allowance	36,945.56				59,967.81		55,562.92		152,476.29	
Bonus/Cash Gifts									-	
13th month pay									-	
Longevity Pay									-	
PRAISE Incentives									-	
Productivity Incentives									-	
All other allowances and benefits									-	
(1) Communication Allowance									-	
(2) Hotel Accommodation									-	
Subtotal	110,945.56	-	102,000.00	-	173,967.81	-	169,562.92	-	556,476.29	-
II. Indirect Benefits										
(1) Quarters/housing allowance									-	
(2) Provident Fund - Employer Share									-	
(3) Post Allowance									-	
(4) Overseas Allowance									-	
(5) Subsistence Allowance									-	
(6) Other Indirect Benefits									-	
Subtotal	-		-		-		-		-	
III. Prior Year's Adjustments:										
(1) Pys Adjustments (state whether salaries, or allowances/incentives (indicate kind), others)									-	
(2)									-	
(etc)									-	
Subtotal	-		-		-		-		-	
Add: EME (previously entitled Discretionary fund)										
Total	110,945.56	-	102,000.00	-	173,967.81	-	169,562.92	-	556,476.29	-

* (a footnote/explanatory note shall be provided for any variances noted between the previous submitted Quarterly Report to facilitate review/correction on encoded data)

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1/11/24