

 <div>Republika ng Pilipinas Kagawaran ng Pananalapi Kawanihan ng Rentas Internas</div>		<div>Certificate of Compensation Payment/Tax Withheld</div>		<div>BIR Form No. 2316 July 2008 (ENCS)</div>	
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) 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. 406 745 718 0000			Amount		
4 Employee's Name (Last Name, First Name, Middle Name) SANDALO, ART FIL DEJOS			A. NON-TAXABLE/EXEMPT COMPENSATION INCOME		
5 RDO Code 081			32 Basic Salary/ Statutory Minimum Wage Minimum Wage Earner (MWE) 32		
6 Registered Address 2100 UPPER PAKIGNE MINGLANILLA CEBU			33 Holiday Pay (MWE) 33		
6A Zip Code 6046			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 18,367.81		
6E Zip Code			38 De Minimis Benefits 38 26,250.00		
7 Date of Birth (MM/DD/YYYY) 06 02 1988		8 Telephone Number			
9 Exemption Status <input type="checkbox"/> Single <input type="checkbox"/> Married					
9A Is the wife claiming the additional exemption for qualified dependent children? <input type="checkbox"/> Yes <input type="checkbox"/> No					
10 Name of Qualified Dependent Children			11 Date of Birth (MM/DD/YYYY)		
12 Statutory Minimum Wage rate per day 12			39 SSS, GSIS, PHIC & Pag-ibig Contributions, & Union Dues (Employee share only) 39 10,119.30		
13 Statutory Minimum Wage rate per month 13			40 Salaries & Other Forms of Compensation 40 3,197.80		
14 <input type="checkbox"/> Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax			41 Total Non-Taxable/Exempt Compensation Income 41 57,934.91		
Part II Employer Information (Present)			B. TAXABLE COMPENSATION INCOME REGULAR		
15 Taxpayer Identification No. 423 687 498 0000			42 Basic Salary 42 210,294.40		
16 Employer's Name TATE PUBLISHING AND ENTERPRISES (PHILIPPINES),			43 Representation 43		
17 Registered Address SALINAS DRIVE LAHUG CEBU CITY			44 Transportation 44		
17A Zip Code 6000			45 Cost of Living Allowance 45		
<input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer			46 Fixed Housing Allowance 46		
Part III Employer Information (Previous)			47 Others (Specify)		
18 Taxpayer Identification No.			47A 47A 1,587.94		
19 Employer's Name			47B 47B		
20 Registered Address			SUPPLEMENTARY		
20A Zip Code			48 Commission 48		
Part IV-A Summary			49 Profit Sharing 49		
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 21 269,817.25			50 Fees Including Director's Fees 50		
22 Less: Total Non-Taxable/ Exempt (Item 41) 22 57,934.91			51 Taxable 13th Month Pay and Other Benefits 51 0.00		
23 Taxable Compensation Income from Present Employer (Item 55) 23 211,882.34			52 Hazard Pay 52		
24 Add: Taxable Compensation Income from Previous Employer 24 0.00			53 Overtime Pay 53		
25 Gross Taxable Compensation Income 25 211,882.34			54 Others (Specify)		
26 Less: Total Exemptions 26 50,000.00			54A 54A		
27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 27 0.00			54B 54B		
28 Net Taxable Compensation Income 28 161,882.34			55 Total Taxable Compensation Income 55 211,882.34		
29 Tax Due 29 27,970.59					
30 Amount of Taxes Withheld					
30A Present Employer 30A 31,096.34					
30B Previous Employer 30B 0.00					
31 Total Amount of Taxes Withheld As adjusted 31 31,096.34					
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: Art Fil Sandalo CTC No. Employee Signature Over Printed Name			Date Signed		
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.			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 Art Fil Sandalo Employee Signature Over Printed Name		