

2018 EMPLOYEE WELFARE AND BENEFITS

- **PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)**

PERA shall be given at Two Thousand Pesos (P2,000) per month to supplement pay due to the rising cost of living per DBM Budget Circular No. 2009-3.

- **UNIFORM ALLOWANCE**

A uniform allowance equivalent to Six Thousand Pesos (P6,000) is granted to all officers and regular employees per year. The uniform allowance shall be paid directly to the supplier or manufacturer of uniform.

- **RETIREMENT PLAN**

All employees of LLFC are automatically considered members of the Retirement Benefit Plan and are entitled to receive its benefits in accordance with its policies and guidelines. Membership thereof shall continue until the member retires, resigns or is separated from the service, or upon transfer to another office, or upon his death.

- **LBP'S MOBILE LOAN PROGRAM** which is extended to LLFC personnel.

2018 EMPLOYEE DEVELOPMENT

- Participation in the annual bowling tournament spearheaded by the Philippine Finance Association (PFA) and participated in by different leasing and financing companies in the Philippines. The tournament was held from October 2 to December 4, 2018.

- Participation in the annual clean-up program of Manila Bay S.U.N.S.E.T. Partnership Program Inc., through volunteerism to promote and implement sustainable and supplementary efforts to improve the environmental quality of Manila Bay. This activity develops environmental awareness as well as reinforces commitment to corporate social responsibility.

- **14 February 2018:
Annual Ice Cream Party-**

An event held in February every year where the officers and employees of the Corporation are gathered for an Ice Cream Party. The Party demonstrates the value and importance that Management gives to the rank and file employees through the uniqueness of the way the event is conducted. The Corporate Officers, including the President and CEO, are the ones who serve the ice cream and other snack items to the rank and file employees in this annual event.

- **14 December 2018**

- **Year-End Fellowship**

- Held annually before the end of the year, the event endeavors to strengthen the camaraderie among the workforce in the event regardless of the position and/or rank as a means of establishing the significance of each one's vital role in the accomplishment of the undertakings of the Corporation. New employees, those hired during the year, are given the chance to have a special participation in the event as a means of reinforcing the significance of their roles as new members of the Corporate team.