


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) 08 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. 330 191 259 0000		Amount	
4 Employee's Name (Last Name, First Name, Middle Name) ABAY, SHAIRA CAMILLE CABUSAS		A. NON-TAXABLE/EXEMPT COMPENSATION INCOME	
5 RDO Code 081		32 Basic Salary/ Statutory Minimum Wage Minimum Wage Earner (MWE) 32	
6 Registered Address C/O DENNIS CABUSAS, CABUSAS COMPOUND, NONOC		33 Holiday Pay (MWE) 33	
6A Zip Code 6045		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 2,976.02	
6E Zip Code		38 De Minimis Benefits 38 8,321.92	
7 Date of Birth (MM/DD/YYYY) 01 22 1996		39 SSS, GSIS, PHIC & Pag-ibig Contributions, & Union Dues (Employee share only) 39 2,411.30	
8 Telephone Number		40 Salaries & Other Forms of Compensation 40 0.00	
9 Exemption Status Single Married		41 Total Non-Taxable/Exempt Compensation Income 41 13,709.24	
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 33,300.99	
11 Date of Birth (MM/DD/YYYY)		43 Representation 43	
12 Statutory Minimum Wage rate per day 12		44 Transportation 44	
13 Statutory Minimum Wage rate per month 13		45 Cost of Living Allowance 45	
14 Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax		46 Fixed Housing Allowance 46	
Part II Employer Information (Present)		47 Others (Specify) 47A 858.90	
15 Taxpayer Identification No. 423 687 498 0000		47B	
16 Employer's Name TATE PUBLISHING AND ENTERPRISES (PHILIPPINES),		SUPPLEMENTARY	
17 Registered Address SALINAS DRIVE LAHUG CEBU CITY		48 Commission 48	
17A Zip Code 6000		49 Profit Sharing 49	
Main Employer Secondary Employer		50 Fees Including Director's Fees 50	
Part III Employer Information (Previous)		51 Taxable 13th Month Pay and Other Benefits 51 0.00	
18 Taxpayer Identification No.		52 Hazard Pay 52	
19 Employer's Name		53 Overtime Pay 53	
20 Registered Address		54 Others (Specify) 54A 54B	
20A Zip Code		55 Total Taxable Compensation Income 55 34,159.89	
Part IV-A Summary			
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 21 47,869.13			
22 Less: Total Non-Taxable/Exempt (Item 41) 22 13,709.24			
23 Taxable Compensation Income from Present Employer (Item 55) 23 34,159.89			
24 Add: Taxable Compensation Income from Previous Employer 24 0.00			
25 Gross Taxable Compensation Income 25 34,159.89			
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 0.00			
29 Tax Due 29 0.00			
30 Amount of Taxes Withheld 30A Present Employer 30A 2,414.14			
30B Previous Employer 30B 0.00			
31 Total Amount of Taxes Withheld As adjusted 31 2,414.14			
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: 57 Shaira Camille Abay Employee Signature Over Printed Name		Date Signed	
CTC No. of Employee Place of Issue		Date of Issue	
To be accomplished under substituted filing		Amount Paid	
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 Shaira Camille Abay Employee Signature Over Printed Name	