

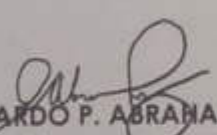


## CERTIFICATION

This is to certify **Ezra Aaron Nudalo Pardillo** was probationary employee of Qualfon Philippines Inc. He occupied the position of **Customer Service Representative** from **February 19, 2024 to July 09, 2024**. He has been cleared from all accountabilities and liabilities.

This certification is being issued upon the request of **Mr. Pardillo** for whatever purpose it may serve.

Done in Cebu City, Philippines this 16<sup>th</sup> day of August 2024.

  
EDGARDO P. ABRAHAM JR.  
Senior Manager, Person Office

Please send email for verification to [PODataManagement@qualfon.com](mailto:PODataManagement@qualfon.com)

For BIR BCS/  
Use Only Item.



Republic of the Philippines  
Department of Finance  
Bureau of Internal Revenue

BIR Form No.  
**2316**

January 2018 (ENCS)

**Certificate of Compensation Payment/Tax Withheld**

For Compensation Payment With or Without Tax

Fill in all applicable spaces. Mark all appropriate boxes with an "X"

1 For the year (YYYY) **2024**

2 For the Period From (MM/DD)

LAST PAY BREAK DOWN	
NAME:	PARDILLO, EZRA AARON
LAST SALARY:	3,672.63
13TH MONTH:	(197.80)
UNUSED LEAVE:	24.97
TAX REFUND:	
ADDITIONAL:	
ADDITIONAL REMARKS:	
DEDUCTIONS:	
DEDUCTION REMARKS:	
TOTAL:	3,499.80

**Part I - Employee Information**

3 TIN **644-928-745-000**

4 Employee's Name (Last Name, First Name, Middle Name) **PARDILLO, EZRA AARON, NUDALO** 5 RDO Code **1 2 3**

6 Registered Address 6A Zip Code

6B Local Home Address 6C Zip Code

6D Foreign Address

7 Date of Birth (MMDDYYYY) **09 20 2000** 8 Contact Number

9 Statutory Minimum Wage rate per day

10 Statutory Minimum Wage rate per month

11  Minimum Wage Eamer (MWE) whose compensation is exempt from withholding tax and not subject to income tax.

**Part IV-B Details of**

A. NON-TAXABLE/EXEMPT	AMOUNT
27 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE	0.00
28 Holiday Pay (MWE)	0.00
29 Overtime Pay (MWE)	0.00
30 Night Shift Differential (MWE)	0.00
31 Hazard Pay (MWE)	0.00
32 13th Month Pay and Other Benefits (maximum of P90,000)	4,745.63
33 De Minimis Benefits	3,799.99
34 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	5,480.00
35 Salaries and Other Forms of Compensation	0.00
36 Total Non-Taxable/Exempt Compensation (Sum of Items 27 to 35)	14,025.62
B. TAXABLE COMPENSATION INCOME REGULAR	AMOUNT
37 Basic Salary	49,045.60
38 Representation	0.00
39 Transportation	1,800.00
40 Cost of Living Allowance (COLA)	0.00
41 Fixed Housing Allowance	0.00
42 Others (Specify):	
42A <b>OA BIR</b>	200.00
42B	0.00
C. SUPPLEMENTARY	AMOUNT
43 Commission	0.00
44 Profit Sharing	0.00
45 Fees Including Director's Fees	0.00
46 Taxable 13th Month Benefits	0.00
47 Hazard Pay	0.00
48 Overtime Pay	9,404.22
49 Others (Specify):	
49A	0.00
49B	0.00
50 Total Taxable Compensation Income (Sum of Items 37 to 49B)	60,449.82

**Part II - Employer Information (Present)**

12 TIN **244-963-878-000**

13 Employer's Name **QUALFON PHILS. INC. CEBU**

14 Registered Address **Skyrise 3, Qualfon Building, Asiatown IT Park, Lahug** 14A Zip Code **6000**

15 Type of Employee  Main Employer  Secondary Employer

**Part III - Employer Information (Previous)**

16 TIN

17 Employer's Name

18 Registered Address 18A Zip Code

**Part IVA - Summary**

19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)	74,475.44
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)	14,025.62
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)	60,449.82
22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	60,449.82
24 Tax Due	0.00
25 Amount of Taxes Withheld	
25A Present Employer	0.00
25B Previous Employer, if applicable	0.00
26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	0.00

I/We declare, under the penalties of perjury that this certificate has been made in good faith, verified by me/us, and to the best of my/our knowledge and belief, is true and correct, pursuant to the provisions of the National Internal Revenue Code, as amended, and the regulations issued under authority thereof. Further, I/we give my/our consent to the processing of my/our information as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for legitimate and lawful purposes.

51 **METHY TAER**  
Present Employer/ Authorized Agent Signature over Printed Name  
Date Signed: **08 13 2024**

CONFORME:  
52 **PARDILLO, EZRA AARON, NUDALO**  
Employee Signature over Printed Name  
Date Signed: \_\_\_\_\_

C/Valid ID No. \_\_\_\_\_ Place of issue \_\_\_\_\_ Amount Paid, if CTC: \_\_\_\_\_  
of Employee \_\_\_\_\_ Date of issue \_\_\_\_\_

I declare, under the penalties of perjury that the information herein stated are reported under BIR Form No. 1604-C which has been filed with the Bureau of Internal Revenue.

53 \_\_\_\_\_  
Present Employer/ Authorized Agent Signature over Printed Name  
(Head of Accounting/ Human Resource or Authorized Representative)

I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Return (BIR Form No. 1700), since I received purely compensation income from only one employer in the Philippines for the calendar year; that taxes have been correctly withheld by my employer (tax due equals tax withheld); that the BIR Form No. 1604-C filed by my employer to the BIR shall constitute as my income tax return; and that BIR Form No. 2316 shall serve the same purpose as if BIR Form No. 1700 had been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.

54 \_\_\_\_\_  
Employee Signature over Printed Name

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