



BIR Form No.
2316

**Certificate of Compensation
Payment/Tax Withheld**



September 2021 (ENCS)

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 4</p> <p>2 For the Period From (MM/DD) 0 8 2 1 To (MM/DD) 1 0 1 4</p> <p>Part I - Employee Information</p> <p>3 TIN 5 5 5 - 5 5 7 - 7 7 7 - 0 0 0</p> <p>4 Employee's Name (Last Name, First Name, Middle Name) Ornopia, Marie Angelique, Ortega 5 RDO Code 0 4 1</p> <p>6 Registered Address Block 44, Minglanilla, Cebu 6A Zip Code 6 0 4 6</p> <p>6B Local Home Address Block 44, Minglanilla, Cebu 6C Zip Code 6 0 4 6</p> <p>6D Foreign Address </p> <p>7 Date of Birth (MM/DD/YYYY) 0 8 2 1 1 9 9 5 8 Contact Number </p> <p>9 Statutory Minimum Wage rate per day </p> <p>10 Statutory Minimum Wage rate per month </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 1 0 - 2 3 8 - 0 4 3 - 0 0 0</p> <p>13 Employer's Name INTEGRATED CALL CENTER SOLUTIONS(PHILIPPINES), INC</p> <p>14 Registered Address 183 EDSA corner Ortigas Ave., Wack Wack, Mandaluyong 14A Zip Code 1 5 5 5</p> <p>15 Type of Employer <input checked="" 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 18A Zip Code </p> <p>Part IVA - Summary</p> <table style="width:100%; border-collapse: collapse;"> <tr><td style="width:80%;">19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)</td><td style="border: 1px solid black; text-align: right;">261,025.89</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;">68,992.47</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;">192,033.42</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;">192,033.42</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)	261,025.89	20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	68,992.47	21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	192,033.42	22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00	23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	192,033.42	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>Part IV-B Details of Compensation Income and Tax Withheld from Present Employer</p> <p>A. NON-TAXABLE/EXEMPT COMPENSATION INCOME Amount</p> <p>29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE 0.00</p> <p>30 Holiday Pay (MWE) 0.00</p> <p>31 Overtime Pay (MWE) 0.00</p> <p>32 Night Shift Differential (MWE) 0.00</p> <p>33 Hazard Pay (MWE) 0.00</p> <p>34 13th Month Pay and Other Benefits (maximum of P90,000) 37,589.17</p> <p>35 De Minimis Benefits 0.00</p> <p>36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only) 16,261.01</p> <p>37 Salaries and Other Forms of Compensation 15,142.29</p> <p>38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37) 68,992.47</p> <p>B. TAXABLE COMPENSATION INCOME REGULAR</p> <p>39 Basic Salary 192,131.50</p> <p>40 Representation 0.00</p> <p>41 Transportation 0.00</p> <p>42 Cost of Living Allowance (COLA) 0.00</p> <p>43 Fixed Housing Allowance 0.00</p> <p>44 Others (Specify)</p> <p>44A 0.00</p> <p>44B 0.00</p> <p>SUPPLEMENTARY</p> <p>45 Commission 0.00</p> <p>46 Profit Sharing 0.00</p> <p>47 Fees Including Director's Fees 0.00</p> <p>48 Taxable 13th Month Benefits 0.00</p> <p>49 Hazard Pay 0.00</p> <p>50 Overtime Pay 0.00</p> <p>51 Others (Specify)</p> <p>51A -98.08</p> <p>51B 0.00</p> <p>52 Total Taxable Compensation Income (Sum of Items 39 to 51B) 192,033.42</p>
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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.

<p>53 <u>UBIAS, BENCY CLARCK JOHNSON</u> Present Employer/ Authorized Agent Signature over Printed Name</p> <p>CONFORME:</p> <p>54 <u>Ornopia, Marie Angelique, Ortega</u> Employee Signature over Printed Name</p> <p>CTC/Valid ID No. Place of issue </p>	<p>Date Signed 1 1 2 9 2 0 2 4</p> <p>Date Signed </p> <p>Date of Issue </p> <p>Amount Paid, if CTC </p>
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<p>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.</p> <p>55 <u>UBIAS, BENCY CLARCK JOHNSON</u> Present Employer/ Authorized Agent Signature over Printed Name (Head of Accounting/ Human Resource or Authorized Representative)</p>	<p>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 (and the due equals tax withheld); that the BIR Form No. 1604-C filed by my employer constitute as my income tax return; and that BIR Form No. 2316 filed by my employer constitute as BIR Form No. 1700 had been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.</p> <p>56 <u>Ornopia, Marie Angelique, Ortega</u> Employee Signature over Printed Name</p>
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*NOTE: The BIR Data Privacy is in the BIR website (www.bir.gov.ph)