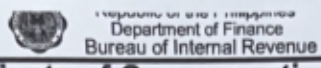


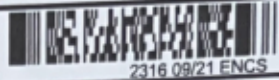
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BIR Form No. 2316



Certificate of Compensation Payment/Tax Withheld



2316 09/21 ENCS

1 For the Year (YYYY) **2025** 2 For the Period From (MM/DD) **08 01** To (MM/DD) **12 31**

Part I - Employee Information

3 TIN: **681 503 532 0000**

4 Employee's Name (Last Name, First Name, Middle Name): **RABAGO, JESSA MAE**

5 RDO Code: **080**

6 Registered Address: _____

6A Zip Code: _____

6B Local Home Address: _____

6C Zip Code: _____

6D Foreign Address: _____

6E Zip Code: _____

7 Date of Birth (MM/DD/YYYY): _____

8 Telephone Number: _____

9 Statutory Minimum Wage rate per day: **0.00**

10 Statutory Minimum Wage rate per month: **0.00**

11 Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax

Part IV-B Details of Compensation Income and Tax Withheld from Present Employer

	Amount
29 Basic Salary (including the exempt P250,000 & b or the Statutory Minimum Wage of the MWE)	76,943.89
30 Holiday Pay (MWE)	0.00
31 Overtime Pay (MWE)	0.00
32 Night Shift Differential (MWE)	0.00
33 Hazard Pay (MWE)	0.00
34 13th Month Pay and Other Benefits (maximum of P90,000)	14,909.21
35 De Minimis Benefits	9,900.00
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	6,625.00
37 Salaries and Other Forms of Compensation	0.00
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	108,378.10

Part II - Employer Information (Present)

12 Taxpayer: **009 775 231 0000**

13 Employer's Name: **METRICS CALL SERVICES CORPORATION**

14 Registered Address: **KENTREDDER SQUARE A C CORTES AVENUE**

14A Zip Code: **6014**

15 Type of Employer: Main Employer Secondary Employer

Part III - Employer Information (Previous)

16 TIN: _____

17 Employer's Name: _____

18 Registered Address: _____

18A Zip Code: _____

B. TAXABLE COMPENSATION INCOME REGULAR

39 Basic Salary	0.00
40 Representation	
41 Transportation	
42 Cost of Living Allowance (COLA)	
43 Fixed Housing Allowance	
44 Others (Specify)	0.00
44A _____	
44B _____	

Part IVA - Summary

19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52): **108,378.10**

20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38): **108,378.10**

21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52): **0.00**

22 Add: Taxable Compensation Income from Previous Employer, if applicable: **0.00**

23 Gross Taxable Compensation Income (Sum of Items 21 and 22): **0.00**

24 Tax Due: **0.00**

25 Amount of Taxes Withheld

25A Present Employer: **0.00**

25B Previous Employer: **0.00**

26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B): **0.00**

27 5% Tax Credit (PERA Act of 2008): **0.00**

28 Total Taxes Withheld (sum of items 26 and 27): **0.00**

SUPPLEMENTARY

45 Commission	
46 Profit Sharing	
47 Fees Including Director's Fees	
48 Taxable 13th Month Pay Benefits	0.00
49 Hazard Pay	
50 Overtime Pay	
51 Others (Specify)	
51A _____	
51B _____	
52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	0.00

We declare, under the penalties of perjury, that this certificate has been made in good faith, verified by 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 MARGARET SARMIENTO
Present Employer/ Authorized Agent Signature Over Printed Name

CONFORME:

52 JESSA MAE RABAGO
Employee Signature Over Printed Name

CTC/Valid ID No. _____ Place of Issue _____

Date Signed: JAN 16 2026

Date Signed: JAN 19 2026

Date of Issue: JAN 19 2026

Amount Paid, if CTC: _____

53 MARGARET SARMIENTO
Present Employer/ Authorized Agent Signature Over Printed Name (Head of Accounting/ Human Resource or Authorized Representative)

To be accomplished under substituted filing

I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Returns (BIR Form No. 17001) 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 (tax due equals tax withheld) as my income tax return; and that BIR Form No. 2316 shall serve the same purpose as if BIR Form No. 1700 has been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.

54 JESSA MAE RABAGO
Employee Signature Over Printed Name