

 <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. 312 234 102 0000			Amount		
4 Employee's Name (Last Name, First Name, Middle Name) RUBIO, VIC RESTO AVES			A. NON-TAXABLE/EXEMPT COMPENSATION INCOME		
5 RDO Code 081			32 Basic Salary/ Statutory Minimum Wage Minimum Wage Earner (MWE) 32		
6 Registered Address CFI			33 Holiday Pay (MWE) 33		
6A Zip Code 0			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 20,472.60		
6E Zip Code			38 De Minimis Benefits 38 26,250.00		
7 Date of Birth (MM/DD/YYYY) 04 14 1992		8 Telephone Number			
9 Exemption Status Single Married					
9A Is the wife claiming the additional exemption for qualified dependent children? Yes 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 10,431.80		
13 Statutory Minimum Wage rate per month 13			40 Salaries & Other Forms of Compensation 40 15,643.84		
14 Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax			41 Total Non-Taxable/Exempt Compensation Income 41 72,798.24		
Part II Employer Information (Present)			B. TAXABLE COMPENSATION INCOME REGULAR		
15 Taxpayer Identification No. 423 687 498 0000			42 Basic Salary 42 235,239.43		
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		
Main Employer Secondary Employer			46 Fixed Housing Allowance 46		
Part III Employer Information (Previous)			47 Others (Specify) 47A 16,864.09		
18 Taxpayer Identification No.			47B		
19 Employer's Name			SUPPLEMENTARY		
20 Registered Address			48 Commission 48		
20A Zip Code			49 Profit Sharing 49		
Part IV-A Summary			50 Fees Including Director's Fees 50		
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 324,901.76			51 Taxable 13th Month Pay and Other Benefits 51 0.00		
22 Less: Total Non-Taxable/ Exempt (Item 41) 72,798.24			52 Hazard Pay 52		
23 Taxable Compensation Income from Present Employer (Item 55) 252,103.52			53 Overtime Pay 53		
24 Add: Taxable Compensation Income from Previous Employer 0.00			54 Others (Specify) 54A 54B		
25 Gross Taxable Compensation Income 252,103.52			55 Total Taxable Compensation Income 55 252,103.52		
26 Less: Total Exemptions 50,000.00					
27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 0.00					
28 Net Taxable Compensation Income 202,103.52					
29 Tax Due 38,025.88					
30 Amount of Taxes Withheld 30A Present Employer 41,298.76					
30B Previous Employer 0.00					
31 Total Amount of Taxes Withheld As adjusted 41,298.76					
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: Vic Resto Rubio			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 Vic Resto Rubio Employee Signature Over Printed Name		