



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"

1 For the Year (YYYY) 2024

2 For the Period From (MM/DD) 01 01 To (MM/DD) 12 31

Part I - Employee Information

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

3 TIN 259 721 685 0 0 0

4 Employee's Name (Last Name, First Name, Middle Name) HERMOSA, VICTOR NABLE 5 RDO Code 0 4 3

6 Registered Address 6A Zip Code

6B Local Home Address 6C Zip Code

6D Foreign Address 6E Zip Code

7 Date of Birth (MM/DD/YYYY) 09 14 1985 8 Telephone Number 000-0000-0000

9 Statutory Minimum Wage rate per day 0.00

10 Statutory Minimum Wage rate per month 0.00

11 Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax

Part II - Employer Information (Present)

12 Taxpayer 0 0 8 8 2 2 3 2 2 0 0 0

13 Employer's Name ENSHORED INC.

14 Registered Address 16TH FLR THE JMT CORPORATE COND ADB AVENUE ORTIGAS CENTER SAN ANTONIO PASIG CITY 14A Zip Code 1 6 0 0

15 Type of Employer X Main Employer Secondary Employer

Part III - Employer Information (Previous)

16 TIN 0 0 0 0 0 0 0 0 0 0 0 0

17 Employer's Name

18 Registered Address 18A Zip Code 0 0 0 0

Part IVA - Summary

Table with 2 columns: Item Number and Amount. Rows include Gross Compensation Income (472,046.98), Total Non-Taxable/Exempt Compensation (146,450.00), Taxable Compensation Income (325,596.98), Total Taxes Withheld (11,339.55).

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME

Table with 2 columns: Item Number and Amount. Rows include Basic Salary (0.00), Holiday Pay (0.00), Overtime Pay (0.00), Night Shift Differential (0.00), Hazard Pay (0.00), 13th Month Pay and Other Benefits (90,000.00), De Minimis Benefits (30,000.00), SSS, GSIS, PHIC & PAG-IBIG Contributions (26,450.00), Salaries and Other Forms of Compensation (0.00), Total Non-Taxable/Exempt Compensation (146,450.00).

B. TAXABLE COMPENSATION INCOME REGULAR

Table with 2 columns: Item Number and Amount. Rows include Basic Salary (289,557.42), Representation (0.00), Transportation (0.00), Cost of Living Allowance (COLA) (0.00), Fixed Housing Allowance (0.00), Others (Specify) (0.00).

SUPPLEMENTARY

Table with 2 columns: Item Number and Amount. Rows include Commission, Profit Sharing, Fees Including Director's Fees, Taxable 13th Month Pay Benefits (4,516.81), Hazard Pay, Overtime Pay (0.00), Others (Specify) (31,522.75), Total Taxable Compensation Income (325,596.98).

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.

51 Present Employer/ Authorized Agent Signature Over Printed Name RYAN L. PAKINGAN

Date Signed 0 1 3 1 2 0 2 5

52 Employee Signature Over Printed Name VICTOR NABLE HERMOSA

Date Signed 02/12/2025

Date of Issue 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. 1604C which has been filed with the Bureau of Internal Revenue.

53 Present Employer/ Authorized Agent Signature Over Printed Name (Head of Accounting/ Human Resource or Authorized Representative) RYAN L. PAKINGAN

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 use as if BIR Form No. 1700 has been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.

54 Employee Signature Over Printed Name VICTOR NABLE HERMOSA

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