


DLN:		BIR Form No.	
 <div>Republika ng Pilipinas Kagawaran ng Pananalapi Kawanihan ng Rentas Internas</div>		Certificate of Compensation Payment/Tax Withheld	
For Compensation Payment With or Without Tax Withheld		2316	
		July 2008 (ENCS)	
Fill in all applicable spaces. Mark all appropriate boxes with an "X"			
1 For the Year (YYYY) 2016		2 For the Period From (MM/DD) 01 01 To (MM/DD) 12 31	
Part I Employee Information		Part IV-B Details of Compensation Income and Tax Withheld from Present Employer	
3 Taxpayer Identification No. 321 708 451 0000		Amount	
4 Employee's Name (Last Name, First Name, Middle Name) BAG-AO, KENNETH JAMES GARGAO		A. NON-TAXABLE/EXEMPT COMPENSATION INCOME	
5 RDO Code 081		32 Basic Salary/ Statutory Minimum Wage Minimum Wage Earner (MWE) 32	
6 Registered Address 2F SOCO BUILDING, SIKATUNA STREET, BONFACIO CORNER, 8000 AN		33 Holiday Pay (MWE) 33	
6A Zip Code 8000		34 Overtime Pay (MWE) 34	
6B Local Home Address		35 Night Shift Differential (MWE) 35	
6C Zip Code		36 Hazard Pay (MWE) 36	
6D Foreign Address		37 13th Month Pay and Other Benefits 37 10,076.03	
6E Zip Code		38 De Minimis Benefits 38 26,250.00	
7 Date of Birth (MM/DD/YYYY) 01 02 1993		39 SSS, GSIS, PHIC & Pag-ibig Contributions, & Union Dues (Employee share only) 39 7,271.00	
8 Telephone Number		40 Salaries & Other Forms of Compensation 40 558.25	
9 Exemption Status Single Married		41 Total Non-Taxable/Exempt Compensation Income 41 44,155.28	
9A Is the wife claiming the additional exemption for qualified dependent children? Yes No		B. TAXABLE COMPENSATION INCOME REGULAR	
10 Name of Qualified Dependent Children		42 Basic Salary 42 113,641.33	
11 Date of Birth (MM/DD/YYYY)		43 Representation 43	
		44 Transportation 44	
		45 Cost of Living Allowance 45	
		46 Fixed Housing Allowance 46	
		47 Others (Specify)	
		47A 47A 2,458.83	
		47B 47B	
		SUPPLEMENTARY	
12 Statutory Minimum Wage rate per day 12		48 Commission 48	
13 Statutory Minimum Wage rate per month 13		49 Profit Sharing 49	
14 Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax		50 Fees Including Director's Fees 50	
Part II Employer Information (Present)		51 Taxable 13th Month Pay and Other Benefits 51 0.00	
15 Taxpayer Identification No. 423 687 498 0000		52 Hazard Pay 52	
16 Employer's Name TATE PUBLISHING AND ENTERPRISES (PHILIPPINES),		53 Overtime Pay 53	
17 Registered Address SALINAS DRIVE LAHUG CEBU CITY		54 Others (Specify)	
17A Zip Code 6000		54A 54A	
Main Employer Secondary Employer		54B 54B	
Part III Employer Information (Previous)		55 Total Taxable Compensation Income 55 116,100.16	
18 Taxpayer Identification No.			
19 Employer's Name			
20 Registered Address			
20A Zip Code			
Part IV-A Summary			
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 21 160,255.44			
22 Less: Total Non-Taxable/Exempt (Item 41) 22 44,155.28			
23 Taxable Compensation Income from Present Employer (Item 55) 23 116,100.16			
24 Add: Taxable Compensation Income from Previous Employer 24 0.00			
25 Gross Taxable Compensation Income 25 116,100.16			
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 66,100.16			
29 Tax Due 29 7,915.02			
30 Amount of Taxes Withheld 30A Present Employer 30A 9,657.49			
30B Previous Employer 30B 0.00			
31 Total Amount of Taxes Withheld As adjusted 31 9,657.49			
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 Diana Rose T. Bartulin Present Employer/ Authorized Agent Signature Over Printed Name		Date Signed	
CONFORME: Kenneth James Bag-ao		Date Signed	
CTC No. Employee Signature Over Printed Name		Date of Issue	
of Employee Place 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.		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.	
58 Diana Rose T. Bartulin Present Employer/ Authorized Agent Signature Over Printed Name (Head of Accounting/ Human Resource or Authorized Representative)		59 Kenneth James Bag-ao Employee Signature Over Printed Name	