



BIR Form No. 2316 January 2018 (ENC5)	Certificate of Compensation Payment/Tax Withheld For Compensation Payment With or Without Tax Withheld	2316 01/18ENC5
--	--	----------------

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

1 For the Year (YYYY) 2 0 2 3	2 For the Period From (MM/DD) 0 1 0 1 To (MM/DD) 0 4 0 2
Part I - Employee Information	
3 TIN 2 0 5 - 3 6 6 - 9 2 1 - 0 0 0 0	5 RDO Code
4 Employee's Name (Last Name, First Name, Middle Name) Uba, Iarah Mae Nicole, Tagalog	6A ZIP Code 6 0 1 4
6 Registered Address San Antonio Jagobiao Mandaue City Cebu	6B Local Home Address San Antonio Jagobiao Mandaue City Cebu
7 Date of Birth (MM/DD/YYYY) 0 5 1 7 2 0 0 2	8 Contact Number 09568098429
9 Statutory Minimum Wage rate per day	10 Statutory Minimum Wage rate per month
11 <input type="checkbox"/> Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax	
Part II - Employer Information (Present)	
12 TIN 2 0 5 - 3 6 6 - 9 2 1 - 0 0 0 0	13 Employer's Name CONCENTRIX CVG PHILIPPINES, INC.
14 Registered Address	14A ZIP Code 1 2 2 6
15 Type of Employer <input checked="" type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer	
Part III - Employer Information (Previous)	
16 TIN	17 Employer's Name
18 Registered Address GF 14th to 25th Flr 6798 Ayal	18A ZIP Code
Part IVA - Summary	
19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)	61,929.05
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)	27,858.66
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)	34,070.39
22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	34,070.39
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
A. NON-TAXABLE/EXEMPT COMPENSATION INCOME Amount	
27 Basic Salary (including the exempt P 250,000 below or the Statutory Minimum Wage of the MWE)	
28 Holiday Pay (MWE)	
29 Overtime Pay (MWE)	
30 Night Shift Differential (MWE)	
31 Hazard Pay (MWE)	
32 13th Month Pay and Other Benefits (maximum of P90,000)	20,149.03
33 De Minimis Benefits	3,862.07
34 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	3,847.56
35 Salaries and Other Forms of Compensation	0.00
36 Total Non-Taxable/Exempt Compensation Income (Sum of Items 27 to 35)	27,858.66
B. TAXABLE COMPENSATION INCOME REGULAR	
37 Basic Salary	25,334.76
38 Representation	
39 Transportation	
40 Cost of Living Allowance (COLA)	
41 Fixed Housing Allowance	
42 Others (specify)	
42A	
42B	
SUPPLEMENTARY	
43 Commission	
44 Profit Sharing	
45 Fees Including Director's Fees	
46 Taxable 13th Month Benefits	0.00
47 Hazard Pay	
48 Overtime Pay	
49 Others (specify)	
49A OTHER TAXABLE INCOME	8,735.63
49B	
50 Total Taxable Compensation Income (Sum of Items 37 to 49B)	34,070.39

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.

51 <u>EDENREY RAMOS</u> <i>[Signature]</i> Present Employer/Authorized Agent Signature over Printed Name	Date Signed 1 0 1 2 2 0 2 3
CONFORME: 52 <u>Uba Iarah Mae Nicole Tagalog</u> <i>[Signature]</i> Employee Signature over Printed Name	Date Signed 1 0 1 2 2 0 2 3
CTC/Valid ID No. of Employee 3154-1368-2539-7640 Place of Issue	Date Issued 1 0 1 2 2 0 2 3 Amount paid, if CTC

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-C which has been filed with the Bureau of Internal Revenue. 53 <u>EDENREY RAMOS</u> <i>[Signature]</i> Present Employer/Authorized Agent Signature over Printed Name (Head of Accounting/Human Resource or Authorized Representative)	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 for the calendar year; that taxes have been correctly withheld by my employer (tax due equal 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 the Form No. 1604-C has been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002. 54 <u>Uba Iarah Mae Nicole Tagalog</u> <i>[Signature]</i> Employee Signature over Printed Name
--	---

*NOTE: The BIR Data Privacy is in the BIR website (www.bir.gov.ph)