Annex "A"

BIR Form No. 2316 January 2018 (ENCS)

## Certificate of Compensation Payment/Tax Withheld

WAS NOT THE STATE OF THE STATE

Fill in all applicable spaces. Mark all appropriate boxes with an "X"	<u>".                                    </u>			
1 For the Year 2 . 0 . 2 . 1		2 For the Period 1	1 0 4	1,23,1
Part I - Employee Information		From (MM/DD)	To (A	MM/DD)
3 TIN 5,1,2 - 1,0,3 - 4,5,6 -		Part IV-B Details of Compensation Income & Tax Withheld from Present Employer  A. NON-TAXABLE/EXEMPT COMPENSATION INCOME  Amount		
	E DDO Codo			Amount
4 Employee's Name (Last Name, First Name, Middle Name)  Diez, Nicole Dem Lopez  5 RDO Code		27 Basic Salary (including the exer or the Statutory Minimum Wage		
6 Registered Address 6A ZIP Code		28 Holiday Pay (MWE)		
		29 Overtime Pay (MWE)		
6B Local Home Address 6C ZIP Code				
140C.SikatunaSt.	[ 6 0 0 P	30 Night Shift Differential (M	WE)	
6D Foreign Address Cebu		31 Hazard Pay (MWE)	-	
7 Date of Birth (MM/DD/YYYY) 8 Contact Number 9 4 9 5 6 9 3 7 3 0 9 9 9 8 9 5 6 9 3 7 3 0		32 13th Month Pay and Other Benefits (maximum of P90,000)		1,906.85
		33 De Minimis Benefits		1,367.82
9 Statutory Minimum Wage rate per day		34 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)		1,707.50
10 Statutory Minimum Wage rate per month		35 Salaries and Other Forms of Compensation		0.00
Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax  Part II - Employer Information (Present)		36 Total Non-Taxable/Exempt Compensation		4,982.17
12 TIN 2 1 7 - 5 6 9 - 5 0 0 -		Income (Sum of Items 27 to 35)  B. TAXABLE COMPENSATION INCOME REGULAR		
13 Employer's Name		<b>37</b> Basic Salary 14,706.29		
TeleTech Customer Care Management Philippines, Inc				11,700.25
14 Registered Address FiveEcom 10F Harbor Dr 14A ZIP Code		38 Representation		
MOA Pasav City Metro Manila 1300 6 0 0 10 10		39 Transportation		0.00
15 Type of Employer Main Employer Secondary	y Employer	40 Cost of Living Allows	(COLA)	0.00
Part III - Employer Information (Previous)		40 Cost of Living Allowance	(GOLA)	0.00
16 TIN		41 Fixed Housing Allowance		
17 Employer's Name		42 Others (specify)		
		42A		
18 Registered Address 18A ZIP Code				
18 Registered Address	18A ZIP Code	42B		
	18A ZIP Code	42B SUPPLEMENTARY		
Part IVA - Summary  19 Gross Compensation Income from Present				
Part IVA - Summary	27,450.98	SUPPLEMENTARY		
Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)	27,450.98	SUPPLEMENTARY 43 Commission	Fees	
Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present	27,450.98	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Director's		
Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from	27,450.98 4,982.17 22,468.81	SUPPLEMENTARY 43 Commission 44 Profit Sharing		0.00
Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable	27,450.98 4,982.17 22,468.81 0.00	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Director's		0.00
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Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable 23 Gross Taxable Compensation Income	27,450.98 4,982.17 22,468.81 0.00	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Director's 46 Taxable 13th Month Bene		0.00
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Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable  23 Gross Taxable Compensation Income (Sum of Items 21 and 22)  24 Tax Due  25 Amount of Taxes Withheld  25A Present Employer  25B Previous Employer, if applicable  26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	27,450.98 4,982.17 22,468.81 0.00 22,468.81 0.00 0.00 0.00	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Director's 46 Taxable 13th Month Bene 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A Co. Incent: 49B 50 Total Taxable Compensat (Sum of Items 37 to 49B)	ives	2,291.26 5,471.26 22,468.81
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Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable  23 Gross Taxable Compensation Income (Sum of Items 21 and 22)  24 Tax Due  25 Amount of Taxes Withheld 25A Present Employer 25B Previous Employer, if applicable  26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)  I/We declare, under the penalties of perjury that this certificate has be the provisions of the National Internal Revenue Code, as amended, and as contemplated under the 'Data Privacy Act of 2012 (R.A. No. 10173) for the Compensation Income (Sum of Items 25A and 25B)  Anna Liza Cagaoan	27,450.98 4,982.17 22,468.81 0.00 22,468.81 0.00 0.00 0.00 0.00 0.00 0.00 en made in good faith, the regulations issued to regulations is such as the regulation	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Director's 46 Taxable 13th Month Bene 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A Co. Incent: 49B 50 Total Taxable Compensat (Sum of Items 37 to 49B) Verified by me'us, and to the best of	ives	2,291.26  5,471.26  22,468.81  Declief, is true and correct, pursuant to
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Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable  23 Gross Taxable Compensation Income (Sum of Items 21 and 22)  24 Tax Due  25 Amount of Taxes Withheld 25A Present Employer 25B Previous Employer, if applicable  26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)  I/We declare, under the penalties of perjury that this certificate has be the provisions of the National Internal Revenue Code, as amended, and as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for Present Employer (Puthorized Agent Signature over Processing Signature Over Processing Signature Over Processing Signature Over Processing Signature Over Printed Name CTC/Valid ID No. 35-1211922-/	27,450.98 4,982.17 22,468.81 0.00 22,468.81 0.00 0.00 0.00 0.00 0.00 0.00 en made in good faith, the regulations issued to regulations is such as the regulation	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Director's 46 Taxable 13th Month Bene 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A Co. Incent: 49B 50 Total Taxable Compensat (Sum of Items 37 to 49B) verified by me'rus, and to the best of under authority thereof. Further, I/w purposes.  Date Signed	ives  ion Income  if my/our knowledge and if e give my/our consent to	2,291.26  5,471.26  22,468.81  belief, is true and correct, pursuant to the processing of my/our information
Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable(Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable  23 Gross Taxable Compensation Income (Sum of Items 21 and 22)  24 Tax Due  25 Amount of Taxes Withheld  25A Present Employer, if applicable  26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)  I/We declare, under the penalties of perjury that this certificate has be the provisions of the National Internal Revenue Code, as amended, and as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for the provisions of the National Internal Revenue Code, as amended, and as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for the provisions of the National Internal Revenue Code, as amended, and present Employer (Puthorized Agent Signature over Provisions of the National Internal Revenue Code, as amended, and present Employer (Puthorized Agent Signature over Provisions of the National Internal Revenue Code, as amended, and provisions of the National Internal Revenue Code, as amended, and as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for Dem Lopez Employee Signature over Printed Name CTC/Valid ID No. 35-1211922-4	27,450.98 4,982.17 22,468.81 0.00 22,468.81 0.00 0.00 0.00 0.00 0.00 en made in good faith, the regulations issued to regulations issued to regulations and lawful with the regulations and lawful with the regulations is sued to regulations and lawful with the regulations and lawful with the regulations is sued to regulations.	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Director's 46 Taxable 13th Month Bene 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A Co. Incent: 49B  50 Total Taxable Compensat (Sum of Items 37 to 49B) verified by merus, and to the best of under authority thereof. Further, I/w purposes.  Date Signed  Date Signed	ives  ion Income  I my/our knowledge and I	2,291.26  5,471.26  22,468.81  belief, is true and correct, pursuant to the processing of my/our information
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Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable  23 Gross Taxable Compensation Income (Sum of Items 21 and 22)  24 Tax Due  25 Amount of Taxes Withheld 25A Present Employer, if applicable  26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)  I/We declare, under the penalties of perjury that this certificate has be the provisions of the National Internal Revenue Code, as amended, and as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for present Employer (Taxes Withheld Agent Signature over Proceedings of Present Employer (Taxes Vithorized Agent Signature over Proceedings of Present Employer (Taxes Vithorized Agent Signature over Proceedings of Employee Signature over Printed Name Place of Employee	27,450.98 4,982.17 22,468.81 0.00 22,468.81 0.00 0.00 0.00 0.00 0.00 0.00 cen made in good faith, the regulations issued to regitimate and lawful frinted Name	SUPPLEMENTARY  43 Commission  44 Profit Sharing  45 Fees Including Director's  46 Taxable 13th Month Bene  47 Hazard Pay  48 Overtime Pay  49 Others (specify)  49A Co. Incent:  49B  50 Total Taxable Compensat (Sum of Items 37 to 49B)  verified by me/us, and to the best or under authority thereof. Further, I/w purposes.  Date Signed  Date Signed  Date Signed  Onder substituted filling  I declare, under the penalties of (BIR Form No. 1700), since I received for the calendar year; that laxes have be	ives  ion Income  If my/our knowledge and to give my/our consent to  03 1 1  03 1 1  periury that I am qualified und purely compensation income income men consent or my that I am qualified und purely compensation income my that I am qualified und purely compensation in the I am qualified und purely compensation in th	2 , 291 . 26  5 , 471 . 26  22 , 468 . 81  belief, is true and correct, pursuant to the processing of my/our information  20 2  Amount paid, if CTC  2 0 2  Amount paid, if CTC  2 10 12  ler substituted filing of Income Tax Return om only one employer in the Philippines miployer (tax due equals tax withheld); that
Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable  23 Gross Taxable Compensation Income (Sum of Items 21 and 22)  24 Tax Due  25 Amount of Taxes Withheld  25A Present Employer  25B Previous Employer, if applicable  26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)  I/We declare, under the penalties of perjury that this certificate has be the provisions of the National Internal Revenue Code, as amended, and as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for the National Internal Revenue Code, as amended, and Present Employer Third Agent Signature over Proposition of the National Internal Revenue Code, as amended, and Present Employer Third Agent Signature over Proposition of the National Internal Revenue Code, as amended, and Present Employer Third Agent Signature over Proposition of the National Internal Revenue Printed Name Place of Employee  CONFORME:  52 Diez, Nicola Dem Lopez  Employee Signature over Printed Name Place of Employee  To I declare, under the penalties of perjury that the information here reported under BIR Form No. 1604-C which has been filed with the Internal Revenue.	27,450.98 4,982.17 22,468.81 0.00 22,468.81 0.00 0.00 0.00 0.00 0.00 0.00 cen made in good faith, the regulations issued to regitimate and lawful frinted Name	SUPPLEMENTARY  43 Commission  44 Profit Sharing  45 Fees Including Director's  46 Taxable 13th Month Bene  47 Hazard Pay  48 Overtime Pay  49 Others (specify)  49A Co. Incent:  49B  50 Total Taxable Compensat (Sum of Items 37 to 49B)  verified by me/us, and to the best o under authority thereof. Further, I/w purposes.  Date Signed  Date Signed  Date Signed  Older Substituted filing  (BIR Form No. 1700), since I received of or the calendary year, that taxes have be the BIR Form No. 1604-C filed by my e Form No. 2316 shall serve the same pu	fits  IVES  In Income  If my/our knowledge and to give my/our consent to  I perjury that I am qualified und purely compensation income from een correctly withheld by my employer to the Bits shall constitutions as all constitutions as all shall form No. 1700.	2,291.26  5,471.26  22,468.81  belief, is true and correct, pursuant to the processing of my/our information  20 2  Amount paid, if CTC  20 2  Amount paid, if CTC  210 12
Part IVA - Summary  19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)  20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36)  21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50)  22 Add: Taxable Compensation Income from Previous Employer, if applicable  23 Gross Taxable Compensation Income (Sum of Items 21 and 22)  24 Tax Due  25 Amount of Taxes Withheld  25A Present Employer, if applicable  26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)  IWe declare, under the penalties of perjury that this certificate has be the provisions of the National Internal Revenue Code, as amended, and as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for the National Internal Revenue Code, as amended, and present Employer Act of 2012 (R.A. No. 10173) for the National Internal Revenue Code, as amended, and as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for the National Internal Revenue Code, as amended, and present Employer Other Temployer Conforms:  51 Present Employer Other Temployer Conforms:  52 Diez, Nicolo Dem Lopez  Employee Signature over Printed Name  CTC/Valid ID No.  35-1211922-4  Place of Issue  To  I declare, under the penalties of perjury that the information here reported under BIR Form No. 1604-C which has been filed with the information here reported under BIR Form No. 1604-C which has been filed with the information here reported under BIR Form No. 1604-C which has been filed with the information here reported under BIR Form No. 1604-C which has been filed with the information here reported under BIR Form No. 1604-C which has been filed with the information here reported under BIR Form No. 1604-C which has been filed with the information here reported under BIR Form No. 1604-C which has been filed with the information here reported under BIR Form No. 1604-C which has been filed with the information here the province of the province of the province of	27,450.98 4,982.17 22,468.81 0.00 22,468.81 0.00 0.00 0.00 0.00 0.00 0.00 en made in good faith, the regulations issued to or legitimate and lawful with the regulations is suited to the state of legitimate and lawful with the regulations is suited to religit mate and lawful with the regulations is suited to regulations is suited Name	SUPPLEMENTARY  43 Commission  44 Profit Sharing  45 Fees Including Director's  46 Taxable 13th Month Bene  47 Hazard Pay  48 Overtime Pay  49 Others (specify)  49A Co. Incent:  49B  50 Total Taxable Compensat  (Sum of Items 37 to 49B)  verified by me/us, and to the best of under authority thereof. Further, I/w purposes.  Date Signed  Date Signed  I declare, under the penalties of for the calendar year; that taxes have be the BIR Form No. 1700), since I received for the calendar year; that taxes have be the BIR Form No. 1604-C filed by my e	infits  infits	2,291.26  5,471.26  22,468.81  belief, is true and correct, pursuant to the processing of my/our information  20 2  Amount paid, if CTC  21 2  Amount paid, if CTC  210 12