BCS/
Item:

Republic of the Philippines
Department of Finance
Bureau of Internal Revenue

BIR Form No.
2316
January 2018 (ENCS)

Certificate of Compensation Payment / Tax Withheld

For Compensation Payment With or Without Tax Withheld

2316 D1/18ENCS

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

1 For the Year (YYYY): 2019

2 For the Period From (MM/DD): 01 01 To: 12 31

Part I - Employee Information

3 TIN: 338-780-743-

4 Employee's Name: RAMBANO, ANECITA LOPEZ

5 Address

6A ZIP Code

7 Local Home Address

8A ZIP Code

9 Foreign Address

10 Date of Birth (MM/DD/YYYY): 05 01 1993

11 Contact Number

12 Statutory Minimum Wage rate per day

13 Statutory Minimum Wage rate per month

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

Part II - Employer Information (Previous)

15 TIN: 248-414-581-000

16 Employer's Name: Firstsource Solutions Limited

17 Registered Address: 4F PLAZA D NORTHGATE CYBERZONE ALABANG

16A ZIP Code

18 Type of Employer: X Private Employer ☐ Government Employer

Part III - Employer Information (Previous)

19 TIN: - - -

20 Employer's Name

21 Registered Address

21A ZIP Code

Part IV-A - Summary

22 Compensation Income from Present Employer (Item 37 minus 38 and 39)	216,732.82
23 Total Non-Taxable/Exempt Compensation Income from Present Employer (Item 34 to 36)	216,732.82
24 Compensation Income Earned Previously (Item 40 minus 41 and 42)	0.00
25 Total Taxable Compensation Income (Item 43 minus 44 and 45)	0.00
26 Tax Due	0.00
27 Amount of Tax Withheld	0.00
28A Present Employer	0.00
28B Previous Employer, if applicable	0.00
29 Total Amount of Taxes Withheld as adjusted (Sum of Items 28A and 28B)	0.00

A. NON-TAXABLE/EXEMPT COMPENSATION	
27 Basic Salary including Permanent PHIC Subsidy or the Statutory Minimum Wage (SMW)	138,520.22
28 Holiday Pay (MWE)	0.00
29 Overtime Pay (MWE)	0.00
30 Night Shift Differential (MWE)	0.00
31 Hazard Pay (MWE)	0.00
32 13th Month Pay and Other Benefits (Maximum of P82,000)	21,729.22
33 De Minimis Benefits	29,671.00
34 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	11,456.24
35 Salaries and Other Forms of Compensation	15,355.42
36 Total Non-Taxable/Exempt Compensation Income (Sum of Items 27 to 35)	216,732.82
B. TAXABLE COMPENSATION INCOME REGULAR	
37 Basic Salary	0.00
38 Representation	0.00
39 Transportation	0.00
40 Cost of Living Allowance (COLA)	0.00
41 Fixed Housing Allowance	0.00
42 Others (specify)	
42A	0.00
42B	0.00
SUPPLEMENTARY	
43 Commission	0.00
44 Profit Sharing	0.00
45 Fees including Director's Fees	0.00
46 Taxable 13th Month Benefits	0.00
47 Hazard Pay	0.00
48 Overtime Pay	0.00
49 Others (specify)	
49A	0.00
49B	0.00
50 Total Taxable Compensation Income (Sum of Items 37 to 49B)	0.00

I/We hereby certify under the penalties of perjury that the information have 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 National Internal Revenue Code, as amended, and its implementing rules and regulations issued under authority thereof. Further, I/we give my/our consent to the processing of my/our sensitive personal information under the Data Privacy Act of 2012 (R.A. No. 10173) for legitimate and lawful purposes.

51 MOHAMMED ZIAUL HAQ MIRZA
Present Employer/Authorized Agent Signature over Printed Name

Date Signed

CONFORME:

52 RAMBANO, ANECITA LOPEZ
Employee Signature over Printed Name

Date Signed

CTC/Valid ID No of Employee

Place of Issue

Date Signed

Amount paid if CTC