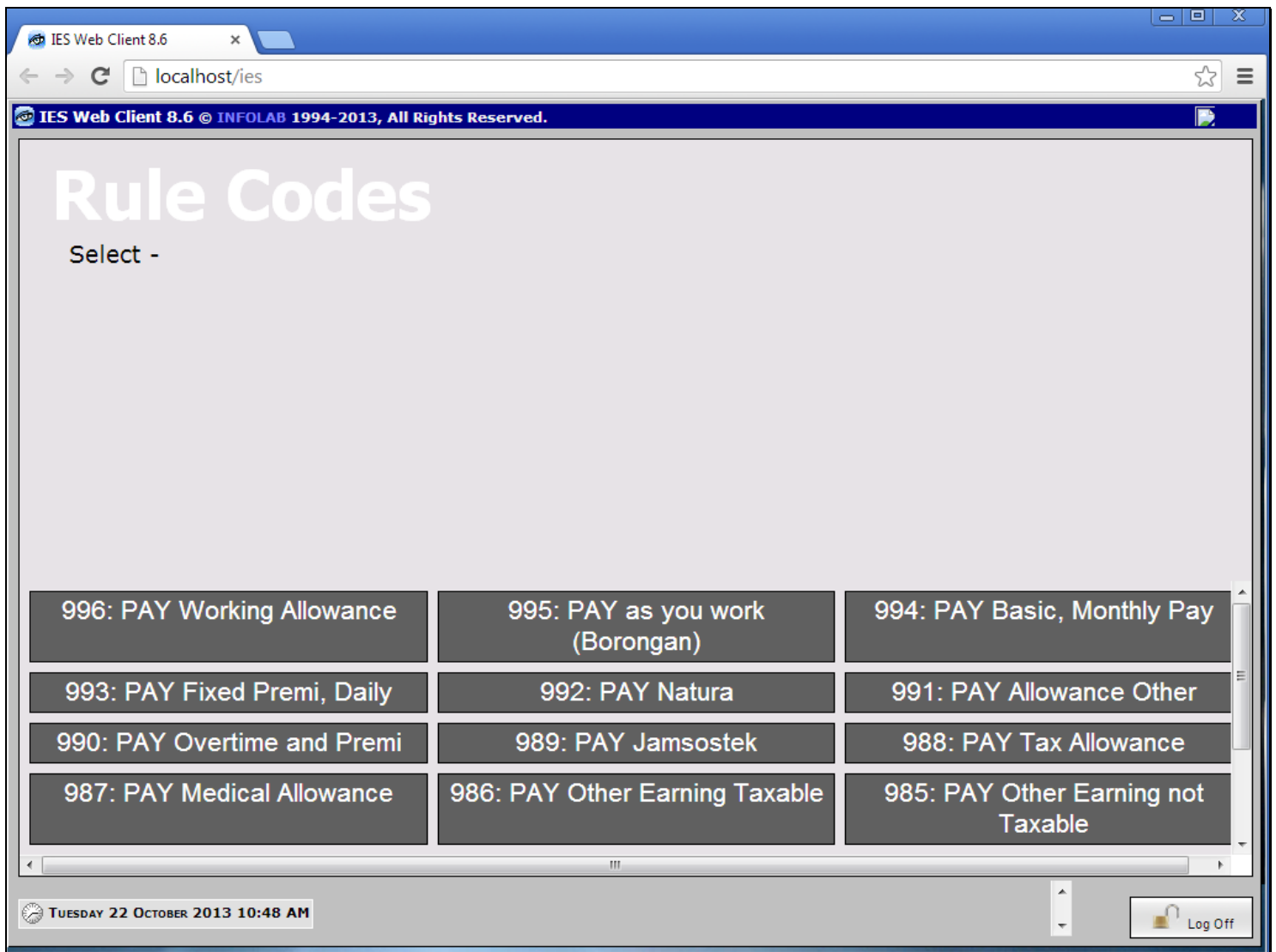


Slide 1 - Slide 1



The screenshot displays the IES Web Client 8.6 interface. The browser address bar shows 'localhost/ies'. The page title is 'Rule Codes'. Below the title, there is a 'Select -' dropdown menu. The main content area contains a grid of 12 buttons, each representing a different pay code. The buttons are arranged in a 4x3 grid. At the bottom of the page, there is a timestamp 'TUESDAY 22 OCTOBER 2013 10:48 AM' and a 'Log Off' button.

996: PAY Working Allowance	995: PAY as you work (Borongon)	994: PAY Basic, Monthly Pay
993: PAY Fixed Premi, Daily	992: PAY Natura	991: PAY Allowance Other
990: PAY Overtime and Premi	989: PAY Jamsostek	988: PAY Tax Allowance
987: PAY Medical Allowance	986: PAY Other Earning Taxable	985: PAY Other Earning not Taxable

Slide notes

Pay code 988 for Tax Allowance is a Primary Earning code that may be loaded onto an Employee Status type.

Slide 2 - Slide 2

The screenshot shows a web browser window titled 'IES Web Client 8.6' with the address bar displaying 'localhost/ies'. The page header reads 'IES Web Client 8.6 © INFOLAB 1994-2013, All Rights Reserved.' The main content area is titled 'Agri Flex: Payroll Code 988'. Below the title, there is a 'Name' field containing 'Tax Allowance' and a 'Quit' link. A 'Rule Explanation' section contains the following text:

Tax Allowance is paid as an earning if code 988 is listed at the Employee Pay record.

What is it? Effectively, it is a taxable Employee Refund of Tax deducted from Pay. When the Tax Deduction (code 950) is calculated, then this amount is returned to Earnings and then the Tax is re-calculated iteratively until the Tax Allowance = Tax Deduction from Pay.

At the bottom of the window, a status bar shows 'TUESDAY 22 OCTOBER 2013 10:48 AM' and a 'Log Off' button.

Slide notes

The Tax Allowance is in effect a refund to the Employee of Tax deducted from earnings. The Pay Rule explains how this works.