



# Certificate of Compensation Payment/Tax Withheld

For Compensation Payment With or Without Tax Withheld

<p><b>1</b> For the Year (YYYY) <b>2010</b></p> <p><b>Part I Employee Information</b></p> <p><b>3</b> Taxpayer Identification No. <b>0 0 0 000</b></p> <p><b>4</b> Employee's Name (Last Name, First Name, Middle Name) <b>5</b> RDO Code Selgas, Ms. Hezzell Faith Baclado</p> <p><b>6</b> Registered Address <b>8A</b> Zip Code Barangay Tres Uling Tres Uling, City of Naga, Cebu Cebu City <b>6300</b></p> <p><b>8B</b> Local Home Address <b>8C</b> Zip Code</p> <p><b>8D</b> Foreign Address <b>8E</b> Zip Code</p> <p><b>9</b> Date of Birth (MM/DD/YYYY) <b>9</b> Telephone Number <b>11</b> <b>03</b> <b>1995</b></p> <p><b>9</b> Exemption Status <input type="checkbox"/> Single <input type="checkbox"/> Married</p> <p><b>9A</b> Is the wife claiming the additional exemption for qualified dependent children? <input type="checkbox"/></p> <p><b>10</b> Name of Qualified Dependent Children <b>11</b> Date of Birth (MM/DD/YYYY)</p> <p><b>12</b> Statutory Minimum Wage rate per day</p> <p><b>13</b> Statutory Minimum Wage rate per month</p> <p><b>14</b> <input type="checkbox"/> Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax</p> <p><b>Part II Employer Information (Present)</b></p> <p><b>16</b> Taxpayer Identification No. <b>211 451 592</b></p> <p><b>14</b> Employer's Name Aloica Philippines, Inc.</p> <p><b>17</b> Registered Address <b>17A</b> Zip code 2258 EDSA corner Chino Roces Avenue Makati City</p> <p><input checked="" type="checkbox"/> main employer <input type="checkbox"/> secondary employer</p> <p><b>Part III Employer Information (Previous)</b></p> <p><b>18</b> Taxpayer Identification No.</p> <p><b>19</b> Employer's Name</p> <p><b>20</b> Registered Address <b>20A</b> Zip code</p> <p><b>Part IV-A SUMMARY</b></p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td><b>21</b> Gross Compensation Income from Present Employer (Item 41 plus Item 65)</td><td style="text-align: right;">60,053.71</td></tr> <tr><td><b>22</b> Less: Total Non-Taxable/Exempt (Item 41)</td><td style="text-align: right;">15,524.41</td></tr> <tr><td><b>23</b> Taxable Compensation Income from Present Employer (Item 65)</td><td style="text-align: right;">44,529.30</td></tr> <tr><td><b>24</b> Add: Taxable Compensation Income from Previous Employer</td><td style="text-align: right;">0.00</td></tr> <tr><td><b>25</b> Gross Taxable Compensation Income</td><td style="text-align: right;">44,529.30</td></tr> <tr><td><b>26</b> Less: Total Exemptions</td><td style="text-align: right;">0.00</td></tr> <tr><td><b>27</b> Less: Premium Paid on Health and/or Hospital Insurance (If Applicable)</td><td></td></tr> <tr><td><b>28</b> Net Taxable Compensation Income</td><td style="text-align: right;">44,529.30</td></tr> <tr><td><b>29</b> Tax Due</td><td style="text-align: right;">0.00</td></tr> <tr><td><b>30</b> Amount of taxes Withheld <b>30A</b> Present Employer</td><td style="text-align: right;">0.00</td></tr> <tr><td><b>30B</b> Previous Employer</td><td style="text-align: right;">0.00</td></tr> <tr><td><b>31</b> Total Amount of Taxes Withheld As Adjusted</td><td style="text-align: right;">0.00</td></tr> </table>	<b>21</b> Gross Compensation Income from Present Employer (Item 41 plus Item 65)	60,053.71	<b>22</b> Less: Total Non-Taxable/Exempt (Item 41)	15,524.41	<b>23</b> Taxable Compensation Income from Present Employer (Item 65)	44,529.30	<b>24</b> Add: Taxable Compensation Income from Previous Employer	0.00	<b>25</b> Gross Taxable Compensation Income	44,529.30	<b>26</b> Less: Total Exemptions	0.00	<b>27</b> Less: Premium Paid on Health and/or Hospital Insurance (If Applicable)		<b>28</b> Net Taxable Compensation Income	44,529.30	<b>29</b> Tax Due	0.00	<b>30</b> Amount of taxes Withheld <b>30A</b> Present Employer	0.00	<b>30B</b> Previous Employer	0.00	<b>31</b> Total Amount of Taxes Withheld As Adjusted	0.00	<p><b>2</b> For the Period From (MM/DD) <b>04 22</b> To <b>07 10</b></p> <p><b>Part IV Details of Compensation Income and the Withheld Tax (Present Employer)</b></p> <p><b>A. Non-Taxable/Exempt Compensation Income</b></p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td><b>32</b> Basic Salary/Statutory Minimum Wage Minimum Wage Earner</td><td style="text-align: right;">32</td><td></td></tr> <tr><td><b>33</b> Holiday Pay (MWE)</td><td style="text-align: right;">33</td><td></td></tr> <tr><td><b>34</b> Overtime Pay (MWE)</td><td style="text-align: right;">34</td><td></td></tr> <tr><td><b>35</b> Night Shift Differential (MWE)</td><td style="text-align: right;">35</td><td></td></tr> <tr><td><b>36</b> Hazard Pay (MWE)</td><td style="text-align: right;">36</td><td></td></tr> <tr><td><b>37</b> 13th Month Pay and Other Benefits</td><td style="text-align: right;">37</td><td style="text-align: right;">7,030.14</td></tr> <tr><td><b>38</b> Demeritis Benefits</td><td style="text-align: right;">38</td><td style="text-align: right;">3,738.47</td></tr> <tr><td><b>39</b> SSS, GSIS, PHIC &amp; Pag-ibig Contributions &amp; Union Dues (Employee Share only)</td><td style="text-align: right;">39</td><td style="text-align: right;">2,817.50</td></tr> <tr><td><b>40</b> Salaries &amp; Other Forms of Compensation</td><td style="text-align: right;">40</td><td style="text-align: right;">1,938.30</td></tr> <tr><td><b>41</b> Total Non-Taxable/Exempt Compensation Income</td><td style="text-align: right;">41</td><td style="text-align: right;">15,524.41</td></tr> </table> <p><b>B. TAXABLE COMPENSATION INCOME</b></p> <p><b>REGULAR</b></p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td><b>42</b> Basic Salary</td><td style="text-align: right;">42</td><td style="text-align: right;">33,247.56</td></tr> <tr><td><b>43</b> Representation</td><td style="text-align: right;">43</td><td></td></tr> <tr><td><b>44</b> Transportation</td><td style="text-align: right;">44</td><td></td></tr> <tr><td><b>45</b> Cost of Living Allowance</td><td style="text-align: right;">45</td><td></td></tr> <tr><td><b>46</b> Fixed Housing Allowance</td><td style="text-align: right;">46</td><td></td></tr> <tr><td><b>47</b> Others (Specify)</td><td style="text-align: right;">47</td><td></td></tr> <tr><td><b>47A</b></td><td style="text-align: right;">47A</td><td></td></tr> <tr><td><b>47B</b></td><td style="text-align: right;">47B</td><td></td></tr> </table> <p><b>SUPPLEMENTARY</b></p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td><b>48</b> Commission</td><td style="text-align: right;">48</td><td></td></tr> <tr><td><b>49</b> Profit Sharing</td><td style="text-align: right;">49</td><td></td></tr> <tr><td><b>50</b> Fees Including Director's Fees</td><td style="text-align: right;">50</td><td></td></tr> <tr><td><b>51</b> Taxable 13th Month Pay and Other Benefits</td><td style="text-align: right;">51</td><td style="text-align: right;">0.00</td></tr> <tr><td><b>52</b> Hazard Pay</td><td style="text-align: right;">52</td><td></td></tr> <tr><td><b>53</b> Overtime Pay</td><td style="text-align: right;">53</td><td></td></tr> <tr><td><b>54</b> Others (Specify)</td><td style="text-align: right;">54</td><td></td></tr> <tr><td><b>54A</b></td><td style="text-align: right;">54A</td><td style="text-align: right;">11,281.74</td></tr> <tr><td><b>54B</b></td><td style="text-align: right;">54B</td><td></td></tr> <tr><td><b>55</b> Total Taxable Compensation Income</td><td style="text-align: right;">55</td><td style="text-align: right;">44,529.30</td></tr> </table>	<b>32</b> Basic Salary/Statutory Minimum Wage Minimum Wage Earner	32		<b>33</b> Holiday Pay (MWE)	33		<b>34</b> Overtime Pay (MWE)	34		<b>35</b> Night Shift Differential (MWE)	35		<b>36</b> Hazard Pay (MWE)	36		<b>37</b> 13th Month Pay and Other Benefits	37	7,030.14	<b>38</b> Demeritis Benefits	38	3,738.47	<b>39</b> SSS, GSIS, PHIC & Pag-ibig Contributions & Union Dues (Employee Share only)	39	2,817.50	<b>40</b> Salaries & Other Forms of Compensation	40	1,938.30	<b>41</b> Total Non-Taxable/Exempt Compensation Income	41	15,524.41	<b>42</b> Basic Salary	42	33,247.56	<b>43</b> Representation	43		<b>44</b> Transportation	44		<b>45</b> Cost of Living Allowance	45		<b>46</b> Fixed Housing Allowance	46		<b>47</b> Others (Specify)	47		<b>47A</b>	47A		<b>47B</b>	47B		<b>48</b> Commission	48		<b>49</b> Profit Sharing	49		<b>50</b> Fees Including Director's Fees	50		<b>51</b> Taxable 13th Month Pay and Other Benefits	51	0.00	<b>52</b> Hazard Pay	52		<b>53</b> Overtime Pay	53		<b>54</b> Others (Specify)	54		<b>54A</b>	54A	11,281.74	<b>54B</b>	54B		<b>55</b> Total Taxable Compensation Income	55	44,529.30
<b>21</b> Gross Compensation Income from Present Employer (Item 41 plus Item 65)	60,053.71																																																																																																												
<b>22</b> Less: Total Non-Taxable/Exempt (Item 41)	15,524.41																																																																																																												
<b>23</b> Taxable Compensation Income from Present Employer (Item 65)	44,529.30																																																																																																												
<b>24</b> Add: Taxable Compensation Income from Previous Employer	0.00																																																																																																												
<b>25</b> Gross Taxable Compensation Income	44,529.30																																																																																																												
<b>26</b> Less: Total Exemptions	0.00																																																																																																												
<b>27</b> Less: Premium Paid on Health and/or Hospital Insurance (If Applicable)																																																																																																													
<b>28</b> Net Taxable Compensation Income	44,529.30																																																																																																												
<b>29</b> Tax Due	0.00																																																																																																												
<b>30</b> Amount of taxes Withheld <b>30A</b> Present Employer	0.00																																																																																																												
<b>30B</b> Previous Employer	0.00																																																																																																												
<b>31</b> Total Amount of Taxes Withheld As Adjusted	0.00																																																																																																												
<b>32</b> Basic Salary/Statutory Minimum Wage Minimum Wage Earner	32																																																																																																												
<b>33</b> Holiday Pay (MWE)	33																																																																																																												
<b>34</b> Overtime Pay (MWE)	34																																																																																																												
<b>35</b> Night Shift Differential (MWE)	35																																																																																																												
<b>36</b> Hazard Pay (MWE)	36																																																																																																												
<b>37</b> 13th Month Pay and Other Benefits	37	7,030.14																																																																																																											
<b>38</b> Demeritis Benefits	38	3,738.47																																																																																																											
<b>39</b> SSS, GSIS, PHIC & Pag-ibig Contributions & Union Dues (Employee Share only)	39	2,817.50																																																																																																											
<b>40</b> Salaries & Other Forms of Compensation	40	1,938.30																																																																																																											
<b>41</b> Total Non-Taxable/Exempt Compensation Income	41	15,524.41																																																																																																											
<b>42</b> Basic Salary	42	33,247.56																																																																																																											
<b>43</b> Representation	43																																																																																																												
<b>44</b> Transportation	44																																																																																																												
<b>45</b> Cost of Living Allowance	45																																																																																																												
<b>46</b> Fixed Housing Allowance	46																																																																																																												
<b>47</b> Others (Specify)	47																																																																																																												
<b>47A</b>	47A																																																																																																												
<b>47B</b>	47B																																																																																																												
<b>48</b> Commission	48																																																																																																												
<b>49</b> Profit Sharing	49																																																																																																												
<b>50</b> Fees Including Director's Fees	50																																																																																																												
<b>51</b> Taxable 13th Month Pay and Other Benefits	51	0.00																																																																																																											
<b>52</b> Hazard Pay	52																																																																																																												
<b>53</b> Overtime Pay	53																																																																																																												
<b>54</b> Others (Specify)	54																																																																																																												
<b>54A</b>	54A	11,281.74																																																																																																											
<b>54B</b>	54B																																																																																																												
<b>55</b> Total Taxable Compensation Income	55	44,529.30																																																																																																											

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** ATTY. MA. JAMES S. GARCIA Date Signed \_\_\_\_\_  
Present Employer/Authorized Agent Signature Over Printed Name

CONFORME

**57** Selgas, Ms. Hezzell Faith Baclado Date Signed \_\_\_\_\_ Amount Paid \_\_\_\_\_  
Employee Signature Over Printed Name

CTC No. \_\_\_\_\_ Place of Issue \_\_\_\_\_ Date of Issue \_\_\_\_\_  
of Employee

**To be accomplished under substituted filing**

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

**58** ATTY. MA. JAMES S. GARCIA  
Present Employer/Authorized Agent Signature Over Printed Name  
(Head of Accounting/ Human Resources 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** Selgas, Ms. Hezzell Faith Baclado  
Employee Signature Over Printed Name