Republika ng Pilipinas
Kagawaran ng Pananalapi
Kawanihan ng Rentas Internas

Certificate of Compensation Payment/Tax Withheld

BIR Form No.
2316
July 2008 (ENCS)

For Compensation Payment With or Without Tax Withheld

2019		01 01	04 11

Part I Employee Information

323	912	246	000

SEVILLE, WOLFGANG KEITH BACOLOD

C/O SYKES ASIA INC.

09/25/1997

Part II Employer Information (Present)

005	057	181	000

SYKES ASIA, INC.

10F, Glorietta 1 Corporate Center, Hotel Drive, Ayala Center Makati City

Part III Employer Information (Previous)

Part IV-A Summary

21	Gross Compensation Income from Previous Employer (Mark "P" on Jan 69)	73,342.44
22	Less: Total Non-Taxable/Exempt Compensation (Item 41)	19,460.72
23	Net Taxable Compensation Income	53,881.72
24	Less: Total Amount of Other Compensation Income	0.00
25	Gross Taxable Compensation Income	53,881.72
26	Less: Total Deductions	0.00
27	Less: Total Non-Refundable/Exempt Income	0.00
28	Net Taxable Compensation Income	53,881.72
29	Tax Withheld	0.00
30A	Less: Tax Credit/Payments (attach sheet if more than one employer)	0.00
30B	Tax Still Withheld	0.00
31	Tax Withheld for Remittance	0.00

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

32	Basic Salary	0.00
33	Holiday Pay (MWE)	0.00
34	Overtime Pay (MWE)	0.00
35	Night Shift Differential (MWE)	0.00
36	Hazard Pay (MWE)	0.00
37	13th Month Pay and Other Benefits	5,470.17
38	De Minimis Benefits	0.00
39	SSS, GSIS, PHIC & Pag-ibig Contributions, & Union Dues (Employee Share Only)	3,315.20
40	Salaries & Other Forms of Compensation	10,675.35
41	Total Non-Taxable/Exempt Compensation Income	19,460.72
	B. TAXABLE COMPENSATION INCOME REGULAR	
42	Basic Salary	50,326.88
43	Representation	0.00
44	Transportation	0.00
45	Cost of Living Allowance	0.00
46	Fixed Housing Allowance	0.00
47	Others (Specify)	
47A		
47B		
	SUPPLEMENTARY	
48	Commission	0.00
49	Profit Sharing	0.00
50	Fees including Director's Fees	0.00
51	Taxable 13th Month Pay and Other Benefits	0.00
52	Hazard Pay	0.00
53	Overtime Pay	0.00
54	Others (Specify)	
54A	Salaries & Other Forms of Compensation	3,554.84
54B		
55	Total Taxable Compensation Income	53,881.72

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 NOEL B. VALDEZ
Senior Payroll Manager
Present Employer/Authorized Agent Signature Over Printed Name — Date Signed

CONFORME:
57 WOLFGANG KEITH B. SEVILLE
Employee Signature Over Printed Name — Date Signed

CTC No. of Employee — Place of issue — Date of issue — Amount Paid

To be accomplished under substituted filing

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

58
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 Returns(BIR Form No.1700), since I received purely compensation income from only one employer in the Phils. for the calendar year, that taxes have been correctly withheld by my employer (tax due equals tax withheld); that the BIR Form No. 1604CF 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 RR 3-2002, as amended.

59 WOLFGANG KEITH B. SEVILLE
Employee Signature Over Printed Name