



BIR Form No.
2316
September 2021(ENCS)

**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) 2 0 2 4

2 For the Period From (MM/DD) 0 1 0 1 To (MM/DD) 1 2 3 1

Part I - Employee Information

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

3 TIN 6 4 1 - 8 7 5 - 7 2 5 - 0 0 0 0 0

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME

4 Employee's Name (Last Name, First Name, Middle Name) Avesia, Romel Kent Pitogo

29 Basic Salary (including the exempt P250,000 & below or the Statutory Minimum Wage of the MWE) 244,771.95

6 Registered Address c/o Accenture Inc.

30 Holiday Pay (MWE) 0.00

6B Local Home Address 7th Floor Robinsons Cybergate 1 Pioneer Street, Mandaluyong City, Metro Manila

31 Overtime Pay (MWE) 0.00

6D Foreign Address

32 Night Shift Differential (MWE) 0.00

7 Date of Birth (MM/DD/YYYY) 0 3 2 9 2 0 0 0

33 Hazard Pay (MWE) 0.00

9 Statutory Minimum Wage rate per day 0.00

34 13th Month Pay and Other Benefits (maximum of P90,000) 70,454.48

10 Statutory Minimum Wage rate per month 0.00

35 De Minimis Benefits 50,771.25

11 Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax 0.00

36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only) 22,905.00

Part II - Employer Information (Present)

37 Salaries and Other Forms of Compensation 0.00

12 TIN 0 0 0 - 8 4 5 - 5 4 3 - 0 0 0 0 0

38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37) 388,902.68

13 Employer's Name ACCENTURE, INC.

B. TAXABLE COMPENSATION INCOME REGULAR

14 Registered Address 7th Floor Robinsons Cybergate 1 Pioneer Street, Mandaluyong City, Metro Manila

39 Basic Salary 0.00

15 Type of Employer X Main Employer Secondary Employer

40 Representation 0.00

Part III - Employer Information (Previous)

41 Transportation 0.00

16 TIN

42 Cost of Living Allowance (COLA) 0.00

17 Employer's Name

43 Fixed Housing Allowance 0.00

18 Registered Address

44 Others (specify)

Part IVA - Summary

44A Other Income 0.00

19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52) 388,902.68

44B Other Income 0.00

20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38) 388,902.68

SUPPLEMENTARY

21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52) 0.00

45 Commission 0.00

22 Add: Taxable Compensation Income from Previous Employer, if applicable 0.00

46 Profit Sharing 0.00

23 Gross Taxable Compensation Income (Sum of Items 21 and 22) 0.00

47 Fees Including Director's Fees 0.00

24 Tax Due 0.00

48 Taxable 13th Month Benefits 0.00

25 Amount of Taxes Withheld

49 Hazard Pay 0.00

25A Present Employer 0.00

50 Overtime Pay 0.00

25B Previous Employer, if applicable 0.00

51 Others (specify)

26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B) 0.00

51A Other Income 0.00

27 5% Tax Credit (PERA Act of 2008) 0.00

51B Other Income 0.00

28 Total Taxes Withheld (Sum of Items 26 and 27) 0.00

52 Total Taxable Compensation Income (Sum of Items 39 to 51B) 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 Present Employer/Authorized Agent Signature over Printed Name Sheryll T. Bautista

Date Signed 0 1 3 1 2 0 2 5

CONFORME: 54 Employee Signature over Printed Name Avesia, Romel Kent Pitogo

Date Signed 0 2 0 4 2 0 2 5

CTC/Valid ID No. of Employee

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) Sheryll T. Bautista

56 Employee Signature over Printed Name Avesia, Romel Kent Pitogo