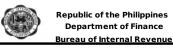
For BIR BCS/ Use Only Item:



BIR Form No.

2316

2018 (ENCS)

Certificate of Compensation Payment/Tax Withheld



Fill in all applicable spaces. Mark all appropriate boxes with a	Por Compensation Payment With	Tor Wilnout Tax Wilnneid				2310 U1/16ENC3
1 For the Year	III . X .	2 For the Period			-	1
		From (MM/DD)	0 1 0 1	-		4 0 4
(YYYY) Part I - Employee Informa	ation		Compensation Income		· ,	sent Employer
		Part IV-B Details of	Compensation income	C TOX WICH	ileiu iloili Fi	esent Linployer
7 ₁ 9-2 ₀ 8-2 ₇	' 5 - 0 0 0 0 0	A. NON-TAXABLE/EXEM	PT COMPENSATION IN	COME	Α	mount
4 Employee's Name (Last Name, First Name, Middle Name)	5 RDO Code	27 Basic Salary (includ	ing the exempt P250.0	®0below) [
Marino, Therese Agnes, Divinagra			nimum Wage of the M			
Marino, Therese Agries, Divinagra	CIA		-	Γ		
6 Registered Address 6A ZIP Code		28 Holiday Pay (MWE)		L		
			-,	Γ		
6B Local Home Address 6C ZIP Code		29 Overtime Pay (MW	E)	L		
6B Local Home Address	6C ZIP Code			Г		
		30 Night Shift Differen	tial (MWE)	L		
6D Foreign Address]		Γ		
		31 Hazard Pay (MWE)		L		
7 Date of Birth (MM/DD/WW)		32 13th Month Pay and Other Benefits 24.159.5			24,159.52	
7 Date of Birth (MM/DD/YYYY) 8 Contact Number		(maximum of P90,000)	1	L		1,200102
$\begin{array}{ c c c c c c c c c c c c c c c c c c c$		33 De Minimis Benefits	;			7,264.37
9 Statutory Minimum Wage rate per day				L		
9 Statutory Minimum wage rate per day	34 SSS, GSIS, PHIC &	EPAG-IBIG Contribution Employee share			5,289.76	
10 Statutory Minimum Wage rate per month	and Union Dues	Employee share	OTTIY) L			
	35 Salaries and Other	Forms of Compensation	on		0.00	
Minimum Wage Earner (MWE) whose compensa withholding tax and not subject to income tax	36 Total Non-Taxable/E	yomnt Componention				
Part II - Employer Information	Income (Sum of Ite.				36,713.65	
12 TIN 2.0.5 3.6.6 9.2						
2,0,5,5,0,0,5,9,2	1 - 0 0 0 0 0	B. TAXABLE COMPENSA	TION INCOME REGULA	К		
13 Employer's Name		37 Basic Salary		Γ		46,912.78
CONCENTRIX CVG PHILIPPINES, INC.	l l	37 Basic Salary		L		10,011.70
14 Registered Address	14A ZIP Code	38 Representation				
9		To representation		L		
GF 14th to 25th Flr 6798 Ayal	1 2 2 6	39 Transportation				
15 Type of Employer X Main Employer	Secondary Employer					
		40 Cost of Living Allow	ance (COLA)			
Part III - Employer Information	(Frevious)	1		Ī		
		41 Fixed Housing Allow	rance			
17 Employer's Name		42 Others (specify)		_		
	- In	424				
		42A				
18.Registered Address	18A ZIP Code	42A 42B				
18 Registered Address	18A 7IP Code	42B	,			
18 Registered Address Part IVA - Summary		42B SUPPLEMENTARY	,			
	,	42B] []]		
Part IVA - Summary		42B SUPPLEMENTARY 43 Commission		 [
Part IVA - Summary 19 Gross Compensation Income from Present	,	42B SUPPLEMENTARY		[] [
Part IVA - Summary 19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50)	96,970.15	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing]]]]		
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	96,970.15	42B SUPPLEMENTARY 43 Commission]]]]		
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)	96,970.15	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing	tor's Fees]]]]		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	96,970.15	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct	tor's Fees] [] []		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	96,970.15 36,713.65 60,256.50	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct	tor's Fees]]]]]		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 23 Gross Taxable Compensation Income	96,970.15 36,713.65 60,256.50	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month	tor's Fees]]]]]		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	96,970.15 36,713.65 60,256.50 0.00 60,256.50	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month	tor's Fees]]]]]]		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	96,970.15 36,713.65 60,256.50 0.00 60,256.50	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify)	ctor's Fees I Benefits]		
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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)	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp	tor's Fees Benefits TAXABLE INCO			13,343.72
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	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by n	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 48 me/us, and to the best of my/	ttor's Fees Benefits TAXABLE INCO Densation Income B) Dur knowledge and belief,	is true and corr		13,343.72
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)	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by n, and the regulations issued under authority	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 48 me/us, and to the best of my/	ttor's Fees Benefits TAXABLE INCO Densation Income B) Dur knowledge and belief,	is true and corr		13,343.72
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) IWe declare, under the penalties of perjury that this certificate the provisions of the National Internal Revenue Code, as amended as contemplated under the *Data Privacy Act of 2012 (R.A. No. 10)	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by n, and the regulations issued under authority. T3) for legitimate and lawful purposes.	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 48 me/us, and to the best of my/	ttor's Fees Benefits TAXABLE INCO Densation Income B) Dur knowledge and belief,	is true and corr		13,343.72
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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) IWe declare, under the penalties of perjury that this certificate the provisions of the National Internal Revenue Code, as amended as contemplated under the *Data Privacy Act of 2012 (R.A. No. 10)	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by n, and the regulations issued under authority 173) for legitimate and lawful purposes.	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 45) me/us, and to the best of my/y thereof. Further, I/we give re-	TAXABLE INCO	is true and corr		13,343.72
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) IWe declare, under the penalties of perjury that this certificate the provisions of the National Internal Revenue Code, as amended as contemplated under the *Data Privacy Act of 2012 (R.A. No. 10)	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by n, and the regulations issued under authority 173) for legitimate and lawful purposes.	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 45) me/us, and to the best of my/y thereof. Further, I/we give re-	TAXABLE INCO	is true and corr		13,343.72
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) IWWe declare, under the penalties of perjury that this certificate the provisions of the National Internal Revenue Code, as amended as contemplated under the *Data Privacy Act of 2012 (R.A. No. 10) 51 EDENREY RAMOS Present Employer/Authorized Agent Signature CONFORME: 52	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by now, and the regulations issued under authority 173) for legitimate and lawful purposes.	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 45 me/us, and to the best of my/ y thereof. Further, I/we give r	TAXABLE INCO	is true and corr		13,343.72
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) IWe declare, under the penalties of perjury that this certificate the provisions of the National Internal Revenue Code, as amended as contemplated under the *Data Privacy Act of 2012 (R.A. No. 10) 51 EDENREY RAMOS Present Employer/Authorized Agent Signature CONFORME:	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by now, and the regulations issued under authority 173) for legitimate and lawful purposes.	42B SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 45 me/us, and to the best of my/ y thereof. Further, I/we give r	TAXABLE INCO	is true and corr		13,343.72
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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) IWW declare, under the penalties of perjury that this certificate the provisions of the National Internal Revenue Code, as amended as contemplated under the *Data Privacy Act of 2012 (R.A. No. 10) 51 EDENREY RAMOS Present Employer/Authorized Agent Signature CONFORME: 52 Employee Signature over Printer	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by n, and the regulations issued under authority. 173) for legitimate and lawful purposes.	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 45 me/us, and to the best of my/ by thereof. Further, I/we give results Date	TAXABLE INCO	is true and corr		13,343.72 60,256.50
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) Www declare, under the penalties of perjury that this certificate the provisions of the National Internal Revenue Code, as amended as contemplated under the *Data Privacy Act of 2012 (R.A. No. 10) 51 EDENREY RAMOS Present Employer/Authorized Agent Signature CONFORME: 52 Employee Signature over Printe CTC/Valid ID No. of Employee	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by now, and the regulations issued under authority 173) for legitimate and lawful purposes. Where over Printed Name ed Name Place of Issue To be accomplished under authority 150 and 150 an	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 45 me/us, and to the best of my/ by thereof. Further, I/we give results Date Date Date Date	tor's Fees Benefits TAXABLE INCO Densation Income B) Dur knowledge and belief, ny/our consent to the process Signed Issued	is true and corr	ur information	13,343.72 60,256.50
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) IWW declare, under the penalties of perjury that this certificate the provisions of the National Internal Revenue Code, as amended as contemplated under the *Data Privacy Act of 2012 (R.A. No. 10) 51 EDENREY RAMOS Present Employer/Authorized Agent Signature CONFORME: 52 Employee Signature over Printe CTC/Valid ID No. of Employee	96,970.15 36,713.65 60,256.50 0.00 60,256.50 0.00 0.00 0.00 0.00 has been made in good faith, verified by n, and the regulations issued under authority 173) for legitimate and lawful purposes.	SUPPLEMENTARY 43 Commission 44 Profit Sharing 45 Fees Including Direct 46 Taxable 13th Month 47 Hazard Pay 48 Overtime Pay 49 Others (specify) 49A OTHER 49B 50 Total Taxable Comp (Sum of Items 37 to 45 me/us, and to the best of my/ by thereof. Further, I/we give results Date Date Date Date	TAXABLE INCO	is true and corressing of my/ou	ted filing of Incom-	13,343.72 60,256.50 Amount paid, if CTC
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