



BIR Form No.  
**2316**

**Certificate of Compensation  
Payment/Tax Withheld**

September 2021 (ENCS)

For Compensation Payment With or Without Tax Withheld

2316 9/21/ENCS

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

1 For the Year (YYYY) **2 | 0 | 2 | 4**

2 For the Period From (MM/DD) **0 | 3 | 2 | 1** To (MM/DD) **1 | 0 | 2 | 1**

**Part I - Employee Information**

**Part IV-B Details of Compensation Income & Tax Withheld from Present Employer**

3 TIN **3 | 2 | 5 | - | 0 | 7 | 0 | - | 7 | 6 | 2 | -**

4 Employee's Name (Last Name, First Name, Middle Name)  
**MERCADO, ARIES TABUYAN**

5 BDO Code

6 Registered Address

6A ZIP Code

6B Local Home Address

6C ZIP Code

6D Foreign Address

7 Date of Birth (MM/DD/YYYY) **0 | 6 | 2 | 2 | 1 | 9 | 8 | 9**

8 Contact Number

9 Statutory Minimum Wage rate per day

10 Statutory Minimum Wage rate per month

11  Minimum Wage Earning (MWE) whose compensation is exempt from withholding tax and not subject to income tax

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME	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 GNR Differential (MWE)	0.00
33 Hazard Pay (MWE)	0.00
34 13th Month Pay and Other Benefits (maximum of P90,000)	13,198.31
35 De Minimis Benefits	20,300.00
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	14,002.50
37 Galleries and Other Forms of Compensation	0.00
<b>38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)</b>	<b>47,500.81</b>

**Part II - Employer Information (Present)**

**B. TAXABLE COMPENSATION INCOME REGULAR**

12 TIN **0 | 0 | 8 | - | 8 | 3 | 1 | - | 4 | 0 | 3 | - | 0 | 0 | 0 | 0 |**

13 Employer's Name  
**TDCX (PH) Inc.**

14 Registered Address  
**21F-25F Robinsons Cyberscape Canna Topaz and Ruby Roads Ortigas Center Pasig City**

14A ZIP Code **1 | 6 | 0 | 5**

15 Type of Employer  Main Employer  Secondary Employer

39 Basic Salary	126,377.18
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	30,448.27
44B	0.00

**Part III - Employer Information (Previous)**

**SUPPLEMENTARY**

16 TIN

17 Employer's Name

18 Registered Address

18A ZIP Code

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	13,721.00
51 Others (specify)	
51A	0.00
51B	0.00
<b>52 Total Taxable Compensation Income (Sum of Items 39 to 51B)</b>	<b>170,546.45</b>

**Part IVA - Summary**

19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)	218,047.26
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	47,500.81
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	170,546.45
22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	170,546.45
24 Tax Due	0.00
25 Amount of Taxes Withheld	
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 (Item 26 less Item 27)	0.00

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 **FORT RYAN S. SAMSON** Date Signed **1 | 1 | 2 | 2 | 2 | 0 | 2 | 4**  
Present Employer/Authorized Agent Signature over Printed Name

CONFORME:

54 **MERCADO, ARIES TABUYAN** Date Signed \_\_\_\_\_  
Employee Signature over Printed Name

CTC/Valid ID No. \_\_\_\_\_ Place of Issue \_\_\_\_\_ Date Issued \_\_\_\_\_  
of Employee

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.

55 \_\_\_\_\_  
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. 1702), 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 equals tax withheld); that the BIR Form No. 1604-C filed by my employer to the BIR shall continue 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 of Revenue Regulations (RR) No. 3-2002, as amended.

56 \_\_\_\_\_  
Employee Signature over Printed Name