



**MASAGANANG SAKAHAN, INC.**  
A LANDBANK SUBSIDIARY

**SYSTEM OF RANKING OF OFFICERS AND EMPLOYEES**

All Masaganang Sakahan, Inc. (MSI) Personnel shall be ranked on a percentile basis within their respective level as determined by MSI Management.

Below are respective levels and percentile distribution adopted by MSI as per GCG MC 2015-05 in order to determine the distribution of the Performance Based Bonus among qualified officers and employees.

<b>Level</b>	<b>Multiple of Monthly Basic Salary</b> <i>(Note: Still subject to the Guidelines to be Issued by the GCG)</i>
<b>Senior Management</b>	
<b>Top</b> : Maximum 10%	2.5
<b>Next</b> : Maximum 25%	1.5
<b>Remaining</b> : Minimum 65%	1.0
<b>Middle Management</b>	
<b>Top</b> : Maximum 10%	2.5
<b>Next</b> : Maximum 25%	1.5
<b>Remaining</b> : Minimum 65%	1.0
<b>Professional and Supervisory</b>	
<b>Top</b> : Maximum 10%	2.5
<b>Next</b> : Maximum 25%	1.5
<b>Remaining</b> : Minimum 65%	1.0
<b>Clerical/General Staff</b>	
<b>Top</b> : Maximum 10%	2.5
<b>Next</b> : Maximum 25%	1.5
<b>Remaining</b> : Minimum 65%	1.0

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