



2316 9/21ENC5

BIR Form No. **2316**
September 2021 (ENC5)

Certificate of Compensation Payment/Tax Withheld
For Compensation Payment With or Without Tax Withheld

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

1 For the Year (YYYY) **2025**

2 For the Period From (MM/DD) **0101** To (MM/DD) **0116**

Part I - Employee Information

3 TIN **727-594-243-0000000**

4 Employee's Name (Last Name, First Name, Middle Name) **Lastimosa, Jadel, Gonzales**

5 RDO Code

6 Registered Address

6A ZIP Code

6B Local Home Address

6C ZIP Code

6D Foreign Address

7 Date of Birth (MM/DD/YYYY) **06071997**

8 Contact Number

9 Statutory Minimum Wage rate per day **0.0000**

10 Statutory Minimum Wage rate per month **0.0000**

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

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

	Amount
A. NON-TAXABLE/EXEMPT COMPENSATION INCOME	
29 Basic Salary (including the exempt P250,000 & below or the Statutory Minimum Wage of the MWE)	0.00
30 Holiday Pay (MWE)	0.00
31 Overtime Pay (MWE)	0.00
32 Night Shift Differential (MWE)	0.00
33 Hazard Pay (MWE)	0.00
34 13th Month Pay and Other Benefits (maximum of P30,000)	1,310.34
35 De Minimis Benefits	7,761.09
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	1,985.94
37 Salaries and Other forms of Compensation	0.00
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	11,057.37
B. TAXABLE COMPENSATION INCOME REGULAR	
39 Basic Salary	0.00
40 Representation	0.00
41 Transportation	0.00
42 Cost of Living Allowance (COLA)	0.00
43 Fixed Housing Allowance	0.00
44 Others (specify)	0.00
44A	0.00
44B	0.00
SUPPLEMENTARY	
45 Commission	0.00
46 Profit Sharing	0.00
47 Fees including Director's fee	0.00
48 Taxable 13th Month Benefits	0.00
49 Hazard Pay	0.00
50 Overtime Pay	0.00
51 Others (specify)	0.00
51 A	0.00
51 B	0.00
52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	0.00

Part II - Employer Information (Present)

12 TIN **000-845-543-0000001**

13 Employer's Name **Accenture Inc.**

14 Registered Address **15 Robinsons Cybergate 1 Pioneer St. Barangka Ilaya Mandalluyong City Metro Manila 1550**

14A ZIP Code **1550**

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)	11,057.37
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	11,057.37
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	0.00
22 Add: Taxable Compensation Income from previous Employer, if applicable	8,452.18
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	8,452.18
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% of Tax Credit (PERA Act of 2008)	0.00
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 Sheryll T. Bautista
Present Employer/Authorized Agent Signature over Printed Name

Date Signed **03272025**

54 Lastimosa, Jadel, Gonzales
Employee Signature over Printed Name

Date Signed

Amount Paid, if CTC

CTC/Valid ID No. of Employee **0638927762** Place of Issue

Date Issued

To be accomplished under substituted filing

I 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.

I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Return (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 purpose as if BIR Form No.1700 has been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.

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

56 Employee Signature over Printed Name

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



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2316

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September 2021 (ENC5)

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

1 For the year (YYYY) **2025**

2 For the Period From (MM/DD) **07 21** To (MM/DD) **09 24**

Part I - Employee Information

3 TIN **727-594-243-000**

4 Employee's Name (Last Name, First Name, Middle Name) **Lastimoso, Jadel, Gonzales** 5 RDO Code **000**

6 Registered Address **Purok X, Upper Soton** 6A Zip Code **6037**

6B Local Home Address _____ 6C Zip Code _____

6D Foreign Address _____

7 Date of Birth (MM/DD/YYYY) **06 07 1997** 8 Contact Number _____

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 **009-790-925-000**

13 Employer's Name **UNIVERSAL HOTELS AND RESORTS, INC.**

14 Registered Address **43/F Rob Equitable Tower ADB Ave. Ortigas Center** 14A Zip Code **1605**

15 Type of Employee 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 39 and 52)	40,113.74
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	5,276.96
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	34,836.78
22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	34,836.78
24 Tax Due	0.00
25 Amount of Taxes Withheld	0.00
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 and 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)	0.00
30 Holiday Pay (MWE)	0.00
31 Overtime Pay (MWE)	0.00
32 Night Shift Differential (MWE)	0.00
33 Hazard Pay (MWE)	0.00
34 13th Month Pay and Other Benefits (maximum of P90,000)	2,401.96
35 De Minimis Benefits	0.00
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	2,875.00
37 Salaries and Other Forms of Compensation	0.00
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	5,276.96
B. TAXABLE COMPENSATION INCOME REGULAR	
39 Basic Salary	25,948.57
40 Representation	0.00
41 Transportation	0.00
42 Cost of Living Allowance (COLA)	0.00
43 Fixed Housing Allowance	0.00
44 Others (Specify)	0.00
44A _____	0.00
44B _____	0.00
SUPPLEMENTARY	
45 Commission	0.00
46 Profit Sharing	0.00
47 Fees Including Director's Fees	0.00
48 Taxable 13th Month Benefits	0.00
49 Hazard Pay	0.00
50 Overtime Pay	0.00
51 Others (Specify)	8,888.21
51A _____	0.00
51B _____	0.00
52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	34,836.78

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 **CHURROS MARANAN** Date Signed **12 02 2025**
Present Employer Authorized Agent Signature over Printed Name

CONFORME: **Lastimoso, Jadel, Gonzales** Date Signed _____ Amount Paid, if CTC _____

54 _____ Employee Signature over Printed Name

C/Valid ID No. of Employee **SSS No.0638927762** Place of issue _____ Date of Issue _____

I 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 _____ Present Employer Authorized Agent Signature over Printed Name (Head of Accounting/ Human Resource or Authorized Representative)

I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Return (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 purpose as if BIR Form No. 1700 had been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.

56 _____ Employee Signature over Printed Name

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