March 9, 2018

CERTIFICATE OF TAX EXEMPTION NO. 428-18

CERTIFICATE OF TAX EXEMPTION
issued to

AAA

This certifies that the above-named taxpayer, employed with **FIRMENICH (PHILIPPINES), INC.** (Taxpayer Identification No. 000-000-000-000) with principal office address at **2/F UPRC III Bldg., 2289 Don Chino Roces Ave. Extension, Makati City**, has proven to have been separated from the service of the employer because of **REDUNDANCY**, a cause beyond his control, hence the separation benefits received from the employer by the above-named taxpayer or by his heirs as a consequence of separation from the service of the employer regardless of age or length of service, shall be excluded from his gross income and shall be exempt from taxation pursuant to Section 32 (B) (6) (b) of the 1997 Tax Code, as amended. Likewise, the separation benefits shall be exempted from withholding tax as prescribed by Section 79 of the 1997 Tax Code and as implemented by Revenue Regulations (RR) No. 2-98, as amended by RR Nos. 6-2001 and 12-2001.

Moreover, pursuant to Section 2.78.1 (A) (7) of RR 2-98, as amended, the terminal pay, *i.e.*, commutation and payment of monetized unused vacation leave credits not exceeding ten (10) days during the year are not subject to income tax and consequently to the withholding tax. Conversely, the cash equivalent of vacation leave exceeding ten (10) days is subject to tax. However, this same principle cannot apply to SICK leave credits since an employee must actually go on sick leave to be able to avail of said leave credits.

It is, however, understood that this exemption does not include the payment of the separated employees' salaries and the payment of the 13th month pay and other benefits in excess of the PhP82,000.00 threshold under Section 2.78.1 (A) (3) (a) and (A) (7) of RR 2-98, as amended.

This Certificate of Tax Exemption is being issued on the basis of the facts and documents as represented and submitted. However, if upon investigation, the BIR ascertains that the facts are different, then this Certificate shall be considered null and void.

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Issued this 9th day of March, 2018.

(SGD.) CAESAR R. DULAY
Commissioner of Internal Revenue

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