



For BIR BCS/  
Use Only Item:

# Certificate of Compensation Payment/Tax Withheld



2316 9/21ENC5

BIR Form No.  
**2316**

September 2021(ENC5)

For Compensation Payment With or Without Tax Withheld

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

1 For the Year (YYYY) **2 0 2 5**

3 TIN **6 3 8 - 0 1 1 - 9 3 7 - 0 0 0 0 0**

4 Employee's Name (Last Name, First Name, Middle Name)  
**Cabrera, Nicolyn Ubas**

5 RDO Code **0 8 1**

6 Registered Address  
**60 B. Rodriguez Ext. Sambag 2 Cebu City**

6A ZIP Code

6B Local Home Address

6C ZIP Code

6D Foreign Address

7 Date of Birth (MM/DD/YYYY) **0 4 3 0 2 0 0 5**

8 Contact Number

9 Statutory Minimum Wage rate per day **0.00**

10 Statutory Minimum Wage rate per month **0.00**

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

12 TIN **0 0 6 - 6 4 8 - 3 4 0 - 0 0 0 0 0**

13 Employer's Name  
**EPERFORMAX CONTACT CENTERS (CEBU) CORP**

14 Registered Address  
**JY SQUARE IT CENTERS 1 & 3 LAHUG CEBU CITY**

14A ZIP Code **6 0 0 0**

15 Type of Employer  Main Employer  Secondary Employer

16 TIN

17 Employer's Name

18 Registered Address

18A ZIP Code

**Part IVA - Summary**

19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)	<b>5,002.32</b>
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	<b>2,125.45</b>
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	<b>2,876.87</b>
22 Add: Taxable Compensation Income from Previous Employer, if applicable	<b>0.00</b>
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	<b>2,876.87</b>
24 Tax Due	<b>0.00</b>
25 Amount of Taxes Withheld	<b>0.00</b>
25A Present Employer	<b>0.00</b>
25B Previous Employer, if applicable	<b>0.00</b>
26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	<b>0.00</b>
27 5% Tax Credit (PERA Act of 2008)	<b>0.00</b>
28 Total Taxes Withheld (Item 26 less Item 27)	<b>0.00</b>

2 For the Period From (MM/DD) **0 1 0 1** To (MM/DD) **0 1 1 5**

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

	Amount
<b>A. NON-TAXABLE/EXEMPT COMPENSATION INCOME</b>	
29 Basic Salary (including the exempt P250,000 & below or the Statutory Minimum Wage of the MWE)	<b>0.00</b>
30 Holiday Pay (MWE)	<b>0.00</b>
31 Overtime Pay (MWE)	<b>0.00</b>
32 Night Shift Differential (MWE)	<b>0.00</b>
33 Hazard Pay (MWE)	<b>0.00</b>
34 13th Month Pay and Other Benefits (maximum of P90,000)	<b>0.00</b>
35 De Minimis Benefits	<b>0.00</b>
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	<b>1,376.82</b>
37 Salaries and Other Forms of Compensation	<b>748.63</b>
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	<b>2,125.45</b>
<b>B. TAXABLE COMPENSATION INCOME REGULAR</b>	
39 Basic Salary	<b>2,574.30</b>
40 Representation	<b>0.00</b>
41 Transportation	<b>0.00</b>
42 Cost of Living Allowance (COLA)	<b>0.00</b>
43 Fixed Housing Allowance	<b>0.00</b>
44 Others (specify)	
44A Night Diff and Premiums	<b>302.57</b>
44B	<b>0.00</b>
<b>SUPPLEMENTARY</b>	
45 Commission	<b>0.00</b>
46 Profit Sharing	<b>0.00</b>
47 Fees Including Director's Fees	<b>0.00</b>
48 Taxable 13th Month Benefits	<b>0.00</b>
49 Hazard Pay	<b>0.00</b>
50 Overtime Pay	<b>0.00</b>
51 Others (specify)	
51A	<b>0.00</b>
51B	<b>0.00</b>
52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	<b>2,876.87</b>

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 Nezabette C. Ralleca  
Present Employer/Authorized Agent Signature over Printed Name

Date Signed