

For BIR BCS/ Use Only Item:



Republic of the Philippines Department of Finance Bureau of Internal Revenue

BIR Form No. 2316

Certificate of Compensation Payment/Tax Withheld



September 2021(ENCS) For Compensation Payment With or Without Tax Withheld 2316 8/21/ENCS

1 For the Year (YYYY) 2 0 2 5 2 For the Period From (MMDD) 01 01 To (MMDD) 12 03

Part I - Employee Information
3 TIN 390 - 284 - 036 - 000
4 Employee's Name (Last Name, First Name, Middle Name) CALAMAAN, LUCKY JAN KERLYN NARAGA
5 RDO Code 126
6 Registered Address
6A Zip Code
6B Local Home Address
6C Zip Code
6D Foreign Address
7 Date of Birth (MMDDYYYY) 01/21/2002
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 IV-B Details of Compensation Income & Tax Withheld from Present Employer
A. NON-TAXABLE/EXEMPT COMPENSATION INCOME
29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE 206,371.68
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) 90,000.00
35 De Minimis Benefits 43,201.82
36 SSS, GSIS, PHIC & Pag-ibig Contributions and Union Dues (Employee share only) 22,586.46
37 Salaries & Other Forms of Compensation 0.00
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37) 362,159.96

Part II - Employer Information (Present)
12 TIN 008 - 028 - 126 - 000
13 Employer's Name IBEX GLOBAL SOLUTIONS (PHILIPPINES) INC.
14 Registered Address Unit 301 Silver City Bldg., Tiendesitas Frontera Verde, Uxong, Pasig City
14A Zip Code 1604
15 Type of Employer Main Employer Secondary Employer

B. TAXABLE COMPENSATION INCOME REGULAR
39 Basic Salary 0.00
40 Representation
41 Transportation
42 Cost of Living Allowance (COLA)
43 Fixed Housing Allowance
44 Others (Specify)
44A
44B

Part III - Employer Information (Previous)
16 TIN
17 Employer's Name
18 Registered Address
18A Zip Code

SUPPLEMENTARY
45 Commission
46 Profit Sharing
47 Fees Including Director's Fee
48 Taxable 13th Month Pay Benefits 0.00
49 Hazard Pay
50 Overtime Pay
51 Others (Specify)
51A Taxable Allowances & Premium Pays 0.00
51B Salaries & Other Forms of Compensation 0.00
52 Total Taxable Compensation Income (Sum of Items 39 to 51B) 0.00

Part IV A - Summary
19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52) 362,159.96
20 Less Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38) 362,159.96
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 0.00
23 Gross Taxable Compensation Income (Sum of Items 21 and 22) 0.00
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 2005) 0.00
28 Total Taxes Withheld (Sum of Items 26 and 27) 0.00

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 Present Employer/Authorized Agent Signature over Printed Name Date Signed
CONFORME:
54 LUCKY JAN KERLYN N. CALAMAAN Employee Signature over Printed Name Date Signed
CTC/Valid ID No. of Employee Place of Issue Date Signed 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. 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)

To be accomplished under substituted filing
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.
56 LUCKY JAN KERLYN N. CALAMAAN Employee Signature over Printed Name

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