

Republic of the Philippines
Department of Justice
National Bureau of Investigation



1-800-400-0676

This is to certify that the person whose name, picture, signature and thumbprint appearing hereon applied for NBI Clearance and the results is as follows:

NBI ID NO

P420CREY19-ML1673756

FAMILY NAME

PALCO

MIDDLE NAME

GALINATO

ADDRESS

V B CABAUG ST OPAO MANDAUE CITY CEBU

DATE OF BIRTH

March 05, 1991

CITIZENSHIP

FILIPINO

PURPOSE
MULTI-PURPOSE CLEARANCE

PERSONAL COPY

VALID UNTIL

May 30, 2025

FIRST NAME

REYBOY

HUSBAND'S SURNAME

PLACE OF BIRTH
TRINIDAD BOHOL

CIVIL STATUS

SINGLE

GENDER

MALE



REMARKS
NBI RECORD ON FILE

Date Printed: Thursday, May 30, 2024 08:18 AM

Agency: ML 16

CASID: 0424241

O/R No: MPPB2417242

O/R Date: 05/30/2024 8:14:18 AM

DST PAID

REC'D: 0424241

REC'D: 0424241

REC'D: 0424241

REC'D: 0424241

P420CREY19-ML1673756



Medardo O. de Lemos
Director



REPUBLIC OF THE PHILIPPINES
PROVINCE OF CEBU
BARANGAY OPAO
CITY OF MANDAUE
OFFICE OF THE PUNONG BARANGAY



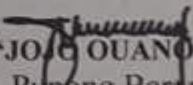
CERTIFICATION

This is to certify that **Reyboy G. Palco**, 33 years old, **Single**, and a bona fide resident of **Purok Kalipay**, Opao, Mandaue City.

This certification is issued upon the request of **Mr. Palco**, for **Employment**.

Issued this **5th day of July 2024** at Opao Barangay Hall, Opao,
Mandaue City, Cebu Philippines.

Certified by:


NIXON "JOJO" OUANO T. DIZON
Punong Barangay

Amount: P130.00
O.R. No. 10446492
Precinct No. unregistered

INVALID WITHOUT DRY SEAL

2010 - 2011 2nd Semester

ENG6	2.50	3.00	Effective Writing
HUM2	2.75	3.00	Survey and Appreciation of Arts
PE4	INC	2.00	Team Sports/Games
PHILO2	3.00	3.00	Ethics
POLSCI2B	2.75	3.00	Introduction to Political Law
POLSCI3	2.50	3.00	Govt. & Politics of SEA
POLSCI4	2.75	3.00	Eastern Pol. Thoughts/Ancient Medieval Pol. Theories
POLSCI5	5.00		Political Theories 1

2011 - 2012 1st Semester

ENG8	2.00	3.00	Argumentation & Debate
ENVSCIE	2.50	3.00	Environmental Science
HIST5	2.00	3.00	Asia & the World
POLSCIE5B	2.50	3.00	Political Theories 2
POLSCIE6	2.50	3.00	International Political Economy
PSELECT2	2.75	3.00	Government & Politics of East Asia
RESEARCH1	2.00	3.00	Qualitative Research
STAT1	2.00	3.00	Elementary Statistics

2011 - 2012 2nd Semester

BIOLOGY1	2.00	3.00	Fundamentals of Biology
FL1	3.00	3.00	Foreign Language 1(Spanish)
POLSCI7	4.00		International Law & Regional Organization
POLSCI8	2.25	3.00	Quantitative Analysis of Political Data
POLSCI9	3.00	3.00	Parliamentary Practices & Procedures
RESEARCH2	2.25	3.00	Quantitative Research
STAT2	2.00	3.00	Inferential Statistics

2012 - 2013 1st Semester

COE1	5.00		Cooperative Education 1
POLSCIE10	5.00		Gov't & Politics in a Changing World
POLSCIE11	1.75	3.00	Philippine Public Administration
POLSCIE12	5.00		Obligation & Contracts
PSELECT3	5.00		American Government & Politics
TW	3.00	3.00	Thesis Writing

2012 - 2013 2nd Semester

FL2	NG	3.00	Foreign Language 2
LIT2	NG	3.00	World Literature
PE4	NG	2.00	Team Sports
POLSCI7	NG	3.00	International Law & Regional Organization

Legend: NF - Not Finalize

Pass	40	74.07%
Fail	6	11.11%
Drop	0	0.00%
INC Grade/s (Not Complied)	4	7.41%
INC Grade/s (Complied)	0	0.00%
W/DRAW	1	1.85%
Conditional (Not Complied)	3	5.56%
Conditional (Complied)	0	0.00%
IN-PROCESS	0	0.00%
Total Subjects Taken	54	

Student Information

Student ID No. *:

2008-110436

Full Name on Record:

Palco, Reyboy Galinato

Enrolled Subjects

SUBJECT CODE	GRADES	UNITS	SUBJECT DESCRIPTION
2008 - 2009 1st Semester			
CHEM1	2.75	3.00	Inorganic Chemistry
CHEM1L	INC	1.00	Inorganic Chemistry Lab
ENG1	2.50	3.00	Communication Arts 1
FIL1	2.50	3.00	Sining ng Pakikipagtalastasan
HIST1	2.25	3.00	Philippine History, Roots & Development
MATH1	2.25	3.00	College Algebra
NSTP-CWST1	2.25	3.00	Civic Welfare Training Service 1
PE1	INC	1.00	Fundamentals Physical Education
PSYCHO1	2.25	3.00	General Psychology
SOCIO1	4.00		General Sociology
2008 - 2009 2nd Semester			
COMP1	4.00		Introduction to Computer
ECO1	3.00	3.00	Principles of Economics, Taxation and Land Reform
ENG2	2.50	3.00	Communication Arts 2
FIL2	2.50	3.00	Retorika
HIST3	2.50	3.00	Rizals Life, Works and Writings
MATH2	2.50	3.00	Applied Mathematics
NATSCI1	1.50	3.00	Earth Science
NSTP-CWST2	5.00		Civic Welfare Training Service 2
PE2	W	2.00	Fundamentals of Rhythmic Activities
2010 - 2011 1st Semester			
ENG3	1.75	3.00	Speech & Oral Communication
LIT1	2.50	3.00	Philippine Literature
PE3	1.50	2.00	Individual/Dual Sports/Games
PHILO1	2.25	3.00	Logic
POLSCI1	INC	3.00	Intro. to Pol. Science/Fundamentals of Pol. Science
PSELECT1	3.00	3.00	Family Code



Certificate of Employment

This is to certify that **Reyboy Galinato Palco** has been an employee of IBEX Global Solutions Philippines, Inc. as **Agent-In Cust Svc 2** from **May 17, 2021** up to **July 13, 2022**.

This is to further certify that **Mr./Ms. Palco** is cleared from all accountabilities from the company.

This certification is issued to the above-mentioned employee for whatever legal purpose this may serve.

Given on the **18th day of October 2023** in Shaw Blvd., Mandaluyong City.

VERYL C. MANALAYSAY
Manager, Human Resources

For employment verification, you may call us at (+63)9691599936 every Wednesday and Thursday from 8:00AM to 10:00AM or email Employment.Verification@ibex.co.

All calls placed outside the set schedule will not be accommodated. Email Verification is recommended.

Control No: RS2023IA.01.645



10th Floor, Glorietta 1 BPO Office Tower
Ayala Center, Makati City 1226 Philippines
Tel. +63 2 8817 8781
Fax. +63 2 8849 9390
www.sykes.com
ph.sykes.com

C E R T I F I C A T I O N

July 1, 2021

This is to certify that **Mr. REYBOY GALINATO PALCO** was a REGULAR employee of SYKES Asia, Inc. from May 25, 2015 to June 4, 2021. He held the position of CUSTOMER SERVICE AGENT. His total annual compensation package is *Two Hundred Twenty One Thousand Pesos (PHP 221,000.00)*.

This further certifies that he has processed his clearance and has been cleared of all accountabilities from the Company.

For your information, SYKES Asia, Inc., with Corporate Headquarters located in Tampa, Florida, USA, provides customer support solutions for the Asia Pacific region through its Manila and Cebu Call Centers.

This certification is being issued to be used for **whatever legal purpose this may serve**.

Sunshine Edith S. Basilio
Senior Manager, Site Human Resources



2023-3057

CERTIFICATE OF EMPLOYMENT AND COMPENSATION

This is to certify that **Keyboy Galinato Palco** has been employed with **TDCX (PH) Inc. (formerly Teledirect Telecommerce (Philippines) Inc.)** as Regular employee from **June 09, 2022** up to **July 24, 2023**. His last position held was **Support Ambassador**.

This further certifies that **Mr. Palco** was receiving the following on Monthly basis:

Basic Salary	Php 21,100.00
De Minimis	Php 2,900.00
Program Allowance	Php 6,000.00

This certification is being issued upon the request of **Mr. Palco** for **employment reference**. Furthermore, the company will not be held liable for the use of this certificate other than what is stated herein, nor for its unlawful use.

Issued this **4th of October, 2023** in Pasig, Philippines.

Certified by:

Vanessa Marinas
Vice President I - People

For employment verification, please send an e-mail to employmentverification.ph@tdcx.com



BIR Form No. 2316		Certificate of Compensation Payment/Tax Withheld		For Compensation Payment With or Without Tax Withheld	
1 For the Year (YYYY) 2 0 2 4		2 For the Period From (MM/YY) 0 1 0 1 To (MM/YY) 0 3 2 1		3 For the Period From (MM/YY) 0 1 0 1 To (MM/YY) 0 3 2 1	
4 Employer's Name, Full Name, Tax Name, Middle Name Falco, Reyboy Galinato		5 BIR Code 1 2 6		6 Taxpayer's Name (Last, First, Middle Initial) Falco, Reyboy Galinato	
7 Date of Birth (MM/DD/YYYY) 0 3 0 5 1 9 9 1		8 Contact Number		9 Taxpayer's Address (Last, First, Middle Initial) Brgy. 35, Palanca St.,	
10 Statutory Minimum Wage rate per day		11 Minimum Wage/Lower (MWE) without compensation to exempt from withholding tax and not subject to income tax		12 Total Non-Taxable Exempt Compensation Income (Sum of Items 20 to 25)	
13 Statutory Minimum Wage rate per month		14 Registered Address NAZP Code		15 Total Taxable Compensation Income Regular	
15 Employer's Name (Telecom Offshore Investments, Inc.) d/b/a TTEC Customer Care Mgt Phlis. Branch		16 Registered Address FLVBCB 10F HILDEF DR MOA Pasay City Metro Manila 1300		16 Basic Salary 29,247.33	
17 Employer's Name		18 Type of Employer <input checked="" type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer		17 Total Non-Taxable Exempt Compensation Income (Sum of Items 20 to 25)	
19 Gross Compensation Income from Present Employer (Sum of Items 20 and 21)		20 Hazard Pay (MWE)		18 Total Taxable Compensation Income Regular	
20 Less: Total Non-Taxable Exempt Compensation Income from Present Employer (From Item 12)		21 Overtime Pay (MWE)		19 Basic Salary 29,247.33	
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 12)		22 Night Shift Differential (MWE)		20 Representation 0.00	
22 Add: Taxable Compensation Income from Previous Employer (If applicable)		23 Hazard Pay (MWE)		21 Transportation 0.00	
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)		24 13th Month Pay and Other Benefits (maximum of P30,000)		22 Cost of Living Allowance (COLA) 0.00	
24 Tax Due		25 Hazard Pay (MWE)		23 Fixed Housing Allowance	
25 Amount of Taxes Withheld (25A Present Employer)		26 13th Month Pay and Other Benefits (maximum of P30,000)		24 Other Benefits 0.00	
26B Previous Employer, if applicable		27 De Minimis Benefits 4,374.59		25A 0.00	
27 Total Amount of Taxes Withheld as adjusted (Sum of Items 26A and 26B)		28 RRN, ORRN, PHRC & PRC-IBG Contributions and Union Dues (Employer share only)		26B 0.00	
28 5% Tax Credit (PDRA Act of 2008)		29 Total Non-Taxable Exempt Compensation Income (Sum of Items 20 to 25)		27 Total Taxable Compensation Income Regular (Sum of Items 21 to 25)	
29 Total Taxes Withheld (Sum of Items 26A and 26B)		30 Total Non-Taxable Exempt Compensation Income (Sum of Items 20 to 25)		31 Total Taxable Compensation Income Regular (Sum of Items 21 to 25)	
30 Ching, Emiliano Sanchez/ <i>[Signature]</i>		31 Total Taxable Compensation Income Regular (Sum of Items 21 to 25)		32 Total Taxable Compensation Income (Sum of Items 21 to 31B)	
31 Present Employer/Authorized Agent Signature over Printed Name		32A Present Employer		32B Previous Employer, if applicable	
32 CONFIRME: Falco, Reyboy Galinato		32C Present Employer, if applicable		33 Total Amount of Taxes Withheld as adjusted (Sum of Items 26A and 26B)	
33 Employer Signature over Printed Name		33A Present Employer		34 5% Tax Credit (PDRA Act of 2008)	
34 Place of Issue		34A Present Employer		35 Total Taxes Withheld (Sum of Items 26A and 26B)	
35 Date Issued		35A Present Employer		36 Total Taxes Withheld (Sum of Items 26A and 26B)	
36 Date Issued		36A Present Employer		37 Total Taxes Withheld (Sum of Items 26A and 26B)	
37 Date Issued		37A Present Employer		38 Total Taxes Withheld (Sum of Items 26A and 26B)	
38 Date Issued		38A Present Employer		39 Total Taxes Withheld (Sum of Items 26A and 26B)	
39 Date Issued		39A Present Employer		40 Total Taxes Withheld (Sum of Items 26A and 26B)	
40 Date Issued		40A Present Employer		41 Total Taxes Withheld (Sum of Items 26A and 26B)	
41 Date Issued		41A Present Employer		42 Total Taxes Withheld (Sum of Items 26A and 26B)	
42 Date Issued		42A Present Employer		43 Total Taxes Withheld (Sum of Items 26A and 26B)	
43 Date Issued		43A Present Employer		44 Total Taxes Withheld (Sum of Items 26A and 26B)	
44 Date Issued		44A Present Employer		45 Total Taxes Withheld (Sum of Items 26A and 26B)	
45 Date Issued		45A Present Employer		46 Total Taxes Withheld (Sum of Items 26A and 26B)	
46 Date Issued		46A Present Employer		47 Total Taxes Withheld (Sum of Items 26A and 26B)	
47 Date Issued		47A Present Employer		48 Total Taxes Withheld (Sum of Items 26A and 26B)	
48 Date Issued		48A Present Employer		49 Total Taxes Withheld (Sum of Items 26A and 26B)	
49 Date Issued		49A Present Employer		50 Total Taxes Withheld (Sum of Items 26A and 26B)	
50 Date Issued		50A Present Employer		51 Total Taxes Withheld (Sum of Items 26A and 26B)	
51 Date Issued		51A Present Employer		52 Total Taxes Withheld (Sum of Items 26A and 26B)	
52 Date Issued		52A Present Employer		53 Total Taxes Withheld (Sum of Items 26A and 26B)	
53 Date Issued		53A Present Employer		54 Total Taxes Withheld (Sum of Items 26A and 26B)	
54 Date Issued		54A Present Employer		55 Total Taxes Withheld (Sum of Items 26A and 26B)	
55 Date Issued		55A Present Employer		56 Total Taxes Withheld (Sum of Items 26A and 26B)	
56 Date Issued		56A Present Employer		57 Total Taxes Withheld (Sum of Items 26A and 26B)	
57 Date Issued		57A Present Employer		58 Total Taxes Withheld (Sum of Items 26A and 26B)	
58 Date Issued		58A Present Employer		59 Total Taxes Withheld (Sum of Items 26A and 26B)	
59 Date Issued		59A Present Employer		60 Total Taxes Withheld (Sum of Items 26A and 26B)	
60 Date Issued		60A Present Employer		61 Total Taxes Withheld (Sum of Items 26A and 26B)	
61 Date Issued		61A Present Employer		62 Total Taxes Withheld (Sum of Items 26A and 26B)	
62 Date Issued		62A Present Employer		63 Total Taxes Withheld (Sum of Items 26A and 26B)	
63 Date Issued		63A Present Employer		64 Total Taxes Withheld (Sum of Items 26A and 26B)	
64 Date Issued		64A Present Employer		65 Total Taxes Withheld (Sum of Items 26A and 26B)	
65 Date Issued		65A Present Employer		66 Total Taxes Withheld (Sum of Items 26A and 26B)	
66 Date Issued		66A Present Employer		67 Total Taxes Withheld (Sum of Items 26A and 26B)	
67 Date Issued		67A Present Employer		68 Total Taxes Withheld (Sum of Items 26A and 26B)	
68 Date Issued		68A Present Employer		69 Total Taxes Withheld (Sum of Items 26A and 26B)	
69 Date Issued		69A Present Employer		70 Total Taxes Withheld (Sum of Items 26A and 26B)	
70 Date Issued		70A Present Employer		71 Total Taxes Withheld (Sum of Items 26A and 26B)	
71 Date Issued		71A Present Employer		72 Total Taxes Withheld (Sum of Items 26A and 26B)	
72 Date Issued		72A Present Employer		73 Total Taxes Withheld (Sum of Items 26A and 26B)	
73 Date Issued		73A Present Employer		74 Total Taxes Withheld (Sum of Items 26A and 26B)	
74 Date Issued		74A Present Employer		75 Total Taxes Withheld (Sum of Items 26A and 26B)	
75 Date Issued		75A Present Employer		76 Total Taxes Withheld (Sum of Items 26A and 26B)	
76 Date Issued		76A Present Employer		77 Total Taxes Withheld (Sum of Items 26A and 26B)	
77 Date Issued		77A Present Employer		78 Total Taxes Withheld (Sum of Items 26A and 26B)	
78 Date Issued		78A Present Employer		79 Total Taxes Withheld (Sum of Items 26A and 26B)	
79 Date Issued		79A Present Employer		80 Total Taxes Withheld (Sum of Items 26A and 26B)	
80 Date Issued		80A Present Employer		81 Total Taxes Withheld (Sum of Items 26A and 26B)	
81 Date Issued		81A Present Employer		82 Total Taxes Withheld (Sum of Items 26A and 26B)	
82 Date Issued		82A Present Employer		83 Total Taxes Withheld (Sum of Items 26A and 26B)	
83 Date Issued		83A Present Employer		84 Total Taxes Withheld (Sum of Items 26A and 26B)	
84 Date Issued		84A Present Employer		85 Total Taxes Withheld (Sum of Items 26A and 26B)	
85 Date Issued		85A Present Employer		86 Total Taxes Withheld (Sum of Items 26A and 26B)	
86 Date Issued		86A Present Employer		87 Total Taxes Withheld (Sum of Items 26A and 26B)	
87 Date Issued		87A Present Employer		88 Total Taxes Withheld (Sum of Items 26A and 26B)	
88 Date Issued		88A Present Employer		89 Total Taxes Withheld (Sum of Items 26A and 26B)	
89 Date Issued		89A Present Employer		90 Total Taxes Withheld (Sum of Items 26A and 26B)	
90 Date Issued		90A Present Employer		91 Total Taxes Withheld (Sum of Items 26A and 26B)	
91 Date Issued		91A Present Employer		92 Total Taxes Withheld (Sum of Items 26A and 26B)	
92 Date Issued		92A Present Employer		93 Total Taxes Withheld (Sum of Items 26A and 26B)	
93 Date Issued		93A Present Employer		94 Total Taxes Withheld (Sum of Items 26A and 26B)	
94 Date Issued		94A Present Employer		95 Total Taxes Withheld (Sum of Items 26A and 26B)	
95 Date Issued		95A Present Employer		96 Total Taxes Withheld (Sum of Items 26A and 26B)	
96 Date Issued		96A Present Employer		97 Total Taxes Withheld (Sum of Items 26A and 26B)	
97 Date Issued		97A Present Employer		98 Total Taxes Withheld (Sum of Items 26A and 26B)	
98 Date Issued		98A Present Employer		99 Total Taxes Withheld (Sum of Items 26A and 26B)	
99 Date Issued		99A Present Employer		100 Total Taxes Withheld (Sum of Items 26A and 26B)	

NOTE: Under the penalty of perjury that this certificate has been made in good faith, verified by means, and to the best of taxpayer's knowledge and belief, in true and correct accordance with the provisions of the National Internal Revenue Code, its amendments, and the regulations issued under authority thereof. Further, taxpayer consents to the processing of taxpayer information as contemplated under the Data Privacy Act of 2012 (RA No. 10173) for legitimate and lawful purposes.

Ching, Emiliano Sanchez/ *[Signature]* Date Signed **0 4 3 0 2 0 2 4**
 Present Employer/Authorized Agent Signature over Printed Name

CONFIRME: Falco, Reyboy Galinato Date Signed _____
 Employer Signature over Printed Name

CTC/Valid ID No. _____ Place of Issue _____ Date Issued _____ Account paid, if CTC

NOTE: The BIR Data Privacy is at the BIR website (www.bir.gov.ph)

April 9, 2024

Certificate of Employment

This is to certify that **Reyboy Galinato Palco** was previously employed by TTEC as **Chat Associate I** from **10/27/2023** to **3/21/2024**.

If you require any additional information, you may reach us at HC_EmploymentVerification@ttec.com.

This certificate is being issued to **Mr. Palco** for proof of employment only and does not attest the person's work ethics, efficiency, and accountabilities to the company.

Certified true and correct:



Chandana Reddy
Vice President, Human Capital

NOTE: This is a system-generated certification. Signature is not required.



address
SECOM 10th Floor Harbor Drive
cor. Palm Coast Avenue Mall of
Asia Pasay City 1300

contact
ttec.com
+1.800.835.3832