>	DLN:						
	Republika ng Pilipinas		`ertificat	ം of	Compens	ation	BIR Form No.
	Kagawaran ng Pananal Kawanihan ng Rentas		Dove		Ouriperis	alion Ja	2316
				ו /ווו	ax Withhe	2 IU	
	For Compensation Payment W in all applicable spaces. Mark						July 2008 (ENCS)
1	For the Veer		Turran A	2 For	the Period	01 01	T. (444/25) 12 31
	(YYYY) • 2016				From (MM/DD) L	01 01	To (MM/DD) 12 31
Par		nation		Part IV-	B Details of Compens	sation Income and	Tax Withheld from Present Employer
	axpayer lentification No.	659 704	0000	A. NO	I-TAXABLE/EXEMPT (COMPENSATI	Amount ON INCOME
1 E	mployee's Name (Last Name, First	Name, Middle Name)	5 RDO Code				
►	RIKIMARU, KENNETH REDEN DE	ELA CRUZ	081		ic Salary/ utory Minimum Wage	32	
R	egistered Address		6A Zip Code		num Wage Earner (MWE)		
•	SAN LORENZO RUIZ STREET, HI	IPODROMO	6000	33 Holi	day Pay (MWE)	33	
6B	Local Home Address		6C Zip Code				
▶				34 Ove	rtime Pay (MWE)	34	
6D	Foreign Address		6E Zip Code	05 Ni	Chift Differential (MAN)	. 35	
L				35 Nign	t Shift Differential (MWE	=)	
7 _	Date of Birth (MM/DD/YYYY)	8 Telephone Numb	er	36 Haz	ard Pay (MWE)	36	
L	02 28 1986			27 424h	Month Day	27	
) E	Exemption Status				Month Pay Other Benefits	37	12,840.58
	Single	Married	Aont children	20 D	Ainimia Banafita	20	
A	Is the wife claiming the additional ex	remption for qualified depend No	dent children?	so Del	Minimis Benefits	38	26,250.00
10	Name of Qualified Dependent Chile		(MM/DD/YYYY)				
					s, GSIS, PHIC & Pag-ib	•	9,170.20
					tributions, & Union Due ployee share only)	es	2,1.3.23
				(Emp	noyee share only)		
12	Statutory Minimum Wage rate per	day 13		_	ries & Other Forms of	40	8,636.30
2	Statutory Minimum wage rate per	day 12		Con	pensation		
13	Statutory Minimum Wage rate per	month 13			l Non-Taxable/Exempt	41	56,897.08
14	Minimum Wage Earner who	ose compensation is exemp	ot from	Con	pensation Income		
	withholding tax and not subject to income tax				ABLE COMPENSATIO	N INCOME	
	Taxpayer Employer Inform			REC	GULAR		
ld	lentification No. ► 423	687 498	0000	42 Bas	ic Salary	42	144,916.78
	Employer's Name TATE PUBLISHING AND	ENTEDDDISES /DUII	IDDINES)	40.5		43	
		ENTERPRISES (PHIL		43 Rep	resentation		
7 	Registered Address SALINAS DRIVE LAHUG	CERLI CITY	17A Zip Code 6000	44 Tran	sportation	44	
<u> </u>			0000				
Par	Main Employer rt III Employer Info	Secondary Employer ormation (Previous)		45 Cos	t of Living Allowance	45	
	Taxpayer	ination (i revious)		46 Fixe	d Housing Allowance	46	
_	lentification No. ► LL Employer's Name			47 Oth	ers (Specify)		
	Employer's Name			47 Out	ers (Specify)	47A	11,541.54
<u>-</u>	Registered Address		20A Zip Code	47B		47B	11,341.34
0 1	Registered Address		ZOA ZIP Code	476			
Par	rt IV-A	Summary			PPLEMENTARY nmission	48	
	Gross Compensation Income from	21	213,355.40	46 Con	11111551011	40	
	Present Employer (Item 41 plus Item 55) Less: Total Non-Taxable/	22	,	49 Prof	it Sharing	49	
	Exempt (Item 41)		56,897.08	.5 1 101	Jildining		
	Taxable Compensation Income from Present Employer (Item 55)	23	156,458.32	50 Fee	s Including Director's	50	
	Add: Taxable Compensation Income from Previous Employer	24	0.00	Fee			
25	Gross Taxable	25	156,458.32		able 13th Month Pay	51	0.00
26	Compensation Income Less: Total Exemptions	26	50,000.00		Other Benefits		
27	Less: Premium Paid on Health	27		52 Haz	ard Pav	52	
	and/or Hospital Insurance (If applicable)		0.00	52 O	rtimo Pov	5 2	
	Net Taxable Compensation Income	28	106,458.32		rtime Pay	53	
29	Tax Due	29	15,791.66	54 Othe	ers (Specify)		
				54A		54A	
30	Amount of Taxes Withheld	204	17 720 12	J-7.			
30	Amount of Taxes Withheld 30A Present Employer	30A	17,729.13	54B		54B	
		30A 30B	17,729.13 0.00	54B			
	30A Present Employer30B Previous EmployerTotal Amount of Taxes Withheld		,	54B 55 Tota	l Taxable Compensatio		156,458.32
	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of	30B 31 perjury, that this certificate has be	0.00 17,729.13 peen made in good fa	54B 55 Tota Inco	me d by us, and to the best of o	on 55	,
	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation	30B 31 perjury, that this certificate has be	0.00 17,729.13 peen made in good fa	54B 55 Tota Inco	me d by us, and to the best of output ded under authority thereof.	on 55	,
	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation 56 Diana Represent Employer/ Authorized	30B 31 perjury, that this certificate has a la Internal Revenue Code, as an ose T. Bartulin Agent Signature Over Printed N	0.00 17,729.13 been made in good fanended, and the regu	54B 55 Tota Inco aith, verifie lations issu	me d by us, and to the best of output ded under authority thereof.	on 55	,
	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation 56 Diana Represent Employer/ Authorized CONFORME: Kenneth R	30B 31 perjury, that this certificate has bal Internal Revenue Code, as an ose T. Bartulin Agent Signature Over Printed National Reden Rikimaru	0.00 17,729.13 been made in good fanended, and the regu	54B 55 Tota Inco aith, verifie lations issu	me d by us, and to the best of a led under authority thereof.	on 55	d belief, is true and correct
	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation 56 Diana Ro Present Employer/ Authorized CONFORME: Kenneth Ro	30B 31 perjury, that this certificate has a la Internal Revenue Code, as an ose T. Bartulin Agent Signature Over Printed N	0.00 17,729.13 been made in good fa nended, and the regular	55 Tota Inco aith, verifie lations issu Date Sign	me d by us, and to the best of of all and under authority thereof. ed	on 55	,
	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation Diana Represent Employer/ Authorized CONFORME: CONFORME: Kenneth Reproductive Construction of the Nation Present Employer Authorized Construction of the Nation Present Employer Authorized Construction of the Nation Present Employer Authorized States of the Nation Present Employer Employee Signature of the Nation Present Employee Signature of the Nation Present Employer Authorized Construction of the Nation Present Employer Signature of the Nation Present Employer Signature of the Nation Present Employer Authorized Construction of the Nation Present Empl	perjury, that this certificate has a al Internal Revenue Code, as an ose T. Bartulin Agent Signature Over Printed Name Place of Issue	0.00 17,729.13 been made in good fa nended, and the regular	54B 55 Tota Inco aith, verifie lations issu Date Sigr Date of Iss	me d by us, and to the best of oued under authority thereof. ed	on 55	d belief, is true and correct
31	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation Diana Represent Employer/ Authorized CONFORME: Kenneth Reproduction of Employee I declare, under the penalties of perjury,	perjury, that this certificate has all Internal Revenue Code, as an ose T. Bartulin Agent Signature Over Printed Name Place of Issue To be that the information herein states	0.00 17,729.13 Deen made in good farended, and the regularme accomplished under dare reported	54B 55 Tota Inco aith, verifie lations issu Date Sigr Date Sigr Date of Iss der subs I declare	me d by us, and to the best of oued under authority thereof. ed ed sue stituted filing under the penalties of perjute.	our knowledge ar	d belief, is true and correct
31	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation Present Employer/ Authorized CONFORME: 57 CTC No. Employee Sign of Employee I declare, under the penalties of perjury, adder BIR Form No. 1604CF which has been	perjury, that this certificate has a la Internal Revenue Code, as an ose T. Bartulin Agent Signature Over Printed Name Place of Issue To be that the information herein state an filed with the Bureau of Internal	0.00 17,729.13 Deen made in good farended, and the regularme accomplished under dare reported	54B 55 Total Inco aith, verifie lations issu Date Sigr Date Sigr Date of Iss der subse Income T from only	me d by us, and to the best of or great under authority thereof. ed ded ded ded ded ded ded ded ded de	our knowledge ar	Amount Paid Amount Paid ified under substituted filing of eived purely compensation income dar year; that taxes have been
31	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation Diana Roman Employer/ Authorized CONFORME: Kenneth Roman Employee Sign of Employee I declare, under the penalties of perjury, ider BIR Form No. 1604CF which has been serious and the serious Employee Diana Roman Employee Diana Roman Employee Sign of Employee Sig	perjury, that this certificate has bear all Internal Revenue Code, as an ose T. Bartulin Agent Signature Over Printed Name Place of Issue To be that the information herein state en filed with the Bureau of Internotes T. Bartulin	0.00 17,729.13 Deen made in good farended, and the regularme accomplished und are reported al Revenue.	54B 55 Tota Inco aith, verifie lations issue Date Sigr Date Sigr Date of Iss Ger subs I declare Income T from only correctly No. 1604	d by us, and to the best of oued under authority thereof. ed sued under authority thereof. stituted filing under the penalties of perjugax Returns(BIR Form No. 1 are myloyer in the Phythicheld by my employer (tacher).	our knowledge are up that I am qual (1700), since I received at the calendar due equals tax of the BIR shall co	Amount Paid Amount Paid fied under substituted filing of eived purely compensation income dar year; that taxes have been withheld); that the BIR Form enstitute as my income tax return;
31	30A Present Employer 30B Previous Employer Total Amount of Taxes Withheld As adjusted We declare, under the penalties of pursuant to the provisions of the Nation Diana Roman Employer/ Authorized CONFORME: Kenneth Roman Employee Sign of Employee I declare, under the penalties of perjury, ider BIR Form No. 1604CF which has been serious and the serious Employee Diana Roman Employee Diana Roman Employee Sign of Employee Sig	perjury, that this certificate has to all Internal Revenue Code, as an ose T. Bartulin Agent Signature Over Printed Name Place of Issue To be that the information herein state en filed with the Bureau of Internal Pagent Signature Over Printed Name To be that the information herein state en filed with the Bureau of Internal Pagent Signature Over Printed Name	0.00 17,729.13 Deen made in good farended, and the regularme Decomplished und are reported all Revenue.	54B 55 Total Incomplete Incomplete Sign Date Sign Date of Iss Ger subs I declare Income T from only correctly No. 16044 and that E	d by us, and to the best of oued under authority thereof. ed sued under authority thereof. stituted filing under the penalties of perjugax Returns(BIR Form No. 1 are myloyer in the Phythicheld by my employer (tacher).	our knowledge and up that I am qual (700), since I receible. For the calendar due equals tax to the BIR shall correct the same pur	Amount Paid Amount Paid ified under substituted filing of sived purely compensation income dar year; that taxes have been withheld); that the BIR Form shitute as my income tax return; pose as if BIR Form No. 1700