



BIR Form No.

2316

September 2021(ENCS)

**Certificate of Compensation
Payment/Tax Withheld**

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 2</p> <p>Part I - Employee Information</p> <p>3 TIN 3 6 0 - 6 3 1 - 9 7 9</p> <p>4 Employee's Name (Last Name, First Name, Middle Name) APATAN, JUSTIN LOI AZARCON</p> <p>5 RDO Code</p> <p>6 Registered Address CEBU CITY 6000</p> <p>6A ZIP Code 6 0 0 0</p> <p>6B Local Home Address</p> <p>6C ZIP Code</p> <p>6D Foreign Address</p> <p>7 Date of Birth (MMDD/YYYY) 1 1 0 9 1 9 9 6</p> <p>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 0 7 - 4 1 8 - 3 4 9 - 0 0 0</p> <p>13 Employer's Name FUSION BPO SERVICES PHILS INC</p> <p>14 Registered Address UNIT 601-602 THE ORIENT SQUARE BLDG F, ORTIGAS JR ROAD, ORTIGAS CTR, PASIG CITY</p> <p>14A ZIP Code 1 6 0 5</p> <p>15 Type of Employer <input 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</p> <p>18A ZIP Code</p> <p>Part IVA - Summary</p> <p>19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52) 145,743.94</p> <p>20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38) 17,393.35</p> <p>21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52) 128,350.59</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) 128,350.59</p> <p>24 Tax Due 0.00</p> <p>25 Amount of Taxes Withheld</p> <p>25A Present Employer</p> <p>25B Previous Employer, if applicable</p> <p>26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B) 0.00</p> <p>27 5% Tax Credit (PERA Act of 2008)</p> <p>28 Total Taxes Withheld (Sum of Items 26 and 27) 0.00</p>	<p>2 For the Period From (MMDD) 0 1 0 1 To (MMDD) 1 2 3 1</p> <p>Part IV-B Details of Compensation Income & Tax Withheld from Present Employer</p> <p>A. NON-TAXABLE/EXEMPT COMPENSATION INCOME</p> <table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:80%;">Amount</th> <th style="width:20%;">Amount</th> </tr> </thead> <tbody> <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;">128,350.59</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></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;">8,868.35</td> </tr> <tr> <td>35 De Minimis Benefits</td> <td style="text-align: right;">0.00</td> </tr> <tr> <td>36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)</td> <td style="text-align: right;">8,525.35</td> </tr> <tr> <td>37 Salaries 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;">145,743.94</td> </tr> </tbody> </table> <p>B. TAXABLE COMPENSATION INCOME REGULAR</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tbody> <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> <tr><td>SUPPLEMENTARY</td><td></td></tr> <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></td></tr> </tbody> </table>	Amount	Amount	29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE	128,350.59	30 Holiday Pay (MWE)		31 Overtime Pay (MWE)		32 Night Shift Differential (MWE)		33 Hazard Pay (MWE)		34 13th Month Pay and Other Benefits (maximum of P90,000)	8,868.35	35 De Minimis Benefits	0.00	36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	8,525.35	37 Salaries and Other Forms of Compensation		38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	145,743.94	39 Basic Salary		40 Representation		41 Transportation		42 Cost of Living Allowance (COLA)		43 Fixed Housing Allowance		44 Others (specify)		44A		44B		SUPPLEMENTARY		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)	
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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 LOURDES A. PASANG
Present Employer/Authorized Agent Signature over Printed Name

54 APATAN, JUSTIN LOI A.
Employee Signature over Printed Name

CTC/Valid ID No. of Employee _____ Place of Issue _____

Date Signed _____ Date Signed _____ Date Issued _____

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. 2316.

I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Return.



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"

1 For the Year (YYYY) **2 0 2 3**

2 For the Period From (MMDD) **0 1 0 1** To (MMDD) **0 2 0 6**

Part I - Employee Information

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

3 TIN **360 - 631 - 979**

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME

4 Employee's Name (Last Name, First Name, Middle Name) **APATAN, JUSTIN LOI AZARCON**

29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE **26,160.36**

6 Registered Address **CEBU CITY 6000**

30 Holiday Pay (MWE)

6B Local Home Address

31 Overtime Pay (MWE)

6D Foreign Address

32 Night Shift Differential (MWE)

7 Date of Birth (MMDD/YYYY) **1 1 0 9 1 9 9 6**

34 13th Month Pay and Other Benefits (maximum of P90,000) **1,833.27**

9 Statutory Minimum Wage rate per day

35 De Minimis Benefits **0.00**

10 Statutory Minimum Wage rate per month

36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only) **2,150.00**

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

37 Salaries and Other Forms of Compensation

Part II - Employer Information (Present)

38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37) **30,143.64**

12 TIN **0 0 7 - 4 1 8 - 3 4 9 - 0 0 0**

B. TAXABLE COMPENSATION INCOME REGULAR

13 Employer's Name **FUSION BPO SERVICES PHILS INC**

39 Basic Salary

14 Registered Address **UNIT 601-602 THE ORIENT SQUARE BLDG F, ORTIGAS JR**

40 Representation

15 Type of Employer Main Employer Secondary Employer

41 Transportation

Part III - Employer Information (Previous)

42 Cost of Living Allowance (COLA)

16 TIN

43 Fixed Housing Allowance

17 Employer's Name

44 Others (specify)

18 Registered Address

44A

44B

Part IVA - Summary

SUPPLEMENTARY

19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52) **30,143.64**

45 Commission

20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38) **3,983.27**

46 Profit Sharing

21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52) **26,260.36**

47 Fees Including Director's Fees

22 Add: Taxable Compensation Income from Previous Employer, if applicable **0.00**

48 Taxable 13th Month Benefits

23 Gross Taxable Compensation Income (Sum of Items 21 and 22) **26,260.36**

49 Hazard Pay

24 Tax Due **0.00**

50 Overtime Pay

25 Amount of Taxes Withheld

51 Others (specify)

25A Present Employer

51A

51B

25B Previous Employer, if applicable

52 Total Taxable Compensation Income (Sum of Items 39 to 51B) **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)

28 Total Taxes Withheld (Sum of Items 26 and 27) **0.00**

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 **LOURDES A. PASANG**
Present Employer/Authorized Agent Signature over Printed Name

Date Signed

CONFORME:

54 **APATAN, JUSTIN LOI A.**
Employee Signature over Printed Name

Date Signed

CTC/Valid ID No. Place of Issue

Date Issued

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. 1804-C which has been filed with the Bureau of Internal Revenue.

I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Return (BIR Form No. 1703), 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