

Certificate of Compensation
Payment/Tax Withheld

BIR Form No.

2316

July 2008 (ENCS)

For Compensation Payment With or Without Tax Withheld

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

<div>1 For the Year (YYYY) 2,0,1,7</div> <div>Part I Employee Information</div> <div>3 Taxpayer Identification No. 1,4,1,2,6,3,0,8,4</div> <div>4 Employee's Name (Last Name, First Name, Middle Name) CARMEN, MA RITA PERTIERRA 5 RDO Code 0,5,1</div> <div>6 Registered Address Block 2 Lot 14 Villa Milagrosa Subdivision, Bgy San Vicente San Pedro Laguna, n/a 6A Zip Code </div> <div>6B Local Home Address 6C Zip Code </div> <div>6D Foreign Address 6E Zip Code </div> <div>7 Date of Birth (MM/DD/YYYY) 1,1,2,9,1,9,5,6 8 Telephone Number </div> <div>9 Exemption Status <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married</div> <div>9A Is the wife claiming the additional exemption for qualified dependent children? <input type="checkbox"/> Yes <input type="checkbox"/> No</div> <div>10 Name of Qualified Dependent Children 11 Date of Birth (MM/DD/YYYY)</div> <div><table border="1" style="width:100%; border-collapse: collapse;"><tr><td style="width:30%; height: 20px;"></td><td style="width:30%; height: 20px;"></td><td style="width:30%; height: 20px;"></td></tr><tr><td style="height: 20px;"></td><td style="height: 20px;"></td><td style="height: 20px;"></td></tr><tr><td style="height: 20px;"></td><td style="height: 20px;"></td><td style="height: 20px;"></td></tr></table></div> <div>12 Statutory Minimum Wage rate per day 12 </div> <div>13 Statutory Minimum Wage rate per month 13 0.00</div> <div>14 <input type="checkbox"/> Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax</div> <div>Part II Employer Information (Present)</div> <div>15 Taxpayer Identification No. 0,0,3,9,4,3,2,1,3,0,0,0</div> <div>16 Employer's Name </div> <div>17 Registered Address 770 E. Rodriguez Ext., Malibay, Pasay City 17A Zip Code 1,3,0,0</div> <div><input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer</div> <div>Part III Employer Information (Previous)</div> <div>18 Taxpayer Identification No. </div> <div>19 Employer's Name </div> <div>20 Registered Address 20A Zip Code </div> <div>Part IV-A Summary</div> <div><table border="1" style="width:100%; border-collapse: collapse;"><tr><td style="width:20%;">21 Gross Compensation Income from Present Employer (Item 41 plus Item 55)</td><td style="width:10%;">21</td><td style="width:10%; text-align: right;">1,032,116.00</td></tr><tr><td>22 Less: Total Non-Taxable/Exempt (Item 41)</td><td>22</td><td style="text-align: right;">122,906.80</td></tr><tr><td>23 Taxable Compensation Income from Present Employer (Item 55)</td><td>23</td><td style="text-align: right;">909,209.20</td></tr><tr><td>24 Add: Taxable Compensation Income from Previous Employer</td><td>24</td><td style="text-align: right;">0.00</td></tr><tr><td>25 Gross Taxable Compensation Income</td><td>25</td><td style="text-align: right;">909,209.20</td></tr><tr><td>26 Less: Total Exemptions</td><td>26</td><td style="text-align: right;">50,000.00</td></tr><tr><td>27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable)</td><td>27</td><td style="text-align: right;">0.00</td></tr><tr><td>28 Net Taxable Compensation Income</td><td>28</td><td style="text-align: right;">859,209.20</td></tr><tr><td>29 Tax Due</td><td>29</td><td style="text-align: right;">239,946.62</td></tr><tr><td>30 Amount of Taxes Withheld</td><td></td><td></td></tr><tr><td>30A Present Employer</td><td>30A</td><td style="text-align: right;">244,198.11</td></tr><tr><td>30B Previous Employer</td><td>30B</td><td style="text-align: right;">0.00</td></tr><tr><td>31 Total Amount of Taxes Withheld As adjusted</td><td>31</td><td style="text-align: right;">-4,251.49</td></tr></table></div>										21 Gross Compensation Income from Present Employer (Item 41 plus Item 55)	21	1,032,116.00	22 Less: Total Non-Taxable/Exempt (Item 41)	22	122,906.80	23 Taxable Compensation Income from Present Employer (Item 55)	23	909,209.20	24 Add: Taxable Compensation Income from Previous Employer	24	0.00	25 Gross Taxable Compensation Income	25	909,209.20	26 Less: Total Exemptions	26	50,000.00	27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable)	27	0.00	28 Net Taxable Compensation Income	28	859,209.20	29 Tax Due	29	239,946.62	30 Amount of Taxes Withheld			30A Present Employer	30A	244,198.11	30B Previous Employer	30B	0.00	31 Total Amount of Taxes Withheld As adjusted	31	-4,251.49	<div>2 For the Period From (MM/DD) 0,1,0,1 To (MM/DD) 0,0,0,0</div> <div>Part IV-B Details of Compensation Income and Tax Withheld from Present Employer</div> <div><table border="1" style="width:100%; border-collapse: collapse;"><thead><tr><th style="width:60%;"></th><th style="width:10%;"></th><th style="width:30%; text-align: right;">Amount</th></tr></thead><tbody><tr><td colspan="3">A. NON-TAXABLE/EXEMPT COMPENSATION INCOME</td></tr><tr><td>32 Basic Salary/ Statutory Minimum Wage Minimum Wage Earner (MWE)</td><td>32</td><td style="text-align: right;">0.00</td></tr><tr><td>33 Holiday Pay (MWE)</td><td>33</td><td style="text-align: right;">0.00</td></tr><tr><td>34 Overtime Pay (MWE)</td><td>34</td><td style="text-align: right;">0.00</td></tr><tr><td>35 Night Shift Differential (MWE)</td><td>35</td><td style="text-align: right;">0.00</td></tr><tr><td>36 Hazard Pay (MWE)</td><td>36</td><td style="text-align: right;">0.00</td></tr><tr><td>37 13th Month Pay and Other Benefits</td><td>37</td><td style="text-align: right;">82,000.00</td></tr><tr><td>38 De Minimis Benefits</td><td>38</td><td style="text-align: right;">28,600.00</td></tr><tr><td>39 SSS, GSIS, PHIC & Pag-ibig Contributions, & Union Dues (Employee share only)</td><td>39</td><td style="text-align: right;">12,306.80</td></tr><tr><td>40 Salaries & Other Forms of Compensation</td><td>40</td><td style="text-align: right;">0.00</td></tr><tr><td>41 Total Non-Taxable/Exempt Compensation Income</td><td>41</td><td style="text-align: right;">122,906.80</td></tr><tr><td colspan="3">B. TAXABLE COMPENSATION INCOME REGULAR</td></tr><tr><td>42 Basic Salary</td><td>42</td><td style="text-align: right;">646,824.20</td></tr><tr><td>43 Representation</td><td>43</td><td style="text-align: right;">0.00</td></tr><tr><td>44 Transportation</td><td>44</td><td style="text-align: right;">0.00</td></tr><tr><td>45 Cost of Living Allowance</td><td>45</td><td style="text-align: right;">4,301.00</td></tr><tr><td>46 Fixed Housing Allowance</td><td>46</td><td style="text-align: right;">0.00</td></tr><tr><td>47 Others (Specify)</td><td></td><td></td></tr><tr><td>47A Tempo Allowance</td><td>47A</td><td style="text-align: right;">0.00</td></tr><tr><td>47B</td><td>47B</td><td style="text-align: right;">0.00</td></tr><tr><td colspan="3">SUPPLEMENTARY</td></tr><tr><td>48 Commission</td><td>48</td><td style="text-align: right;">0.00</td></tr><tr><td>49 Profit Sharing</td><td>49</td><td style="text-align: right;">0.00</td></tr><tr><td>50 Fees Including Director's Fees</td><td>50</td><td style="text-align: right;">0.00</td></tr><tr><td>51 Taxable 13th Month Pay and Other Benefits</td><td>51</td><td style="text-align: right;">258,084.00</td></tr><tr><td>52 Hazard Pay</td><td>52</td><td style="text-align: right;">0.00</td></tr><tr><td>53 Overtime Pay</td><td>53</td><td style="text-align: right;">0.00</td></tr><tr><td>54 Others (Specify)</td><td></td><td></td></tr><tr><td>54A</td><td>54A</td><td style="text-align: right;">0.00</td></tr><tr><td>54B</td><td>54B</td><td style="text-align: right;">0.00</td></tr><tr><td>55 Total Taxable Compensation Income</td><td>55</td><td style="text-align: right;">909,209.20</td></tr></tbody></table></div>			Amount	A. NON-TAXABLE/EXEMPT COMPENSATION INCOME			32 Basic Salary/ Statutory Minimum Wage Minimum Wage Earner (MWE)	32	0.00	33 Holiday Pay (MWE)	33	0.00	34 Overtime Pay (MWE)	34	0.00	35 Night Shift Differential (MWE)	35	0.00	36 Hazard Pay (MWE)	36	0.00	37 13th Month Pay and Other Benefits	37	82,000.00	38 De Minimis Benefits	38	28,600.00	39 SSS, GSIS, PHIC & Pag-ibig Contributions, & Union Dues (Employee share only)	39	12,306.80	40 Salaries & Other Forms of Compensation	40	0.00	41 Total Non-Taxable/Exempt Compensation Income	41	122,906.80	B. TAXABLE COMPENSATION INCOME REGULAR			42 Basic Salary	42	646,824.20	43 Representation	43	0.00	44 Transportation	44	0.00	45 Cost of Living Allowance	45	4,301.00	46 Fixed Housing Allowance	46	0.00	47 Others (Specify)			47A Tempo Allowance	47A	0.00	47B	47B	0.00	SUPPLEMENTARY			48 Commission	48	0.00	49 Profit Sharing	49	0.00	50 Fees Including Director's Fees	50	0.00	51 Taxable 13th Month Pay and Other Benefits	51	258,084.00	52 Hazard Pay	52	0.00	53 Overtime Pay	53	0.00	54 Others (Specify)			54A	54A	0.00	54B	54B	0.00	55 Total Taxable Compensation Income	55	909,209.20
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55)	21	1,032,116.00																																																																																																																																															
22 Less: Total Non-Taxable/Exempt (Item 41)	22	122,906.80																																																																																																																																															
23 Taxable Compensation Income from Present Employer (Item 55)	23	909,209.20																																																																																																																																															
24 Add: Taxable Compensation Income from Previous Employer	24	0.00																																																																																																																																															
25 Gross Taxable Compensation Income	25	909,209.20																																																																																																																																															
26 Less: Total Exemptions	26	50,000.00																																																																																																																																															
27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable)	27	0.00																																																																																																																																															
28 Net Taxable Compensation Income	28	859,209.20																																																																																																																																															
29 Tax Due	29	239,946.62																																																																																																																																															
30 Amount of Taxes Withheld																																																																																																																																																	
30A Present Employer	30A	244,198.11																																																																																																																																															
30B Previous Employer	30B	0.00																																																																																																																																															
31 Total Amount of Taxes Withheld As adjusted	31	-4,251.49																																																																																																																																															
		Amount																																																																																																																																															
A. NON-TAXABLE/EXEMPT COMPENSATION INCOME																																																																																																																																																	
32 Basic Salary/ Statutory Minimum Wage Minimum Wage Earner (MWE)	32	0.00																																																																																																																																															
33 Holiday Pay (MWE)	33	0.00																																																																																																																																															
34 Overtime Pay (MWE)	34	0.00																																																																																																																																															
35 Night Shift Differential (MWE)	35	0.00																																																																																																																																															
36 Hazard Pay (MWE)	36	0.00																																																																																																																																															
37 13th Month Pay and Other Benefits	37	82,000.00																																																																																																																																															
38 De Minimis Benefits	38	28,600.00																																																																																																																																															
39 SSS, GSIS, PHIC & Pag-ibig Contributions, & Union Dues (Employee share only)	39	12,306.80																																																																																																																																															
40 Salaries & Other Forms of Compensation	40	0.00																																																																																																																																															
41 Total Non-Taxable/Exempt Compensation Income	41	122,906.80																																																																																																																																															
B. TAXABLE COMPENSATION INCOME REGULAR																																																																																																																																																	
42 Basic Salary	42	646,824.20																																																																																																																																															
43 Representation	43	0.00																																																																																																																																															
44 Transportation	44	0.00																																																																																																																																															
45 Cost of Living Allowance	45	4,301.00																																																																																																																																															
46 Fixed Housing Allowance	46	0.00																																																																																																																																															
47 Others (Specify)																																																																																																																																																	
47A Tempo Allowance	47A	0.00																																																																																																																																															
47B	47B	0.00																																																																																																																																															
SUPPLEMENTARY																																																																																																																																																	
48 Commission	48	0.00																																																																																																																																															
49 Profit Sharing	49	0.00																																																																																																																																															
50 Fees Including Director's Fees	50	0.00																																																																																																																																															
51 Taxable 13th Month Pay and Other Benefits	51	258,084.00																																																																																																																																															
52 Hazard Pay	52	0.00																																																																																																																																															
53 Overtime Pay	53	0.00																																																																																																																																															
54 Others (Specify)																																																																																																																																																	
54A	54A	0.00																																																																																																																																															
54B	54B	0.00																																																																																																																																															
55 Total Taxable Compensation Income	55	909,209.20																																																																																																																																															

We declare, under the penalties of perjury, that this certificate has been made in good faith, verified by us, and to the best of 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.

56 MA RITA CARMEN

Date Signed

CONFORME: Present Employer/ Authorized Agent Signature Over Printed Name

57 CARMEN, MA RITA PERTIERRA

Date Signed

CTC No. Employee Signature Over Printed Name

of Employee Place of Issue Date of Issue Amount Paid

To be accomplished under substituted filing

I declare, under the penalties of perjury, that the information herein stated are reported under BIR Form No. 1604CF which has been filed with the Bureau of Internal Revenue.

58 MA RITA CARMEN

Present Employer/ Authorized Agent Signature Over Printed Name
(Head of Accounting/ Human Resource or Authorized Representative)

I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Returns (BIR Form No. 1700), since I received purely compensation income from only one employer in the Phils. for the calendar year; that taxes have been correctly withheld by my employer (tax due equals tax withheld); that the BIR Form No. 1604CF 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 had been filed pursuant to the provisions of RR No. 3-2002, as amended.

59 CARMEN, MA RITA PERTIERRA

Employee Signature Over Printed Name