



BIR Form No.

2316

September 2021(ENCS)

**Certificate of Compensation
Payment/Tax Withheld**

For Compensation Payment With or Without Tax Withheld



2316 9/21/ENCS

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

| | |
|---|--|
| <p>1 For the Year (YYYY) 2 0 2 3</p> <p style="text-align: center;">Part I - Employee Information</p> <p>3 TIN 3 0 9 - 9 7 5 - 9 6 7 - 0 0 0</p> <p>4 Employee's Name (Last Name, First Name, Middle Name) 5 RDO Code PAKIDING, RYANN LAGAHT 1 2 6</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) 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 style="text-align: center;">Part II - Employer Information (Present)</p> <p>12 TIN 0 0 4 - 6 3 9 - 7 4 4 - 0 0 0</p> <p>13 Employer's Name TELEPHILIPPINES, INC</p> <p>14 Registered Address 14A ZIP Code 2ND FLOOR, EDSA CORNER UNITED STREET, GREENFIELD DISTRICT, Mandaluyong City 1 5 5 4</p> <p>15 Type of Employer <input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer</p> <p style="text-align: center;">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 style="text-align: center;">Part IVA - Summary</p> <p>19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52) 370,996.06</p> <p>20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38) 57,723.72</p> <p>21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52) 313,272.34</p> <p>22 Add: Taxable Compensation Income from Previous Employer, if applicable 0.00</p> <p>23 Gross Taxable Compensation Income (Sum of Items 21 and 22) 313,272.34</p> <p>24 Tax Due 9,490.85</p> <p>25 Amount of Taxes Withheld</p> <p style="margin-left: 20px;">25A Present Employer 9,490.85</p> <p style="margin-left: 20px;">25B Previous Employer, if applicable 0.00</p> <p>26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B) 9,490.85</p> <p>27 5% Tax Credit (PERA Act of 2008) 0.00</p> <p>28 Total Taxes Withheld (Item 26 less Item 27) 9,490.85</p> | <p>2 For the Period From (MM/DD) 0 1 0 1 To (MM/DD) 1 2 3 1</p> <p style="text-align: center;">Part IV-B Details of Compensation Income & 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) 23,307.60</p> <p>35 De Minimis Benefits 12,304.80</p> <p>36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only) 22,111.20</p> <p>37 Salaries and Other Forms of Compensation 0.00</p> <p>38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37) 57,723.70</p> <p>B. TAXABLE COMPENSATION INCOME REGULAR</p> <p>39 Basic Salary 256,955.00</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 style="margin-left: 20px;">44A Allowances 21,645.50</p> <p style="margin-left: 20px;">44B 0.00</p> <p style="text-align: center;">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 34,671.70</p> <p>51 Others (specify)</p> <p style="margin-left: 20px;">51A Bonuses and Incentives 0.00</p> <p style="margin-left: 20px;">51B Retirement Benefits 0.00</p> <p>52 Total Taxable Compensation Income (Sum of Items 39 to 51B) 313,272.34</p> |
|---|--|

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.

Katherine M. Magno-Araban

0 1 0 1 0 0 0 4