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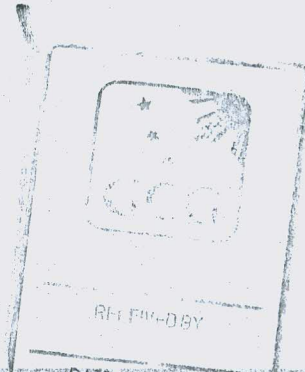
SUMMARY OF RANKING OF ELIGIBLE OFFICERS AND EMPLOYEES OF HGC

Rate of Incentive (% MBS)	Distribution	No. of Personnel	PBB Amount (P)
<i>Senior Management</i>			
65%	10%	1	75,153.20
57.50%	25%	1	61,874.60
50%	65%	4	215,458.50
Below Satisfactory	0%	0	
Total		6	352,486.30
<i>Middle Management</i>			
65%	10%	1	61,677.85
57.50%	25%	3	163,696.18
50%	65%	8	366,169.00
Below Satisfactory	0%	0	
Total		12	591,543.03
<i>Professional and Supervisory</i>			
65%	10%	8	258,152.83
57.50%	25%	22	571,788.80
50%	65%	57	1,315,170.40
Below Satisfactory	0%	0	-
Total		87	2,145,112.03
<i>Clerical/General Staff</i>			
65%	10%	1	17,837.30
57.50%	25%	2	19,670.75
50%	65%	5	61,875.00
Below Satisfactory	0%	0	
Total		8	99,383.05
GRAND TOTAL		113	3,188,524.40


 JIMMY B. SARONA

Head of Finance


 ATTY. NELIA O. OANDASAN
Head of Human
Resources



SCHEDULE OF PBB DISTRIBUTION FOR HGC

Rank	Employee Code	Position	Rate of Incentive (% MBS)	Salary/ Job Grade	Step Increment (if applicable)	SG Equivalent (for SSL-exempt)	Monthly Basic Salary	PBB Amount (P)
Senior Management								
Top	69	Executive Vice-President/ Officer-In-Charge	65%	29	1		128,467.00	75,153.20
Sub-total								75,153.20
Next	336	Vice-President	57.50%	27	4		107,608.00	61,874.60
Sub-total								61,874.60
Remaining	4009	Vice-President	50%	27	8		114,210.00	57,105.00
	5733	Acting Vice-President	50%	26	3		94,889.00	47,444.50
	2401	Vice President	50%	27	8		114,210.00	57,105.00
	2921	Vice-President	50%	27	5		107,608.00	53,804.00
Sub-total								215,458.50
Total: Senior Management								352,486.30

Below Satisfactory 0%

Middle Management								
Top	5836	Dept. Manager III	65%	26	2		94,889.00	61,677.85
Sub-total								61,677.85
Next	508	Dept. Manager III	57.50%	26	4		96,312.00	55,379.40
	738	Dept. Manager III	57.50%	26	2		93,488.00	53,755.60
	5845	Dept. Manager III	57.50%	26	3		94,889.00	54,561.18
Sub-total								163,696.18
Remaining	4162	Dept. Manager III	50%	26	3		94,889.00	47,444.50
	4104	Dept. Manager III	50%	26	3		94,889.00	47,444.50
	1991	Dept. Manager III	50%	26	4		96,312.00	48,156.00
	1784	Acting Dept. Manager III	50%	22	8		65,162.00	32,581.00
	4618	Dept. Manager III	50%	26	2		93,488.00	46,744.00
	2944	Dept. Manager III	50%	26	6		99,221.00	49,610.50
	5659	Dept. Manager III	50%	26	2		93,488.00	46,744.00
	5865	Dept. Manager III	50%	26	3		94,889.00	47,444.50
Sub-total								366,169.00
Total: Middle Management								591,543.03

Below Satisfactory 0%

Professional and Supervisory								
Top	5797	Supervising Investment Specialist	65%	20	3		48,457.00	31,497.05
	5860	Corporate Attorney IV	65%	23	3		67,585.00	43,930.25
	3145	Supervising Credit Guaranty Specialist	65%	20	2		47,742.00	18,619.38
	5892	Human Resource Mgt. Officer IV	65%	20	1		47,742.00	31,032.30

Rank	Employee Code	Position	Rate of Incentive (% MBS)	Salary/ Job Grade	Step Increment (if applicable)	SG Equivalent (for SSL-exempt)	Monthly Basic Salary	PBB Amount (P)
	5478	Supervising Credit Guaranty Specialist	65%	20	3		48,457.00	31,497.05
	5345	Chief Accounts Specialist	65%	22	4		61,397.00	39,908.05
	5821	Credit Guaranty Specialist	65%	15	3		29,713.00	19,313.45
	4334	Chief, Credit Guaranty Specialist	65%	22	8		65,162.00	42,355.30
<i>Sub-total</i>								258,152.83
Next	5897	Executive Assistant III	57.50%	20	1		47,037.00	24,341.65
	5885	Corporate Attorney IV	57.50%	23	2		66,587.00	38,287.53
	5562	Acquired Assets Officer V	57.50%	20	2		47,742.00	27,451.65
	5898	Marketing Specialist	57.50%	15	2		29,359.00	16,881.43
	5886	Legal Researcher	57.50%	16	2		32,147.00	18,484.53
	5551	Senior Credit Guaranty Specialist	57.50%	18	3		39,007.00	22,429.03
	5876	Credit Guaranty Specialist	57.50%	15	3		29,713.00	17,084.98
	5832	Supervising Credit Guaranty Specialist	57.50%	20	2		47,742.00	27,451.65
	5900	Accountant IV	57.50%	20	2		47,742.00	27,451.65
	5846	Senior Accounts Specialist	57.50%	18	3		39,007.00	22,429.03
	3702	Supervising Credit Guaranty Specialist	57.50%	20	4		49,184.00	28,280.80
	5887	Accountant IV	57.50%	20	2		47,742.00	27,451.65
	5632	Supervising Credit Guaranty Specialist	57.50%	20	2		47,742.00	27,451.65
	5593	Budget Officer V	57.50%	22	4		61,397.00	35,303.28
	4191	Records Officer IV	57.50%	20	4		49,184.00	28,280.80
	3955	Chief Marketing Specialist	57.50%	22	4		61,397.00	35,303.28
	5855	Supervising Marketing Specialist	57.50%	20	2		47,742.00	27,451.65
	5906	Budget Officer II	57.50%	15	2		29,010.00	16,680.75
	5808	Property Officer III	57.50%	18	4		39,477.00	22,699.28
	715	Corporate Board Secretary	57.50%	24	4		76,644.00	44,070.30
	5878	Senior Planning Specialist	57.50%	18	3		39,007.00	22,429.03
	5903	Planning Analyst	57.50%	13	2		24,510.00	14,093.25
<i>Sub-total</i>								571,788.80
Remaining	5895	Corporate Attorney V	50%	25	2		83,674.00	41,837.00
	5870	Corporate Attorney IV	50%	23	3		67,585.00	33,792.50
	5907	Credit Guaranty Specialist	50%	15	2		29,010.00	14,505.00
	5645	Supervising Credit Guaranty Specialist	50%	20	3		48,457.00	24,228.50
	4096	Corporate Attorney V	50%	25	4		86,201.00	43,100.50
	5881	Credit Guaranty Specialist	50%	15	3		29,713.00	14,856.50
	5854	Chief, Credit Guaranty Specialist	50%	22	3		60,491.00	30,245.50
	5826	Credit Guaranty Specialist	50%	15	2		29,359.00	14,679.50
	5831	Senior Credit Guaranty Specialist	50%	18	3		39,007.00	19,503.50
	5883	Senior Marketing Specialist	50%	18	2		38,543.00	19,271.50
	2803	Supervising Credit Guaranty Specialist	50%	20	3		48,457.00	24,228.50
	5565	Senior Marketing Specialist	50%	18	3		39,007.00	19,503.50
	2312	Senior Credit Guaranty Specialist	50%	18	8		41,413.00	20,706.50
	5909	Credit Guaranty Specialist	50%	15	2		29,010.00	14,505.00
	1755	Supervising Credit Guaranty Specialist	50%	20	3		48,457.00	24,228.50
	5726	Project Development Officer III	50%	18	2		38,543.00	19,271.50
	5592	Accountant V	50%	22	3		60,491.00	30,245.50
	5891	Corporate Attorney V	50%	25	2		83,674.00	41,837.00
	2163	Chief Administrative Services Officer VI	50%	22	4		61,397.00	30,698.50
	5899	Accountant III	50%	18	2		38,543.00	19,271.50
	4736	Senior Credit Guaranty Specialist	50%	18	3		39,007.00	19,503.50
	5901	Marketing Specialist	50%	15	2		29,359.00	14,679.50
	5847	Budget Officer III	50%	18	3		39,007.00	19,503.50

Rank	Employee Code	Position	Rate of Incentive (% MBS)	Salary/ Job Grade	Step Increment (if applicable)	SG Equivalent (for SSL-exempt)	Monthly Basic Salary	PBB Amount (P)
	4512	Human Resource Mgt. Officer V	50%	22	4		61,397.00	30,698.50
	5864	Project Development Officer II	50%	15	3		29,713.00	14,856.50
	1471	Cashier IV	50%	20	3		48,457.00	24,228.50
	5902	Training Specialist III	50%	18	2		38,543.00	19,271.50
	5830	Cashier III	50%	18	3		39,007.00	19,503.50
	5794	Acquired Assets Officer IV	50%	18	4		39,477.00	19,738.50
	5627	Internal Auditor V	50%	24	2		74,397.00	37,198.50
	5812	Internal Auditor IV	50%	22	3		60,491.00	30,245.50
	5894	Internal Auditor III	50%	18	2		38,543.00	19,271.50
	5322	Chief, Credit Guaranty Specialist	50%	22	4		61,397.00	30,698.50
	1531	Cashier V	50%	22	4		61,397.00	30,698.50
	5829	Info Technology Officer I	50%	19	4		44,020.00	22,010.00
	5805	Information Technology Officer I	50%	19	2		42,730.00	21,365.00
	3197	Engineer IV	50%	20	4		49,184.00	24,592.00
	3808	Senior Securities Custodian	50%	14	4		27,442.00	13,721.00
	5863	Senior Credit Guaranty Specialist	50%	18	2		38,543.00	19,271.50
	773	Budget Officer IV	50%	20	8		52,199.00	26,099.50
	5874	Senior Credit Guaranty Specialist	50%	18	2		38,543.00	19,271.50
	5602	Human Resource Mgt. Officer II	50%	15	4		30,071.00	15,035.50
	5908	Information Technology Officer II	50%	22	2		58,717.00	29,358.50
	5437	Human Resource Mgt. Officer III	50%	18	3		39,007.00	19,503.50
	4305	Public Relations Officer V	50%	22	6		63,252.00	31,626.00
	4498	Supervising Marketing Specialist	50%	20	4		49,184.00	24,592.00
	5882	Acquired Assets Officer III	50%	15	3		29,713.00	14,856.50
	5875	Project Development Officer III	50%	18	2		38,543.00	11,562.90
	3234	Agenda/Minutes Officer III	50%	15	8		31,545.00	15,772.50
	5839	Supervising Credit Guaranty Specialist	50%	20	3		48,457.00	24,228.50
	5905	Credit Guaranty Specialist	50%	15	2		29,359.00	14,679.50
	5804	Credit Guaranty Specialist	50%	15	2		29,713.00	14,856.50
	5809	Planning Specialist	50%	16	4		32,926.00	16,463.00
	5858	Corporate Attorney V	50%	25	2		83,674.00	41,837.00
	5591	Accountant IV	50%	20	4		49,184.00	24,592.00
	5841	Supervising Trading Specialist	50%	20	3		48,457.00	24,228.50
	5601	Accounting Specialist II	50%	15	4		30,071.00	15,035.50

Sub-total

1,315,170.40

Total: Professional and Supervisory

2,145,112.03

Below Satisfactory 1%

Clerical/								
Top	5548	Executive Assistant I	65%	14	4		27,442.00	17,837.30
Sub-total								17,837.30
Next	5448	Motorpool Supervisor II	57.50%	9	8		18,575.00	10,680.63
	2252	Chauffeur III	57.50%	7	5		15,635.00	8,990.13
Sub-total								19,670.75
Remaining	5888	Private Secretary II	50%	15	1		29,010.00	13,054.50
	5479	Chauffeur III	50%	7	5		15,635.00	7,817.50
	5866	Executive Assistant I	50%	14	3		27,122.00	13,561.00
	5820	Executive Assistant I	50%	14	4		27,442.00	13,721.00

Rank	Employee Code	Position	Rate of Incentive (% MBS)	Salary/ Job Grade	Step Increment (if applicable)	SG Equivalent (for SSL-exempt)	Monthly Basic Salary	PBB Amount (P)
	5827	Executive Assistant I	50%	14	4		27,442.00	13,721.00

Sub-total

61,875.00

Total: Clerical/General Staff

99,383.05

Below Satisfactory 0%

3,188,524.40