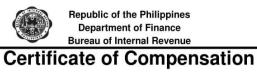
For BIR BCS/ Use Only Item:



BIR Form No. **2316**January 2018 (ENCS)

Payment/Tax Withheld For Compensation Payment With or Without Tax Withheld

2316 01/18ENCS

Fill in all applicable spaces. Mark all appropriate boxe	s with an "X".							
1 For the Year (YYYY) 2 0 2 0		Fron	the Period n (MM/DD)	0 1	0 1	To (MM/DL		
Part I - Employee Information 3 TIN			Part IV-B Details of Compensation Income & Tax Withheld from Present Employer A. NON-TAXABLE/EXEMPT COMPENSATION INCOME Amount					
4 Employee's Name (Last Name, First Name, Middle Name) 5 RDO Code			27 Basic Salary (including the exempt P250,000 & below)					
IMO, PATRICK ABATAYO			or the Statutory Minimum Wage of the MWE				0.00	
6 Registered Address 6A ZIP Code C/O SYKES ASIA, INC.			28 Holiday Pay (MWE)					
6B Local Home Address 6C ZIP Code			29 Overtime Pay (MWE)				0.00	
C/O SYKES ASIA, INC.			30 Night Shift Differential (MWE)				0.00	
6D Foreign Address			31 Hazard Pay (MWE)				0.00	
7 Date of Birth (MM/DD/YYYY) 8 Contact Number			32 13th Month Pay and Other Benefits (maximum of P90,000)				3,034.43	
0 3 1 7 1 9 9 2			33 De Minimis Benefits				5,183.21	
9 Statutory Minimum Wage rate per day			34 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)				2,915.00	
10 Statutory Minimum Wage rate per month			35 Salaries and Other Forms of Compensation				7,729.87	
Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax Part II - Employer Information (Present)			36 Total Non-Taxable/Exempt Compensation Income (Sum of Items 27 to 35)				62,107.53	
12 TIN 0 0 5 - 0 5 7 - 1 8 1 - 0 0 0 0			B. TAXABLE COMPENSATION INCOME REGULAR					
13 Employer's Name SYKES ASIA, INC.			37 Basic Salary				0.00	
14 Registered Address 14A ZIP Code			38 Representation				0.00	
10th F, Glorietta Corporate Tower 1, Palm Drive, Ayala Center, Makati City, Philippines 1, 2, 4			39 Transportation				0.00	
15 Type of Employer Main Employer	Secondary Employer		t of Living Allo	wance (CC	ol A)		0.00	
Part III - Employer Information 16 TIN	(Previous)		d Housing Alle	,	,		0.00	
17 Employer's Name			ers (specify)	owance			0.00	
							0.00	
18 Registered Address	18A ZIP Code	42B					0.00	
Part IVA - Summary		200000	PLEMENTAR nmission	RY			0.00	
19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)	62,107.53						0.00	
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)	62,107.53	Appendix and the second of the					0.00	
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)	from Present 0.00			45 Fees Including Director's Fees				
22 Add: Taxable Compensation Income from	0.00	46 Taxa	46 Taxable 13th Month Benefits				0.00	
Previous Employer, if applicable 23 Gross Taxable Compensation Income	0.00	47 Haza	47 Hazard Pay				0.00	
(Sum of Items 21 and 22) 24 Tax Due	0.00	48 Ove	48 Overtime Pay				0.00	
25 Amount of Toxos Withhold			49 Others (specify) 49A Salaries and other form of compensation				0.00	
25A Present Employer	0.00	49A	Salaries and o	otner form of o	compensation		0.00	
25B Previous Employer, if applicable	0.00	49B	49B 50 Total Taxable Compensation Income				0.00	
26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	0.00	(Sun	of Items 37 to	49B)			0.00	
I/We declare, under the penalties of perjury that this cer the provisions of the National Internal Revenue Code, as a as contemplated under the *Data Privacy Act of 2012 (R.A.	mended, and the regulations issued i	under auth						
			Data	Signed		2. 10/4		
51 VALDEZ, NOEL® / Bayroll Director Date Signed								
CONFORME: 52 IMO, PATRICK ABATAYO			Date Signed					
Employee Signature over Pri	nted Name Place of			ا المسامعا			Amount paid, if CTC	
of Employee	Issue To be accomplished u	ınder suh		Issued				
I declare, under the penalties of perjury that the information herein stated are reported under BIR Form No. 1604-C which has been filed with the Bureau of			I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Return (BIR Form No. 1700), since I received purely compensation income from only one employer in the Philippines					
Internal Revenue.			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 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 has been filed pursuant to the provisions					
Present Employer/Authorized Agent Signature over Printed Name			ue Regulations (RR			INU. I/UU NAS DE	en nieu pursuant to the provisions	
(Head of Accounting/Human Resource or Authorized Representative)			54 _			5		