

To : HR DEPARTMENT

Date : 11/19/24

# WAIVER

This is to certify that I, Mr./Ms. Noel Ezzebil A. Catalo, IV, of legal age, with postal address

at Cutcut, Liliyan Cebu

with IPLOY, OPC, as OSR

with valid Taxpayer Identification Number (TIN)

432-356-288-000, certify that I was not able to submit the required Certificate of

Income Tax on Compensation (BIR Form 2316) from my previous employer for the taxable year 2024

due to the following reason(s):

Please check reason(s) provided.

No Previous Employer for 2024.

Certificate of Income tax on Compensation (BIR Form No. 2316) was not available from my previous employer.

I further certify that any taxes due from me as a result of my failure to submit the above minutes to IPLOY, OPC will be borne by me, and I will pay them directly to the Bureau of Internal Revenue (BIR) upon filing my Income Tax Return (ITR) for the year 2024.

Employee Name & Signature

Noel Ezzebil Catalo

Employee ID Number

5046