

Report on Salaries and Allowances (ROSA) Including Extraordinary and Miscellaneous Expenses (EMEs) Received by the Principal Officers and Members of Governing Boards of UCPB Savings Bank. For the period: JANUARY 1, 2024 TO MARCH 31, 2024

DATA SOURCE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
Name (Last Name, First Name Middle Name)	BARIA, TRISTAN DECSOTO	CORTEZ, DANTE DE LOS REYES	CUVIN, RIVA OSMERGA	DE JESUS, SOFIA CRISALINA RESURRECCION	JARDIEL, RODNEY MERCADO	TIZO, ALEXANDER GRANADA	VILLANUEVA, NANETTE RONDA	YUSING, SANTIAGO PONTEVEDRA IV	RACELA, LIZETTE MARGARET MARY JIAO	
TIN NO.	310-178-393	128-393-863	197-131-702	107-188-151	107-192-915	107-203-679	107-205-165	126-818-772	105-902-810	
Name of Agency	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	LANDBANK	
(Indicate whether Mother Unit or Ex-Officio Member)									SECONDED TO USB	
Position/Designation	AVP - INTERNAL AUDIT DIVISION	VP - CREDIT MANAGEMENT DIVISION HEAD	AVP - BRANCH HEAD	AVP - CLEARING DEPARTMENT HEAD	AVP - REGION HEAD MINDANAO	AVP - BRANCH LEADING DEPARTMENT HEAD	AVP - BRANCH ADMIN SUPPORT DEPARTMENT HEAD	VP - CORPORATE PLANNING AND COMMUNICATION DIVISION HEAD	PRESIDENT & CEO/DIRECTOR	
Months Served	3	3	3	3	3	3	3	3	3	
Basic Salary	502,296.00	502,296.00	305,070.00	240,009.00	425,535.00	308,070.00	240,009.00	502,286.00		
Allowances and Other Benefits	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00		
PERAJADCOM										
Honorarium		19,886.22								
Representation Allowance										
Transportation Allowance										
Gasoline Allowance		12,287.28						16,427.22		
Food Subsidy										
Longevity Pay										
Amelioration Allowance										
Clothing/Uniform (Annual, credited every January)		6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00		
Medical Benefits										
Bonus and Incentives										
1. 13th Month Pay										
2. Cash Gift										
3. Productivity Enhancement Incentive (PEI)										
3.1. Productivity Enhancement Incentive (PEI)										
4. Service Recognition Incentive (SRI)										
5. Performance-Based Bonus (PBB)										
6. Year-End Bonus										
7. Loyalty Recognition Incentive (LRI)										
8. Anniversary Bonus										
Dependent's Allowance										
Others										
1. Rico Allowance										
2. Wellness-Club Allowance (Annual, credited every January)										
3. Referral Incentives										
4. Merit Increase Substitute										
(for officers who reached the maximum salary for their Job Grade level)										
5. Variable Pay										
6. Financial/Economic Assistance & Christmas Gift										
Sub-Total	514,296.00	546,469.50	320,070.00	252,009.00	437,535.00	320,070.00	252,009.00	530,733.22		
Indirect Benefits:										
1. Subistence										
2. Laundry										
3. Quarters										
TOTAL	514,296.00	546,469.50	320,070.00	252,009.00	437,535.00	320,070.00	252,009.00	530,733.22		

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Noted By:  IRENE S. QUINTANA  
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 Date: 01/04/2024

Verified By: ALMA J. YULO  
 UCPB HO Team - UCPB Subsidiaries, OIC-ATL  
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Noted By: MARIA LIZ G. VENTURA  
 OIC - Supervising Auditor  
 Date: 01/04/2024

Received by the Principal Officers and Members of Governing Boards of UCPB Savings Bank.  
For the period: JANUARY 1, 2024 TO MARCH 31, 2024

DATA SOURCE		OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
Name (Last Name, First Name Middle Name)		RAVELO, LEMUEL ANDRE DE PANO	NOVEDA, ROBERTO RECINTO	CRUZ, MA. CATALINA MERCADO	MADRIDELOS, MANUEL CABRAL	OLAVARIO, ERNESTO ORTEGA	QUINTANA, IRENE SETIAS	SUAREZ, MA. PAMELA VIVES	ACOSTA, JACINTO MACANAN	OFFICER
TIN No.		107-199-791	117-672-141	121-534-074	173-468-207	134-673-298	110-883-273	110-124-224	208-242-468	
Name of Agency		UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	
(Indicate whether Mother Unit or Ex-Officio Member)										
Position/Designation		VP - RISK MANAGEMENT DIVISION HEAD	VP-COMMERCIAL LENDING DIVISION CONCURRENT CONSUMER	VP - BRANCH BANKING DIVISION HEAD	VP-TREASURY DIVISION HEAD	VP- OPERATIONS DIVISION HEAD	VP. CONTROLLERSHIP DIVISION HEAD	VP- ASSET RECOVERY AND MANAGEMENT DIVISION HEAD	VP-LEGAL SERVICES DIVISION HEAD	
Months Served		3	3	3	3	3	3	3	3	
Basic Salary		502,296.00	502,296.00	502,296.00	536,742.00	502,296.00	502,296.00	519,519.00	600,000.00	
Allowances and Other Benefits										
PERVAIDCOM		7,612.80	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	
Per Diem on Board Meetings										
Honorarium										
Representation Allowance										
Transportation Allowance										
Gasoline Allowance										
Food Subsidy										
Longevity Pay										
Amelioration Allowance										
Clothing/Uniform (Annual, credited every January)										
Medical Benefits										
Bonus and Incentives										
1. 13th Month Pay										
2. Cash Gift										
3. Productivity Enhancement Incentive (PEI)										
4. Service Recognition Incentives (SRI)										
5. Performance-Based Bonus (PBB)										
6. Year-End Bonus										
7. Loyalty Recognition Incentive (LRI)										
8. Anniversary Bonus										
Dependent's Allowance										
Others										
1. Rice Allowance										
2. Wellness-Club Allowance (Annual, credited every January)										
3. Referral Incentives										
4. Merit Increase Substitute (for officers who reached the maximum salary for their Job Grade level)										
5. Variable Pay										
6. Financial/Economic Assistance & Christmas Gift										
Sub-Total		509,908.90	545,566.48	552,884.83	567,228.90	548,565.68	514,296.00	551,718.09	628,093.22	
Indirect Benefits:										
1. Subsistence										
2. Laundry										
3. Quarters										
TOTAL		509,908.90	545,566.48	552,884.83	567,228.90	548,565.68	514,296.00	551,718.09	628,093.22	

\*RACELA, LIZETTE MARGARET MARY J.- seconded, already reported by Landbank

Prepared By:

04-02-24  
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Noted By:

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MARIA LIZ G. VENTURA  
CIC - Supervising Auditor  
Date: 04/03/2024

Report on Salaries and Allowances (RGS) including Extraordinary and Miscellaneous Expenses (EMEs) received by the participating officers and members of Governing Boards of UCPB Savings Bank, Inc. for the period: APRIL 1, 2024 TO JUNE 30, 2024

DATA SOURCE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
Name (Last Name, First Name Middle Name)	BARIA, TRISTAN DECASTO	CORTEZ, DANTE DE LOS REYES	CUVIN, RIVA OBMERGA	DE JESUS, SOFIA CRISALINA RESURRECCION	JARDIEL, RODNEY MERCADO	TIZO, ALEXANDER GRANADA	YUSING, SANTIAGO PONTEVEDRA IV	RACELA, LIZETTE MARGARET MARY JIAO	
TIN NO.	310-178-393	128-393-863	197-131-702	107-188-151	107-192-915	107-203-679	126-818-772	105-802-810	
Name of Agency (Indicate whether Mother Unit or Ex-Officio Member)	MOTHER UNIT	UCPBS	MOTHER UNIT	UCPBS	UCPBS	UCPBS	MOTHER UNIT	MOTHER UNIT	
Position/Designation	AVP - INTERNAL AUDIT DIVISION	VP - CREDIT MANAGEMENT DIVISION HEAD	AVP - REGION HEAD	AVP - CLEARING DEPARTMENT HEAD	AVP - REGION HEAD MINDANAO	AVP - BRANCH LENDING DEPARTMENT HEAD	VP - CORPORATE PLANNING AND COMMUNICATION DIVISION HEAD	PRESIDENT & CEO/DIRECTOR	
Basic Salary	302,296.00	302,296.00	308,070.00	240,009.00	425,535.00	308,070.00	302,296.00		
Allowances and Other Benefits	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00		
Pier Drive Board Meetings Honorarium									
Representation Allowance									
Transportation Allowance									
Gasoline Allowance		18,682.98							
Food Subsidy									
Longevity Pay									
Amelioration Allowance									
Clothing/Uniform (Annual, credited every January)									
Medical Benefits									
Bonus and Incentives	167,432.00	167,432.00	102,690.00	80,003.00	141,845.00	102,690.00	167,432.00		
1. Midyear Bonus									
2. Cash Gift									
3. Productivity Enhancement Incentive (PEI)									
4. Service Recognition Incentive (SRI)									
5. Performance-Based Bonus (PBB)									
6. Year-End Bonus									
7. Loyalty Recognition Incentive (LRI)									
8. Anniversary Bonus									
Dependent's Allowance									
Others									
1. Rice Allowance									
2. Wellness-Club Allowance (Annual, credited every January)									
3. Referral Incentives									
4. Merit Increase Subsidio (for officers who reached the maximum salary for their Job Grade level)									
5. Variable Pay									
6. Financial/Economic Assistance & Christmas Gift									
Sub-Total EMEs (previously entitled Discretionary Fund)	675,728.00	694,410.98	416,760.00	326,012.00	573,380.00	416,760.00	692,899.78		
Indirect Benefits									
1. Subsistence									
2. Laundry									
3. Quarters									
TOTAL	675,728.00	694,410.98	416,760.00	326,012.00	573,380.00	416,760.00	692,899.78		

\*RACELA, LIZETTE MARGARET MARY J.- seconded, already reported by Landibank

Prepared By:

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Verified By:

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Noted By:

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Report on Salaries and Allowances (RCSA) including Extraordinary and Miscellaneous Expenses (EME's)  
 Approved by the respective Officers and Members of Governing Boards of UCPB Savings Bank, Inc.  
 For the period: APRIL 1, 2024 TO JUNE 30, 2024

DATA SOURCE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
Name (Last Name, First Name Middle Name)	RAVELO, LEMUEL ANDRE DE PANO	NOVEDA, ROBERTO RECINTO	CRUZ MA. CATALINA MERCADO	MADRIDEJOS, MANUEL CABRAL	OLAVARIO, ERNESTO ORTEGA	QUINTANA, IRENE SETIAS	SUAREZ, MA. PAMELA VIVES	ACOSTA, JONATHAN MACANTAN	
TIN NO.	107-195-791	117-672-141	121-534-074	173-608-207	134-873-298	110-183-273	110-124-224	208-242-409	
Name of Agency	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	
(Indicate whether Mother Unit or Ex-Officio Member)	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	
Position/Designation	VP - RISK MANAGEMENT DIVISION HEAD	VP-COMMERCIAL LENDING DIVISION CONCURRENT CONSUMER	VP - BRANCH BANKING DIVISION HEAD	VP-TREASURY DIVISION HEAD	VP-OPERATIONS DIVISION HEAD	VP - CONTROLLERSHIP DIVISION HEAD	VP-ASSET RECOVERY AND MANAGEMENT DIVISION HEAD	VP-LEGAL SERVICES DIVISION HEAD	
Basic Salary	502,296.00	334,864.00	502,296.00	536,742.00	502,296.00	602,296.00	519,519.00	600,000.00	
Allowances and Other Benefits	6,000.00	4,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	
PERADCOM									
Platoon Board Meetings									
Honorary Allowance									
Representation Allowance									
Transportation Allowance									
Gasoline Allowance		27,408.88	15,880.70	12,764.07	21,039.75	11,312.22	17,924.43	17,355.99	
Food Subsidy									
Longevity Pay									
Amelioration Allowance									
Clothing/Uniform (Annual, credited every January)	6,000.00								
Medical Benefits									
Bonus and Incentives									
1. Midyear Bonus	167,432.00	167,432.00	167,432.00	178,914.00	167,432.00	167,432.00	173,173.00	200,000.00	
2. Cash Gift									
3. Productivity Enhancement Incentive (PEI)									
4. Service Recognition Incentives (SRI)									
5. Performance-Based Bonus (PBB)									
6. Year-End Bonus									
7. Loyalty Recognition Incentive (LRI)									
8. Anniversary Bonus									
Dependent's Allowance									
Others									
1. Rice Allowance									
2. Wellness-Club Allowance (Annual, credited every January)									
3. Retorial Incentives									
4. Merit Increase Substitute									
5. Family Allowance									
6. Financial/Economic Assistance & Christmas Gift									
Sub-Total	681,728.00	533,704.69	691,608.70	734,420.07	696,767.75	687,040.22	716,616.43	823,355.99	
ADD: 1. EME's (previously entitled Discretionary Fund)									
Indirect Benefits:									
1. Subsistence									
2. Laundry									
3. Quarters									
TOTAL	681,728.00	533,704.69	691,608.70	734,420.07	696,767.75	687,040.22	716,616.43	823,355.99	

Resigned: June 1, 2024

Prepared By:

*[Signature]*  
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Noted and Approved By:

*[Signature]*  
 SANTIAGO R. RUISSING W  
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 Date: 07/08/2024

Verifies By:

*[Signature]*  
 MARZ JOY R. MACARILAY  
 UCPB HO Team 3 - UCPB Subodanes, ATM  
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 Tel. No. 4057-707  
 Date: 07/08/2024

Noted By:

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 Date: 07/08/2024



Report on Changes and Alterations (ROCA) including Extraordinary and Miscellaneous Expenses (EMEX) Received by the Parent Company and Members of Governing Bodies of UCPB Savings Bank, Inc. For the Period 01/01/2024 to 06/30/2024

NAME (Last Name, First Name, Middle Name)	DATE	POSITION	OFFICE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
BARNA, TRISTAN RECOSTO	01/01/2024	Sup Internal Audit Division Head							
CORTES, WALTER LOPEZ	01/01/2024	VP Operations Division Head							
CUYUN, RIVA CORDERO	01/01/2024	AVF Region Head							
JARDIEL, RODRIGUEZ	01/01/2024	AVP Region Head							
TITO, ALEXANDER GRANADA	01/01/2024	VP Retail Lending Division Head							
YUBING, SANTIAGO PONTREDA IV	01/01/2024	VP Human Resources and General Services Division Head	VP Human Resources and General Services Division Head	VP Human Resources and General Services Division Head	VP Human Resources and General Services Division Head	VP Human Resources and General Services Division Head	VP Human Resources and General Services Division Head	VP Human Resources and General Services Division Head	VP Human Resources and General Services Division Head
RACELA, LIETTE MARGARET MORTIMOD	01/01/2024	President & CEO							
<b>TOTAL</b>									

Noted By: *[Signature]*  
 Prepared and Assumed post: Assume post as Human Resources and Credit Service  
 Held: July 1, 2024  
 Division Head: July 1, 2024

Prepared By: *[Signature]*  
 MARGIE R. MACARILAY  
 UCPB (IC Team) - UCPB Subordinate, UCPB  
 Employment, for 10,450,200  
 Date: 11/01/2024

Noted and Approved by: *[Signature]*  
 ROSALEY PALMARES  
 UCPB (IC Team) - UCPB Subordinate, UCPB  
 Employment, for 10,450,200  
 Date: 11/01/2024

Prepared By: *[Signature]*  
 RACELA, LIETTE MARGARET  
 UCPB (IC Team) - UCPB Subordinate, UCPB  
 Employment, for 10,450,200  
 Date: 11/01/2024



Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Benefits (EMEB) received by the Principal Officers and Members of Governing Bodies of UCPB Savings Bank, Inc. for the period OCTOBER 1, 2024 TO OCTOBER 31, 2024

DATA SOURCE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	
Name (Last Name, First Name, Middle Name) The RO Name of Agency (Indicate whether Mother Unit or Ex-Officio Member)	RAVELO, LEMUEL ANDRE DE PANO, 107-198-731 UCPBBS MOTHER UNIT	CUA, ELEONORA CRUZ 118-891-268 UCPBBS MOTHER UNIT	CRUZ, MA CATALINA MERCADO 121-554-074 UCPBBS MOTHER UNIT	MAGRIDE LOS MAHUEL CABRAL 973-488-207 UCPBBS MOTHER UNIT	OLAVARIO, ERNESTO ORTEGA 136-873-286 UCPBBS MOTHER UNIT	QUINTANA, IRENE BETAS 110-163-273 UCPBBS MOTHER UNIT	SUAREZ, MA PAMELA VIVES 110-124-224 UCPBBS MOTHER UNIT	ACOSTA, JOHATHAN MACANTAN 208-242-409 UCPBBS MOTHER UNIT
Position/Designation	VP-RISK MANAGEMENT DIVISION HEAD	AMP INFORMATION TECHNOLOGY DIVISION HEAD	VP - BRANCH BANKING DIVISION HEAD	VP-TREASURY DIVISION HEAD	VP-CREDIT MANAGEMENT DIVISION HEAD	VP-CONTROLLERSHIP DIVISION HEAD	VP-CORPORATE PLANNING AND COMMUNICATION DIVISION HEAD	VP-LEGAL SERVICES DIVISION HEAD
Months Served	3	3	3	3	3	3	3	3
Basic Salary	842,296.00	802,296.00	802,296.00	842,296.00	802,296.00	802,296.00	842,296.00	842,296.00
Allowances and Other Benefits	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
Participation on Board Meetings								
Honorarium								
Representation Allowance								
Transportation Allowance								
Gasoline Allowance								
Fleet Stipend								
Commuter Pay								
Cooperation Allowance								
Medical Allowance (Member, credited every January)								
Medical Benefits								
Bonus and Incentives								
1. Merit Bonus								
2. Cash Gift	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
3. Productivity Enhancement Incentive (PEI)	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
4. Service Recognition Incentives (SRI)	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
5. Performance Based Bonus (PBB)	167,422.00	167,422.00	167,422.00	167,422.00	167,422.00	167,422.00	167,422.00	167,422.00
6. Year-End Bonus								
7. Loyalty Recognition Incentive (LRI)								
8. Merit Bonus								
Dependent's Allowance								
Others								
1. Rice Allowance								
2. Wellness Club Allowance (Amount credited every January)								
3. Referral Incentives								
4. Merit Increase Subsidium								
5. Merit Increase Subsidium (for those who studied for their job/ school/ legal case)								
6. Financial/Economic Assistance & Christmas Gift								
Sub-Total	787,056.73	705,226.00	715,414.52	748,869.13	724,297.87	720,261.57	858,003.33	852,742.15
Indirect Benefits:								
1. Subsidance								
2. Laundry								
3. Courier								
TOTAL	787,056.73	705,226.00	715,414.52	748,869.13	724,297.87	720,261.57	858,003.33	852,742.15

Prepared by

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Noted and approved by

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Validated by

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Noted by

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