

**COMPENSATION AND BENEFITS PLAN HANDBOOK  
OF  
LEE-BOHENMAR CORPORATION  
(Trade name: LEE-BOHENMAR BARBER SHOP)**

**OVERVIEW OF WAGE AND WAGE-RELATED BENEFITS:**

- Holiday wage and overtime pay for work during holidays or rest days
- Overtime pay when working in excess of 8 hours
- Service Incentive Leave: 12 days of vacation per year of service
- Parental leaves (Maternity, Paternity and Solo parent leaves)
- Other Leaves
- 13th month
- Separation pay

**BENEFITS OF EMPLOYEE:**

- SSS, PHILHEALTH, and PAG-IBIG (for regular and contractual employee)
- Bonuses
- Insurance
- Other Benefits

**SALARY COMPENSATION OF EMPLOYEE**

**1. THE MINIMUM WAGE OF EMPLOYEE OF BARBER SHOP PER DAY.**

- a. Manager – Php 537.00 (regular)
- b. Senior Barber – Php 437.00 (regular)
- c. Junior Barbers – Php 400.00 (contractual)
- d. Maintenance Staff – Php 400.00 (contractual)

**2. OVERTIME PAY AND HOLIDAY PAY RATES OF EMPLOYEE**

- a. Regular work day: plus 25% of the hourly pay rate.
- b. Rest day, regular/special holiday: plus 30% of the hourly rate on said day.
- c. Twelve (12) regular holidays (according to Republic Act No. 9849):
  1. New Year's day
  2. Maundy Thursday
  3. Good Friday
  4. Araw ng Kagitingan
  5. Labour Day
  6. Independence Day
  7. National Heroes' Day
  8. Eidl Fitr
  9. Eidl Adha
  10. Bonifacio Day
  11. Christmas Day
  12. Rizal Day

# Sample Of Compensation Manual

**Léo Pomar**



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