



BIR Form No.

**2316**

September 2021 (ENCS)

**Certificate of Compensation  
Payment/Tax Withheld**

For Compensation Payment With or Without Tax Withheld



2316 09/21 ENCS

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

<p><b>1</b> For the Year (YYYY) <b>2024</b></p> <p><b>Part I - Employee Information</b></p> <p><b>3</b> TIN <b>331 715 831 0000</b></p> <p><b>4</b> Employee's Name (Last Name, First Name, Middle Name) <b>TUICO, BERNALYN D</b></p> <p><b>5</b> RDO Code <b>081</b></p> <p><b>6</b> Registered Address <b>6A</b> Zip Code</p> <p><b>6B</b> Local Home Address <b>6C</b> Zip Code</p> <p><b>6D</b> Foreign Address <b>6E</b> Zip Code</p> <p><b>7</b> Date of Birth (MM/DD/YYYY)</p> <p><b>8</b> Telephone Number</p> <p><b>9</b> Statutory Minimum Wage rate per day <b>0.00</b></p> <p><b>10</b> Statutory Minimum Wage rate per month <b>0.00</b></p> <p><b>11</b> <input type="checkbox"/> Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax</p> <p><b>Part II - Employer Information (Present)</b></p> <p><b>12</b> Taxpayer <b>009 786 556 0000</b></p> <p><b>13</b> Employer's Name <b>FIERCECOM INCORPORATED</b></p> <p><b>14</b> Registered Address <b>UNIT 1903 19TH FLR 1 NITO TOWE ARCHBISHOP</b> <b>14A</b> Zip Code <b>6000</b></p> <p><b>15</b> Type of Employer <input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer</p> <p><b>Part III - Employer Information (Previous)</b></p> <p><b>16</b> TIN</p> <p><b>17</b> Employer's Name</p> <p><b>18</b> Registered Address <b>18A</b> Zip Code</p> <p><b>Part IVA - Summary</b></p> <table style="width:100%; border-collapse: collapse;"> <tr> <td style="width:80%;"><b>19</b> Gross Compensation Income from Present Employer (Sum of Items 38 and 52)</td> <td style="text-align: right;"><b>212,034.20</b></td> </tr> <tr> <td><b>20</b> Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)</td> <td style="text-align: right;"><b>60,959.56</b></td> </tr> <tr> <td><b>21</b> Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)</td> <td style="text-align: right;"><b>151,074.64</b></td> </tr> <tr> <td><b>22</b> Add: Taxable Compensation Income from Previous Employer, if applicable</td> <td style="text-align: right;"><b>0.00</b></td> </tr> <tr> <td><b>23</b> Gross Taxable Compensation Income (Sum of Items 21 and 22)</td> <td style="text-align: right;"><b>151,074.64</b></td> </tr> <tr> <td><b>24</b> Tax Due</td> <td style="text-align: right;"><b>0.00</b></td> </tr> <tr> <td><b>25</b> Amount of Taxes Withheld</td> <td></td> </tr> <tr> <td style="padding-left: 20px;"><b>25A</b> Present Employer</td> <td style="text-align: right;"><b>0.00</b></td> </tr> <tr> <td style="padding-left: 20px;"><b>25B</b> Previous Employer</td> <td style="text-align: right;"><b>0.00</b></td> </tr> <tr> <td><b>26</b> Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)</td> <td style="text-align: right;"><b>0.00</b></td> </tr> <tr> <td><b>27</b> 5% Tax Credit (PERA Act of 2008)</td> <td style="text-align: right;"><b>0.00</b></td> </tr> <tr> <td><b>28</b> Total Taxes Withheld (sum of items 26 and 27)</td> <td style="text-align: right;"><b>0.00</b></td> </tr> </table>	<b>19</b> Gross Compensation Income from Present Employer (Sum of Items 38 and 52)	<b>212,034.20</b>	<b>20</b> Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	<b>60,959.56</b>	<b>21</b> Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	<b>151,074.64</b>	<b>22</b> Add: Taxable Compensation Income from Previous Employer, if applicable	<b>0.00</b>	<b>23</b> Gross Taxable Compensation Income (Sum of Items 21 and 22)	<b>151,074.64</b>	<b>24</b> Tax Due	<b>0.00</b>	<b>25</b> Amount of Taxes Withheld		<b>25A</b> Present Employer	<b>0.00</b>	<b>25B</b> Previous Employer	<b>0.00</b>	<b>26</b> Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	<b>0.00</b>	<b>27</b> 5% Tax Credit (PERA Act of 2008)	<b>0.00</b>	<b>28</b> Total Taxes Withheld (sum of items 26 and 27)	<b>0.00</b>	<p><b>2</b> For the Period From (MM/DD) <b>04 01</b> To (MM/DD) <b>10 31</b></p> <p><b>Part IV-B Details of Compensation Income and Tax Withheld from Present Employer</b></p> <p><b>A. 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I/We declare, under the penalties of perjury, that this certificate has been made in good faith, verified by 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.

<p><b>51</b> <u>DE LOS SANTOS CAMILLE IVES BIANCA L.</u> Present Employer/ Authorized Agent Signature Over Printed Name</p> <p><b>CONFORME:</b></p> <p><b>52</b> <u>BERNALYN D TUICO</u> Employee Signature Over Printed Name</p> <p>CTC/Valid ID No. <input type="text"/> Place of <input type="text"/> of Employee Issue</p>	<p>Date Signed <input type="text"/></p> <p>Date Signed <input type="text"/></p> <p>Date of Issue <input type="text"/> Amount Paid, if CTC <input type="text"/></p>
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**To be accomplished under substituted filing**

I declare, under the penalties of perjury, that the information herein stated are reported under BIR Form No. 1604C which has been filed with the Bureau of Internal Revenue.

I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Returns (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 equals 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 BIR Form No. 1700 has been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.

**53** DE LOS SANTOS CAMILLE IVES BIANCA L.  
Present Employer/ Authorized Agent Signature Over Printed Name  
(Head of Accounting/ Human Resource or Authorized Representative)

**54** BERNALYN D TUICO  
Employee Signature Over Printed Name

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