For BIR Use Only: BCS/ Item

Republic of the Philippines
Department of Finance
Bureau of Internal Revenue

BIR Form No. **2316**
September 2021(ENCS)

Certificate of Compensation Payment/Tax Withheld

For Compensation Payment With or Without Tax Withheld

2316 021ENCS

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

1 For the Year (YYYY): 2024

2 For the Period From (MMDD): 0831 To (MMDD): 0212

Part I - Employee Information

3 TIN:

4 Employee's Name (Last Name, First Name, Middle Name): Lacio,Angelica

5 RDO Code: 126

6 Registered Address:

6A ZIP Code:

6B Local Home Address: 105 Cahipa Hipodromo Cebu City

6C ZIP Code: 6000

6D Foreign Address: Cebu City

7 Date of Birth (MM/DD/YYYY): 02171999

8 Contact Number: 09686950471

9 Statutory Minimum Wage rate per day:

10 Statutory Minimum Wage rate per month:

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

Part II - Employer Information (Present)

12 TIN: 402 051 129 000

13 Employer's Name: TeleTech Offshore Investments BV d/b/a TTEC Customer Care Mgt Phils. Branch

14 Registered Address: FiveEcom Tof Harbor Of MOA Pasay City Metro Manila 1300

14A ZIP Code: 1300

15 Type of Employer: ☐ Main Employer ☐ Secondary Employer

Part III - Employer Information (Previous)

16 TIN:

17 Employer's Name:

18 Registered Address:

18A ZIP Code:

Part IVA - Summary

19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)	56,755.85
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	10,080.78
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 53)	46,675.07
22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	46,675.07
24 Tax Due	0.00
25 Amount of Taxes Withheld 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

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

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME	Amount
29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE	
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)	1,644.81
35 De Minimis Benefits	5,500.97
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	2,935.00
37 Salaries and Other Forms of Compensation	0.00
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	10,080.78
B. TAXABLE COMPENSATION INCOME REGULAR	
39 Basic Salary	23,069.60
40 Representation	
41 Transportation	0.00
42 Cost of Living Allowance (COLA)	0.00
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	0.00
49 Hazard Pay	
50 Overtime Pay	5,380.67
51 Others (specify)	
51A CO. Incentives	18,224.80
51B	
52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	46,675.07

I/We declare, under the penalties of perjury, that the 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 Emiliano Ching/
Present Employer/Authorized Agent Signature over Printed Name

Date Signed: 03152024

CONFORME:
54 Lacio,Angelica
Employee Signature over Printed Name

Date Signed:

CTC/Valid ID No. of Employee: | Place of Issue: | Date Issued: | Amount paid, if CTC:

To be accomplished under substituted filing

I/We 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.

55 Emiliano Ching/
Present Employer/Authorized Agent Signature over Printed Name
(Head of Accounting/Human Resource or Authorized Representative)

I/We declare, under the penalties of perjury that I/we submitted under substituted filing of Annual Tax Return (BIR Form No. 1700), which I received from my/our employer in the Philippines for the calendar year, that taxes have been correctly withheld by my employer (tax due/refunds) 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 purpose as if BIR Form No. 1700 has been filed pursuant to the provisions of Revenue Regulations (RR) No. 2-2002, as amended.

56 Lacio,Angelica
Employee Signature over Printed Name

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