



BIR Form No.
2316
September 2021 (E/C/S)

**Certificate of Compensation
Payment/Tax Withheld**



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

<p>1 For the Year (YYYY) 2023</p> <p>2 For the Period From (MM/DD) To (MM/DD) 01 01 To 12 31</p> <p>3 TIN 620 - 708 - 985 - 000</p> <p>4 Employee's Name (Last Name, First Name, Middle Name) ANGELITUD MARY SHAIDEE L</p> <p>5 RDO Code</p> <p>6 Registered Address 6A ZIP Code</p> <p>6B Local Home Address 6C ZIP Code</p> <p>6D Foreign Address</p> <p>7 Date of Birth (MM/DD/YYYY) 7/22/1999 8 Contact Number</p> <p>9 Statutory Minimum Wage rate per day 468.00</p> <p>10 Statutory Minimum Wage rate per month 14,235.00</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>12 TIN 000 - 309 - 701 -</p> <p>13 Employer's Name INTERNATIONAL PHARMACEUTICALS, INC</p> <p>14 Registered Address 14A ZIP Code B Suico St. Tingub, Mandaue City, Cebu 61014</p> <p>15 Type of Employer <input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer</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 border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>19 Gross Compensation Income from Present Employer (Sum of Items 29 and 52)</td> <td style="text-align: right;">189,387.65</td> </tr> <tr> <td>20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 30)</td> <td></td> </tr> <tr> <td>21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)</td> <td style="text-align: right;">189,387.65</td> </tr> <tr> <td>22 Add: Taxable Compensation Income from Previous Employer, if applicable</td> <td></td> </tr> <tr> <td>23 Gross Taxable Compensation Income (Sum of Items 21 and 22)</td> <td style="text-align: right;">189,387.65</td> </tr> <tr> <td>24 Tax Due</td> <td></td> </tr> <tr> <td>25 Amount of Taxes Withheld</td> <td></td> </tr> <tr> <td>25A Present Employer</td> <td></td> </tr> <tr> <td>25B Previous Employer, if applicable</td> <td></td> </tr> <tr> <td>26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)</td> <td></td> </tr> <tr> <td>27 5% Tax Credit (PERA Act of 2008)</td> <td></td> </tr> <tr> <td>28 Total Taxes Withheld (Sum of Items 26 and 27)</td> <td></td> </tr> </table>	19 Gross Compensation Income from Present Employer (Sum of Items 29 and 52)	189,387.65	20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 30)		21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	189,387.65	22 Add: Taxable Compensation Income from Previous Employer, if applicable		23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	189,387.65	24 Tax Due		25 Amount of Taxes Withheld		25A Present Employer		25B Previous Employer, if applicable		26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)		27 5% Tax Credit (PERA Act of 2008)		28 Total Taxes Withheld (Sum of Items 26 and 27)		<p>A. NON-TAXABLE/EXEMPT COMPENSATION INCOME</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE</td> <td style="text-align: right;">161,840.07</td> </tr> <tr> <td>30 Holiday Pay (MWE)</td> <td></td> </tr> <tr> <td>31 Overtime Pay (MWE)</td> <td></td> </tr> <tr> <td>32 Night Shift Differential (MWE)</td> <td style="text-align: right;">3,582.00</td> </tr> <tr> <td>33 Hazard Pay (MWE)</td> <td></td> </tr> <tr> <td>34 13th Month Pay and Other Benefits (maximum of P90,000)</td> <td style="text-align: right;">11,929.43</td> </tr> <tr> <td>35 De Minimis Benefits</td> <td></td> </tr> <tr> <td>36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)</td> <td style="text-align: right;">12,036.06</td> </tr> <tr> <td>37 Bonuses and Other Forms of Compensation</td> <td></td> </tr> <tr> <td>38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)</td> <td style="text-align: right;">189,387.65</td> </tr> </table> <p>B. TAXABLE COMPENSATION INCOME REGULAR</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>39 Basic Salary</td> <td></td> </tr> <tr> <td>40 Representation</td> <td></td> </tr> <tr> <td>41 Transportation</td> <td></td> </tr> <tr> <td>42 Cost of Living Allowance (COLA)</td> <td></td> </tr> <tr> <td>43 Fixed Housing Allowance</td> <td></td> </tr> <tr> <td>44 Others (specify)</td> <td></td> </tr> <tr> <td>44A</td> <td></td> </tr> <tr> <td>44B</td> <td></td> </tr> </table> <p>SUPPLEMENTARY</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>45 Commission</td> <td></td> </tr> <tr> <td>46 Profit Sharing</td> <td></td> </tr> <tr> <td>47 Fees Including Director's Fees</td> <td></td> </tr> <tr> <td>48 Taxable 13th Month Benefits</td> <td></td> </tr> <tr> <td>49 Hazard Pay</td> <td></td> </tr> <tr> <td>50 Overtime Pay</td> <td></td> </tr> <tr> <td>51 Others (specify)</td> <td></td> </tr> <tr> <td>51A</td> <td></td> </tr> <tr> <td>51B</td> <td></td> </tr> <tr> <td>52 Total Taxable Compensation Income (Sum of Items 39 to 51B)</td> <td style="text-align: right;">EXEMPT</td> </tr> </table>	29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE	161,840.07	30 Holiday Pay (MWE)		31 Overtime Pay (MWE)		32 Night Shift Differential (MWE)	3,582.00	33 Hazard Pay (MWE)		34 13th Month Pay and Other Benefits (maximum of P90,000)	11,929.43	35 De Minimis Benefits		36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	12,036.06	37 Bonuses and Other Forms of Compensation		38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	189,387.65	39 Basic Salary		40 Representation		41 Transportation		42 Cost of Living Allowance (COLA)		43 Fixed Housing Allowance		44 Others (specify)		44A		44B		45 Commission		46 Profit Sharing		47 Fees Including Director's Fees		48 Taxable 13th Month Benefits		49 Hazard Pay		50 Overtime Pay		51 Others (specify)		51A		51B		52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	EXEMPT
19 Gross Compensation Income from Present Employer (Sum of Items 29 and 52)	189,387.65																																																																																
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 30)																																																																																	
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	189,387.65																																																																																
22 Add: Taxable Compensation Income from Previous Employer, if applicable																																																																																	
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	189,387.65																																																																																
24 Tax Due																																																																																	
25 Amount of Taxes Withheld																																																																																	
25A Present Employer																																																																																	
25B Previous Employer, if applicable																																																																																	
26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)																																																																																	
27 5% Tax Credit (PERA Act of 2008)																																																																																	
28 Total Taxes Withheld (Sum of Items 26 and 27)																																																																																	
29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE	161,840.07																																																																																
30 Holiday Pay (MWE)																																																																																	
31 Overtime Pay (MWE)																																																																																	
32 Night Shift Differential (MWE)	3,582.00																																																																																
33 Hazard Pay (MWE)																																																																																	
34 13th Month Pay and Other Benefits (maximum of P90,000)	11,929.43																																																																																
35 De Minimis Benefits																																																																																	
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	12,036.06																																																																																
37 Bonuses and Other Forms of Compensation																																																																																	
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	189,387.65																																																																																
39 Basic Salary																																																																																	
40 Representation																																																																																	
41 Transportation																																																																																	
42 Cost of Living Allowance (COLA)																																																																																	
43 Fixed Housing Allowance																																																																																	
44 Others (specify)																																																																																	
44A																																																																																	
44B																																																																																	
45 Commission																																																																																	
46 Profit Sharing																																																																																	
47 Fees Including Director's Fees																																																																																	
48 Taxable 13th Month Benefits																																																																																	
49 Hazard Pay																																																																																	
50 Overtime Pay																																																																																	
51 Others (specify)																																																																																	
51A																																																																																	
51B																																																																																	
52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	EXEMPT																																																																																

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 HELEN L. CANDELADA Date Signed 2/28/2024
Present Employer/Authorized Agent Signature over Printed Name

54 ANGELITUD MARY SHAIDEE L Date Signed 01 01 21 01 21 4
Employee Signature over Printed Name

CTC/Valid ID No. of Employee SSS No.: 06/4435887-1 Place of Issue Cebu City Date Issued Amount paid if CTC

55 LEMUEL S. PURISIMA
Present Employer/Authorized Agent Signature over Printed Name (Head of Accounting/ Human Resource or Authorized Representative)

56 MAKI UBAYOTE I. ALABAND
Employee Signature over Printed Name

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