



BIR Form No.
2316

September 2021(ENCS)

Certificate of Compensation Payment/Tax Withheld

For Compensation Payment With or Without Tax Withheld



2316 9/21ENCS

Fill in all applicable spaces. Mark all appropriate boxes with an "X".

<p>1 For the Year (YYYY) 2 0 2 2</p> <p>Part I - Employee Information</p> <p>3 TIN 3 8 5 - 1 3 3 - 3 9 2 -</p> <p>4 Employee's Name (Last Name, First Name, Middle Name) ORIAS,QUEEN ROSE ESPEJON</p> <p>5 RDO Code 0 4 4</p> <p>6 Registered Address </p> <p>6A ZIP Code </p> <p>6B Local Home Address </p> <p>6C ZIP Code </p> <p>6D Foreign Address </p> <p>7 Date of Birth (MM/DD/YYYY) 0 1 3 0 1 9 9 8</p> <p>8 Contact Number </p> <p>9 Statutory Minimum Wage rate per day 0</p> <p>10 Statutory Minimum Wage rate per month 0</p> <p>11 <input type="checkbox"/> Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax</p> <p>Part II - Employer Information (Present)</p> <p>12 TIN 0 0 8 - 0 5 6 - 7 8 3 -</p> <p>13 Employer's Name OPTUM GLOBAL SOLUTIONS (PHILIPPINES), INC.</p> <p>14 Registered Address 5th to 10th Floors Science Hub Tower 1,Block 38 Campus Avenue corner Turin Street ,Taguig City Metro Manila 1634 Philippines</p> <p>14A ZIP Code </p> <p>15 Type of Employer <input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer</p> <p>Part III - Employer Information (Previous)</p> <p>16 TIN </p> <p>17 Employer's Name </p> <p>18 Registered Address </p> <p>18A ZIP Code </p> <p>Part IVA - Summary</p> <table style="width:100%; border-collapse: collapse;"> <tr> <td style="width:70%;">19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)</td> <td style="border: 1px solid black; text-align: right;">138,482.37</td> </tr> <tr> <td>20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)</td> <td style="border: 1px solid black; text-align: right;">50,318.00</td> </tr> <tr> <td>21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)</td> <td style="border: 1px solid black; text-align: right;">88,164.37</td> </tr> <tr> <td>22 Add: Taxable Compensation Income from Previous Employer, if applicable</td> <td style="border: 1px solid black; text-align: right;">0.00</td> </tr> <tr> <td>23 Gross Taxable Compensation Income (Sum of Items 21 and 22)</td> <td style="border: 1px solid black; text-align: right;">88,164.37</td> </tr> <tr> <td>24 Tax Due</td> <td style="border: 1px solid black; text-align: right;">0.00</td> </tr> <tr> <td>25 Amount of Taxes Withheld</td> <td style="border: 1px solid black; text-align: right;">0.00</td> </tr> <tr> <td>25A Present Employer</td> <td style="border: 1px solid black; text-align: right;">0.00</td> </tr> <tr> <td>25B Previous Employer, if applicable</td> <td style="border: 1px solid black; text-align: right;">0.00</td> </tr> <tr> <td>26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)</td> <td style="border: 1px solid black; text-align: right;">0.00</td> </tr> <tr> <td>27 5% Tax Credit (PERA Act of 2008)</td> <td style="border: 1px solid black; text-align: right;">0.00</td> </tr> <tr> <td>28 Total Taxes Withheld (Sum of Items 26 and 27)</td> <td style="border: 1px solid black; text-align: right;">0.00</td> </tr> </table>	19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)	138,482.37	20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	50,318.00	21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	88,164.37	22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00	23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	88,164.37	24 Tax Due	0.00	25 Amount of Taxes Withheld	0.00	25A Present Employer	0.00	25B Previous Employer, if applicable	0.00	26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	0.00	27 5% Tax Credit (PERA Act of 2008)	0.00	28 Total Taxes Withheld (Sum of Items 26 and 27)	0.00	<p>2 For the Period From (MM/DD) 0 1 0 1 To (MM/DD) 07 05</p> <p>Part IV-B Details of Compensation Income & Tax Withheld from Present Employer</p> <p>A. NON-TAXABLE/EXEMPT COMPENSATION INCOME</p> <table style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:80%;">Amount</th> <th style="width:20%;"></th> </tr> </thead> <tbody> <tr><td>29 Basic Salary (including the exempt P250,000 & below or the Statutory Minimum Wage of the MWE)</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>30 Holiday Pay (MWE)</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>31 Overtime Pay (MWE)</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>32 Night Shift Differential (MWE)</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>33 Hazard Pay (MWE)</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>34 13th Month Pay and Other Benefits (maximum of P90,000)</td><td style="border: 1px solid black; text-align: right;">23,690.05</td></tr> <tr><td>35 De Minimis Benefits</td><td style="border: 1px solid black; text-align: right;">11,356.90</td></tr> <tr><td>36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)</td><td style="border: 1px solid black; text-align: right;">7,158.99</td></tr> <tr><td>37 Salaries and Other Forms of Compensation</td><td style="border: 1px solid black; text-align: right;">8,112.06</td></tr> <tr><td>38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)</td><td style="border: 1px solid black; text-align: right;">50,318.00</td></tr> </tbody> </table> <p>B. TAXABLE COMPENSATION INCOME REGULAR</p> <table style="width:100%; border-collapse: collapse;"> <tbody> <tr><td>39 Basic Salary</td><td style="border: 1px solid black; text-align: right;">88,164.37</td></tr> <tr><td>40 Representation</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>41 Transportation</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>42 Cost of Living Allowance (COLA)</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>43 Fixed Housing Allowance</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>44 Others (specify)</td><td></td></tr> <tr><td>44A 0.00</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>44B 0.00</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td colspan="2">SUPPLEMENTARY</td></tr> <tr><td>45 Commission</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>46 Profit Sharing</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>47 Fees Including Director's Fees</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>48 Taxable 13th Month Benefits</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>49 Hazard Pay</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>50 Overtime Pay</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>51 Others (specify)</td><td></td></tr> <tr><td>51A 0.00</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>51B 0.00</td><td style="border: 1px solid black; text-align: right;">0.00</td></tr> <tr><td>52 Total Taxable Compensation Income (Sum of Items 39 to 51B)</td><td style="border: 1px solid black; text-align: right;">88,164.37</td></tr> </tbody> </table>	Amount		29 Basic Salary (including the exempt P250,000 & below or the Statutory Minimum Wage of the MWE)	0.00	30 Holiday Pay (MWE)	0.00	31 Overtime Pay (MWE)	0.00	32 Night Shift Differential (MWE)	0.00	33 Hazard Pay (MWE)	0.00	34 13th Month Pay and Other Benefits (maximum of P90,000)	23,690.05	35 De Minimis Benefits	11,356.90	36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	7,158.99	37 Salaries and Other Forms of Compensation	8,112.06	38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	50,318.00	39 Basic Salary	88,164.37	40 Representation	0.00	41 Transportation	0.00	42 Cost of Living Allowance (COLA)	0.00	43 Fixed Housing Allowance	0.00	44 Others (specify)		44A 0.00	0.00	44B 0.00	0.00	SUPPLEMENTARY		45 Commission	0.00	46 Profit Sharing	0.00	47 Fees Including Director's Fees	0.00	48 Taxable 13th Month Benefits	0.00	49 Hazard Pay	0.00	50 Overtime Pay	0.00	51 Others (specify)		51A 0.00	0.00	51B 0.00	0.00	52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	88,164.37
19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)	138,482.37																																																																																				
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	50,318.00																																																																																				
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	88,164.37																																																																																				
22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00																																																																																				
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	88,164.37																																																																																				
24 Tax Due	0.00																																																																																				
25 Amount of Taxes Withheld	0.00																																																																																				
25A Present Employer	0.00																																																																																				
25B Previous Employer, if applicable	0.00																																																																																				
26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	0.00																																																																																				
27 5% Tax Credit (PERA Act of 2008)	0.00																																																																																				
28 Total Taxes Withheld (Sum of Items 26 and 27)	0.00																																																																																				
Amount																																																																																					
29 Basic Salary (including the exempt P250,000 & below or the Statutory Minimum Wage of the MWE)	0.00																																																																																				
30 Holiday Pay (MWE)	0.00																																																																																				
31 Overtime Pay (MWE)	0.00																																																																																				
32 Night Shift Differential (MWE)	0.00																																																																																				
33 Hazard Pay (MWE)	0.00																																																																																				
34 13th Month Pay and Other Benefits (maximum of P90,000)	23,690.05																																																																																				
35 De Minimis Benefits	11,356.90																																																																																				
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	7,158.99																																																																																				
37 Salaries and Other Forms of Compensation	8,112.06																																																																																				
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	50,318.00																																																																																				
39 Basic Salary	88,164.37																																																																																				
40 Representation	0.00																																																																																				
41 Transportation	0.00																																																																																				
42 Cost of Living Allowance (COLA)	0.00																																																																																				
43 Fixed Housing Allowance	0.00																																																																																				
44 Others (specify)																																																																																					
44A 0.00	0.00																																																																																				
44B 0.00	0.00																																																																																				
SUPPLEMENTARY																																																																																					
45 Commission	0.00																																																																																				
46 Profit Sharing	0.00																																																																																				
47 Fees Including Director's Fees	0.00																																																																																				
48 Taxable 13th Month Benefits	0.00																																																																																				
49 Hazard Pay	0.00																																																																																				
50 Overtime Pay	0.00																																																																																				
51 Others (specify)																																																																																					
51A 0.00	0.00																																																																																				
51B 0.00	0.00																																																																																				
52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	88,164.37																																																																																				

I/We declare, under the penalties of perjury that this certificate has been made in good faith, verified by me/us, and to the best of my/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. Further, I/we give my/our consent to the processing of my/our information as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for legitimate and lawful purposes.

53 <u>CABAGNOT, MICHELLE KIBLA STAN</u> Present Employer/Authorized Agent Signature over Printed Name	Date Signed 	
CONFORME:		
54 <u>ORIAS,QUEEN ROSE ESPEJON</u> Employee Signature over Printed Name	Date Signed 	Amount paid, if CTC
CTC/Valid ID No. of Employee 	Place of Issue 	Date Issued

To be accomplished under substituted filing

55 <u>CABAGNOT, MICHELLE KIBLA STAN</u> Present Employer/Authorized Agent Signature over Printed Name (Head of Accounting/Human Resource or Authorized Representative)	56 <u>ORIAS,QUEEN ROSE ESPEJON</u> Employee Signature over Printed Name
---	--