

# Certificate of Compensation Payment/Tax Withheld

Compensation Payment With or Without Tax Withheld

<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Tax Year (YYYY)</td> <td style="width: 35%;">2018</td> <td style="width: 15%;">For the Period From (MM/DD)</td> <td style="width: 10%;">04 30</td> <td style="width: 15%;">To (MM/DD)</td> <td style="width: 10%;">10 29</td> </tr> <tr> <td colspan="6"><b>Part I Employee Information</b></td> </tr> <tr> <td>1 Taxpayer Identification No.</td> <td>469 811 869 000</td> <td colspan="4"></td> </tr> <tr> <td>4 Employee's Name (Last Name, First Name, Middle Name)</td> <td colspan="5">BONGO, GLENJUN NINO GACHO</td> </tr> <tr> <td>5 RDO Code</td> <td colspan="5"></td> </tr> <tr> <td>6 Registered Address</td> <td>8A Zip Code</td> <td colspan="4"></td> </tr> <tr> <td>C/O SYKES ASIA INC.</td> <td colspan="5"></td> </tr> <tr> <td>6B Local Home Address</td> <td>8C Zip Code</td> <td colspan="4"></td> </tr> <tr> <td>6D Foreign Address</td> <td>8E Zip Code</td> <td colspan="4"></td> </tr> <tr> <td>7 Date of Birth (MM/DD/YYYY)</td> <td>8 Telephone Number</td> <td colspan="4"></td> </tr> <tr> <td>09/07/1994</td> <td colspan="5"></td> </tr> <tr> <td>9 Exemption Status</td> <td colspan="5"> <input type="checkbox"/> Single <input type="checkbox"/> Married                  9A Is the wife claiming the additional exemption for qualified dependent children?  <input type="checkbox"/> Yes <input type="checkbox"/> No             </td> </tr> <tr> <td>10 Name of Qualified Dependent Children</td> <td>11 Date of Birth (MM/DD/YYYY)</td> <td colspan="4"></td> </tr> <tr> <td colspan="2"></td> <td colspan="4"></td> </tr> <tr> <td>12 Statutory Minimum Wage rate per day</td> <td>12</td> <td colspan="4"></td> </tr> <tr> <td>13 Statutory Minimum Wage rate per month</td> <td>13</td> <td colspan="4"></td> </tr> <tr> <td>14 <input type="checkbox"/> Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax</td> <td colspan="5"></td> </tr> <tr> <td colspan="6"><b>Part II Employer Information (Present)</b></td> </tr> <tr> <td>15 Taxpayer Identification No.</td> <td>005 057 181 000</td> <td colspan="4"></td> </tr> <tr> <td>16 Employer's Name</td> <td colspan="5">SYKES ASIA, INC.</td> </tr> <tr> <td>17 Registered Address</td> <td>17A Zip Code</td> <td colspan="4"></td> </tr> <tr> <td>10F, Glorietta 1 Corporate Center, Hotel Drive, Ayala Center Makati City</td> <td colspan="5"></td> </tr> <tr> <td><input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer</td> <td colspan="5"></td> </tr> <tr> <td colspan="6"><b>Part III Employer Information (Previous)</b></td> </tr> <tr> <td>18 Taxpayer Identification No.</td> <td colspan="5"></td> </tr> <tr> <td>19 Employer's Name</td> <td colspan="5"></td> </tr> <tr> <td>20 Registered Address</td> <td>20A Zip Code</td> <td colspan="4"></td> </tr> <tr> <td colspan="6"></td> </tr> <tr> <td colspan="6"><b>Part IV-A Summary</b></td> </tr> <tr> <td>21 Gross Compensation Income from Present Employer (Item 41 plus Item 55)</td> <td>21</td> <td>98,373.38</td> <td colspan="3"></td> </tr> <tr> <td>22 Less: Total Non-Taxable/Exempt (Item 41)</td> <td>22</td> <td>26,066.23</td> <td colspan="3"></td> </tr> <tr> <td>23 Taxable Compensation Income from Present Employer (Item 55)</td> <td>23</td> <td>72,307.15</td> <td colspan="3"></td> </tr> <tr> <td>24 Add: Taxable Compensation Income from Previous Employer</td> <td>24</td> <td>0.00</td> <td colspan="3"></td> </tr> <tr> <td>25 Gross Taxable Compensation Income</td> <td>25</td> <td>72,307.15</td> <td colspan="3"></td> </tr> <tr> <td>26 Less: Total Exemptions</td> <td>26</td> <td>0.00</td> <td colspan="3"></td> </tr> <tr> <td>27 Less: Premium Paid on Health and/or Hospital Insurance (if applicable)</td> <td>27</td> <td>0.00</td> <td colspan="3"></td> </tr> <tr> <td>28 Net Taxable Compensation Income</td> <td>28</td> <td>72,307.15</td> <td colspan="3"></td> </tr> <tr> <td>29 Tax Due</td> <td>29</td> <td>0.00</td> <td colspan="3"></td> </tr> <tr> <td>30 Amount of Taxes Withheld</td> <td colspan="2"></td> <td colspan="3"></td> </tr> <tr> <td>30A Present Employer</td> <td>30A</td> <td>0.00</td> <td colspan="3"></td> </tr> <tr> <td>30B Previous Employer</td> <td>30B</td> <td>0.00</td> <td colspan="3"></td> </tr> <tr> <td>31 Total Amount of Taxes Withheld As Adjusted</td> <td>31</td> <td>0.00</td> <td colspan="3"></td> </tr> </table>	Tax Year (YYYY)	2018	For the Period From (MM/DD)	04 30	To (MM/DD)	10 29	<b>Part I Employee Information</b>						1 Taxpayer Identification No.	469 811 869 000					4 Employee's Name (Last Name, First Name, Middle Name)	BONGO, GLENJUN NINO GACHO					5 RDO Code						6 Registered Address	8A Zip Code					C/O SYKES ASIA INC.						6B Local Home Address	8C Zip Code					6D Foreign Address	8E Zip Code					7 Date of Birth (MM/DD/YYYY)	8 Telephone Number					09/07/1994						9 Exemption Status	<input type="checkbox"/> Single <input type="checkbox"/> Married 9A Is the wife claiming the additional exemption for qualified dependent children? 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TAXABLE COMPENSATION INCOME</b></td> </tr> <tr> <td colspan="2"><b>REGULAR</b></td> </tr> <tr> <td>42 Basic Salary</td> <td>42 67,407.19</td> </tr> <tr> <td>43 Representation</td> <td>43 0.00</td> </tr> <tr> <td>44 Transportation</td> <td>44 0.00</td> </tr> <tr> <td>45 Cost of Living Allowance</td> <td>45 0.00</td> </tr> <tr> <td>46 Fixed Housing Allowance</td> <td>46 0.00</td> </tr> <tr> <td>47 Others (Specify)</td> <td>47</td> </tr> <tr> <td>47A</td> <td>47A</td> </tr> <tr> <td>47B</td> <td>47B</td> </tr> <tr> <td colspan="2"><b>SUPPLEMENTARY</b></td> </tr> <tr> <td>48 Commission</td> <td>48 0.00</td> </tr> <tr> <td>49 Profit Sharing</td> <td>49 0.00</td> </tr> <tr> <td>50 Fees including Director's Fees Fees</td> <td>50 0.00</td> </tr> <tr> <td>51 Taxable 13th Month Pay and Other Benefits</td> <td>51 0.00</td> </tr> <tr> <td>52 Hazard Pay</td> <td>52 0.00</td> </tr> <tr> <td>53 Overtime Pay</td> <td>53 0.00</td> </tr> <tr> <td>54 Others (Specify)</td> <td>54</td> </tr> <tr> <td>54A Salaries &amp; Other Forms of Compensation</td> <td>54A 4,699.96</td> </tr> <tr> <td>54B</td> <td>54B</td> </tr> <tr> <td>55 Total Taxable Compensation Income</td> <td>55 72,307.15</td> </tr> </table>	<b>Part IV-B Details of Compensation Income and Tax Withheld from Present Employer</b>		<b>A. 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We declare, under the penalties of perjury, that this certificate has been made in good faith, verified by us, and to the best of 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.

56 <u>NOEL B. VALDES</u> Senior Payroll Manager Present Employer/Authorized Agent Signature Over Printed Name	Date Signed <input style="width: 100%;" type="text"/>
57 <u>GLENJUN NINO G. BONGO</u> Employee Signature Over Printed Name	Date Signed <input style="width: 100%;" type="text"/>
CTC No. of Employee <input style="width: 100%;" type="text"/> Place of Issue <input style="width: 100%;" type="text"/>	Date of Issue <input style="width: 100%;" type="text"/> Amount Paid <input style="width: 100%;" type="text"/>