

EASTWEST BANK EMPLOYEE BENEFIT PACKAGE

BENEFIT	
BONUSES	<ul style="list-style-type: none"><li>Three (3) months, namely:</li></ul> <p><b><u>13<sup>th</sup> Month Pay</u></b></p> <ul style="list-style-type: none"><li>Covers all regular and probationary employees with at least one month of service</li><li>Equivalent to 1 month salary</li><li>Computed prorata from hiring date if less than 1 year tenure within the applicable calendar year</li><li>Credited on April 25<sup>th</sup> for those regular as of March 31<sup>st</sup>; October 25<sup>th</sup> for those regular as of Sept. 30<sup>th</sup> and December 10<sup>th</sup> for those regular as of Dec. 1<sup>st</sup>.</li></ul> <p><b><u>14<sup>th</sup> Month Pay and Christmas Bonus</u></b></p> <ul style="list-style-type: none"><li>Covers all regular hired and regularized employees who are active as of date of pay out</li><li>Equivalent to 2 months salary</li><li>Computed prorata from hiring date if less than 1 year tenure within the applicable calendar year</li><li>Credited on Nov. 25<sup>th</sup> for those regular as of Oct. 31<sup>st</sup>; Dec. 25<sup>th</sup> for those regular as of Dec. 16<sup>th</sup>;</li></ul>
CASH ALLOWANCE	<p><b><u>Rice Allowance</u></b></p> <ul style="list-style-type: none"><li>Covers regular Officers from JO to SAVP rank only</li><li>P300 per month</li><li>Credited every 10<sup>th</sup> of the month thru payroll</li><li>Non-taxable</li></ul> <p><b><u>Medicine Allowance</u></b></p> <ul style="list-style-type: none"><li>Covers regular Officers from JO to President</li><li>P200 per month</li><li>Credited every 10<sup>th</sup> of the month thru payroll</li><li>Non-taxable</li></ul> <p><b><u>Overtime Meal Allowance</u></b></p> <ul style="list-style-type: none"><li>Covers all Officers and Staff</li><li>Entitlement with minimum of 3 hours work rendered on weekdays, weekends and holidays</li></ul> <p><u>Officer – P100</u> <u>Staff – P 75</u></p> <p><b><u>Overtime Transportation Allowance</u></b></p> <ul style="list-style-type: none"><li>Covers all Rank &amp; File and Officers who have not availed the car plan benefit</li><li>Transportation allowance is only applicable if an employee went home 10pm &amp; beyond</li><li>Actual one-way transportation expense up to a maximum of P200 per day</li></ul> <p><b><u>Hazard Allowance</u></b></p> <ul style="list-style-type: none"><li>Covers Roving/Pick-up Tellers/Cash Service Officers and Associates</li><li>P125 per day for every working day they rendered service as such</li></ul> <p><b><u>Weekend Work Allowance</u></b></p> <ul style="list-style-type: none"><li>Covers Service Managers who work 6 days a week;</li><li>P 1,000 per 6<sup>th</sup> day work</li></ul>

NIGHT SHIFT DIFFERENTIAL	<ul style="list-style-type: none"><li>• Covers all Officers and Rank &amp; File employees</li><li>• Statutory 10% of hourly rate whose work shift falls between 10pm to 6am</li><li>• P50 per day meal allowance</li><li>• Actual one-way transportation expense up to a maximum of P200 per day</li></ul>
LEAVE PRIVILEGES	<p><b><u>Sick Leave</u></b></p> <ul style="list-style-type: none"><li>• Covers all regular employees</li><li>• 15 days per year; advanced accrual every January</li><li>• Prorata if less than 1 year tenure from date of permanency for probationary employees</li><li>• Maximum accumulation is 60 days; convertible to cash upon resignation, retirement; forfeited if exit due to disciplinary termination</li><li>• Cash commutation of SL in excess of 30 days at maximum of 10 days per year; remaining earned but unused leave will be accumulated up to maximum allowed</li><li>• Cash commutation to be paid every February</li><li>• Unserved portion of the advanced accrued leave shall be reversed upon resignation or deductible from last pay if used</li></ul> <p><b><u>Vacation Leave</u></b></p> <ul style="list-style-type: none"><li>• Covers all regular employees</li><li>• 15 days per year; advanced accrual every January</li><li>• Prorata if less than 1 year tenure from date of permanency for probationary employees</li><li>• Maximum accumulation is 30 days; convertible to cash upon resignation, retirement; forfeited if exit due to disciplinary termination</li></ul>
	<ul style="list-style-type: none"><li>• Accumulated leave in excess of 30 days may be used as mandatory leave up to the first quarter of the succeeding year; forfeited if not used</li><li>• Unserved portion of the advanced accrued leave shall be reversed upon resignation or deductible from last pay if used</li></ul> <p><b><u>Maternity Leave</u></b></p> <ul style="list-style-type: none"><li>• Covers all female employees regardless of employment status with sufficient SSS contributions</li><li>• 60 calendar days for normal delivery, miscarriage or medically necessary abortion and 78 calendar days for caesarian delivery</li><li>• Maximum of 4 availments including miscarriage (including those outside EWB)</li></ul> <p><b><u>Emergency Leave</u></b></p> <ul style="list-style-type: none"><li>• Covers all regular employees</li><li>• 3 days per year; not cumulative and not convertible to cash</li><li>• May only be used during illness of the employee concerned, provided all SL and VL credits has been exhausted; natural and man-made calamities; hospitalization, serious illness or death of immediate member of the family; and other reasons for suspension of work declared by Management</li></ul> <p><b><u>Paternity Leave</u></b></p> <ul style="list-style-type: none"><li>• Covers all married male employees</li><li>• 7 working days per availment up to maximum of 4 (including those outside EWB)</li></ul>

	<p><b><u>Solo Parent Leave</u></b></p> <ul style="list-style-type: none"><li>• Covers solo parent employees with at least 1 year of service</li><li>• 7 working days per year subject to submission of required documents</li></ul> <p><b><u>Birthday Leave</u></b></p> <ul style="list-style-type: none"><li>• Covers regular employees</li><li>• 1 day per year</li><li>• Must be availed within birth month; forfeited if not availed</li><li>• Non-cumulative and not convertible to cash</li></ul> <p><b><u>Magna Carta Leave (MCL)</u></b></p> <ul style="list-style-type: none"><li>• Covers all female employees with at least 6 months of service who undergo surgery caused by gynecological disorders</li><li>• Maximum of 2 months with pay</li><li>• Non-cumulative and not convertible to cash</li></ul> <p><b><u>Special Leave (RA 9262)</u></b></p> <ul style="list-style-type: none"><li>• Covers all female employees who are victims of abuse and violence as stipulated in Republic Act 9262 – Violence against Women and Their Children (VAWC)</li><li>• Maximum of 10 days with pay</li><li>• Non-cumulative and not convertible to cash</li></ul>												
HEALTH BENEFITS	<ul style="list-style-type: none"><li>• Covers all regular employees</li><li>• Allowed 1 FREE dependent for married and single parent employees; enrollment is based on hierarchy</li><li>• Annual Benefit Limit (ABL)</li></ul> <table><tr><th>Rank</th><th>ABL</th><th>Room Plan</th></tr><tr><td>AVP and up</td><td>P600,000</td><td>Large Private Room</td></tr><tr><td>JO – SM</td><td>P500,000</td><td>Small Private Room</td></tr><tr><td>Rank &amp; File</td><td>P400,000</td><td>Semi-Private Room</td></tr></table> <ul style="list-style-type: none"><li>• Shared ABL for those employees with 1 FREE dependent</li><li>• Allowed to enroll other dependents as paying-members thru salary deduction</li></ul> <p>Married/Single Parent Employees Children from 15 days old to not over age 21 Single Employees Parents not over age 65 and Siblings not over age 21</p>	Rank	ABL	Room Plan	AVP and up	P600,000	Large Private Room	JO – SM	P500,000	Small Private Room	Rank & File	P400,000	Semi-Private Room
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GROUP TERM LIFE INSURANCE	<ul style="list-style-type: none"><li>Covers all employees</li><li>Coverage:<table><tr><td></td><td>Coverage</td></tr><tr><td>Regular Employees</td><td>30x of MBS</td></tr><tr><td>Employees with Special Position</td><td>Additional 12x of MBS</td></tr></table><ul style="list-style-type: none"><li>Monthly Basic Salary (MBS)</li><li>Special Position: Roving/Pick-up Tellers, Cash Service Associates and Officers, Skiptracers, Field Collectors, Appraisers, Fraud Control Officers, Credit Investigators, Acquired Asset Associates and Officers and Repossessors.</li></ul></li></ul>		Coverage	Regular Employees	30x of MBS	Employees with Special Position	Additional 12x of MBS																						
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MATERNITY ALLOWANCE	<ul style="list-style-type: none"><li>Covers all regular female employees</li><li>P10,000 for normal deliver, miscarriage or medically necessary abortion and P15,000 for caesarian delivery</li><li>Maximum of 4 including existing children prior to employment with the Bank</li></ul>																												
STAFF CARD	<ul style="list-style-type: none"><li>Covers all regular employees</li><li>Subject to credit evaluation by Consumer Lending Unit</li><li>Card limit is based on rank<table><tr><th>Rank</th><th>Credit Limit</th></tr><tr><td>JO</td><td>P50,000</td></tr><tr><td>AM</td><td>P90,000</td></tr><tr><td>SAM</td><td>P100,000</td></tr><tr><td>M</td><td>P120,000</td></tr><tr><td>SM</td><td>P175,000</td></tr><tr><td>AVP</td><td>P250,000</td></tr><tr><td>SAVP</td><td>P250,000</td></tr><tr><td>VP</td><td>P300,00</td></tr><tr><td>FVP</td><td>P500,00</td></tr><tr><td>SVP</td><td>P600,00</td></tr><tr><td>EVP</td><td>P700,000</td></tr><tr><td>President to Vice Chairman</td><td>P1,000,000</td></tr><tr><td>Chairman</td><td>P1,000,00</td></tr></table><ul style="list-style-type: none"><li>Officers (rank JO and up) are subject to applicable DOSRI regulations wherein:<ul style="list-style-type: none"><li>Pay for the full billed amount must be paid on or before due date</li><li>Installment or deferred payment scheme is not allowed</li></ul></li></ul></li></ul>	Rank	Credit Limit	JO	P50,000	AM	P90,000	SAM	P100,000	M	P120,000	SM	P175,000	AVP	P250,000	SAVP	P250,000	VP	P300,00	FVP	P500,00	SVP	P600,00	EVP	P700,000	President to Vice Chairman	P1,000,000	Chairman	P1,000,00
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OTHER BENEFIT PACKAGE	<p><b><u>Funeral Assistance</u></b></p> <ul style="list-style-type: none"><li>Covers all employees</li><li>Deceased employee: P20,000 and P15,000 for deceased immediate family member</li></ul> <p>Married employees: Spouse &amp; Children Single parent employees: Children Single employees: Parents</p> <p><b><u>Christmas Giveaway Package</u></b></p> <ul style="list-style-type: none"><li>Covers all employees</li><li>Ham &amp; Queso de Bola</li><li></li></ul>																												
RETIREMENT BENEFIT	<p><b><u>Normal Retirement</u></b></p> <ul style="list-style-type: none"><li>Age 60</li><li>Benefit Schedule: <b>Less than 10 years service:</b> 100% of present salary per year of service <b>10 years or more:</b> 150% of present salary per year of service</li></ul>																												

	<p><b><u>Voluntary Resignation from Service</u></b></p> <table><tr><th>Years of Service</th><th>% of Salary</th></tr><tr><td>Less than 5 years</td><td>Nil</td></tr><tr><td>5 to 9 years</td><td>20%</td></tr><tr><td>10 years</td><td>25%</td></tr><tr><td>11 years</td><td>30%</td></tr><tr><td>12 years</td><td>35%</td></tr><tr><td>13 years</td><td>40%</td></tr><tr><td>14 years</td><td>45%</td></tr><tr><td>15 years</td><td>50%</td></tr><tr><td>16 years</td><td>55%</td></tr><tr><td>17 years</td><td>60%</td></tr><tr><td>18 years</td><td>65%</td></tr><tr><td>19 years</td><td>70%</td></tr><tr><td>20 years</td><td>75%</td></tr><tr><td>More than 20 years</td><td>80%</td></tr></table> <p><b><u>Death/Disability Benefit</u></b></p> <ul style="list-style-type: none"><li>Benefit Schedule:</li></ul> <p><b>Less than 10 years service:</b> 100% of present salary per year of service <b>10 years or more:</b> 150% of present salary per year of service</p>	Years of Service	% of Salary	Less than 5 years	Nil	5 to 9 years	20%	10 years	25%	11 years	30%	12 years	35%	13 years	40%	14 years	45%	15 years	50%	16 years	55%	17 years	60%	18 years	65%	19 years	70%	20 years	75%	More than 20 years	80%
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SALARY LOAN	<ul style="list-style-type: none"><li>All regular employees with 1 year of service</li><li>Maximum of 3x of Monthly Basic Salary (MBS) provided the credit ratio does not exceed 40%<ul style="list-style-type: none"><li>1 month as multi-purpose loan not tied up to performance</li><li>2 months additional only for those with satisfactory rating</li></ul></li></ul>																														
HOUSING LOAN	<ul style="list-style-type: none"><li>All regular employees with at least 3 years of service</li><li>80% of appraised value of the collateral or 40% credit ratio (to include all liabilities outside of the bank) whichever is lower or loan amount per rank:</li></ul> <table><tr><td>JO</td><td>P550,000</td></tr><tr><td>AM</td><td>P650,000</td></tr><tr><td>SAM</td><td>P650,000</td></tr><tr><td>M</td><td>P750,000</td></tr><tr><td>SM</td><td>P1,000,000</td></tr><tr><td>AVP</td><td>P1,500,000</td></tr><tr><td>SAVP</td><td>P2,000,000</td></tr><tr><td>VP</td><td>P2,500,000</td></tr><tr><td>FVP</td><td>P2,750,000</td></tr><tr><td>SVP</td><td>P3,000,000</td></tr><tr><td>EVP</td><td>P3,500,000</td></tr><tr><td>President</td><td>Open; subject to Terms of Engagement</td></tr></table> <ul style="list-style-type: none"><li>Term: maximum of 25 years or age 60, whichever is shorter</li></ul>	JO	P550,000	AM	P650,000	SAM	P650,000	M	P750,000	SM	P1,000,000	AVP	P1,500,000	SAVP	P2,000,000	VP	P2,500,000	FVP	P2,750,000	SVP	P3,000,000	EVP	P3,500,000	President	Open; subject to Terms of Engagement						
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CAR PLAN	<ul style="list-style-type: none"><li>Officers with rank of JO up to SAVP rank with 1 year tenure for JO – SAM ranks. Store Manager (RBG) / Account Officer (CBG) with rank of AM or SAM, 1 year tenure is waived</li><li>Benefit Limit for Brand New/Pre-Owned vehicles:</li></ul> <table><tr><th>Rank</th><th>Limit</th></tr><tr><td>JO - AM</td><td>P400,000</td></tr><tr><td>SAM</td><td>P450,000</td></tr><tr><td>Store Manager (RBG) / Account Officer (CBG) with rank of AM or SAM</td><td>P500,000</td></tr><tr><td>M</td><td>P600,000</td></tr></table>	Rank	Limit	JO - AM	P400,000	SAM	P450,000	Store Manager (RBG) / Account Officer (CBG) with rank of AM or SAM	P500,000	M	P600,000																				
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