

 <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) 10 03 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. 919 897 483 0000			Amount		
4 Employee's Name (Last Name, First Name, Middle Name) CAARE, JOSIAH BACARRO			A. NON-TAXABLE/EXEMPT COMPENSATION INCOME		
5 RDO Code 081					
6 Registered Address 749 CORTES COMPOUND, ML QUEZON ST., PRK. CARDAVA, CEBU CITY, CEBU			32 Basic Salary/ Statutory Minimum Wage Minimum Wage Earner (MWE) 32		
6A Zip Code 6000			33 Holiday Pay (MWE) 33		
6B Local Home Address			34 Overtime Pay (MWE) 34		
6C Zip Code			35 Night Shift Differential (MWE) 35		
6D Foreign Address			36 Hazard Pay (MWE) 36		
6E Zip Code			37 13th Month Pay and Other Benefits 37 5,108.45		
7 Date of Birth (MM/DD/YYYY) 12 21 1978			38 De Minimis Benefits 38 3,157.53		
8 Telephone Number			39 SSS, GSIS, PHIC & Pag-ibig Contributions, & Union Dues (Employee share only) 39 1,800.10		
9 Exemption Status Single Married			40 Salaries & Other Forms of Compensation 40 0.00		
9A Is the wife claiming the additional exemption for qualified dependent children? Yes No			41 Total Non-Taxable/Exempt Compensation Income 41 10,066.08		
10 Name of Qualified Dependent Children			B. TAXABLE COMPENSATION INCOME REGULAR		
11 Date of Birth (MM/DD/YYYY)			42 Basic Salary 42 59,501.30		
			43 Representation 43		
			44 Transportation 44		
			45 Cost of Living Allowance 45		
			46 Fixed Housing Allowance 46		
			47 Others (Specify) 47A 1,068.49		
			47B		
12 Statutory Minimum Wage rate per day 12			SUPPLEMENTARY		
13 Statutory Minimum Wage rate per month 13			48 Commission 48		
14 Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax			49 Profit Sharing 49		
Part II Employer Information (Present)			50 Fees Including Director's Fees 50		
15 Taxpayer Identification No. 423 687 498 0000			51 Taxable 13th Month Pay and Other Benefits 51 0.00		
16 Employer's Name TATE PUBLISHING AND ENTERPRISES (PHILIPPINES),			52 Hazard Pay 52		
17 Registered Address SALINAS DRIVE LAHUG CEBU CITY			53 Overtime Pay 53		
17A Zip Code 6000			54 Others (Specify) 54A		
Main Employer Secondary Employer			54B		
Part III Employer Information (Previous)			55 Total Taxable Compensation Income 55 60,569.79		
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 70,635.87					
22 Less: Total Non-Taxable/Exempt (Item 41) 22 10,066.08					
23 Taxable Compensation Income from Present Employer (Item 55) 23 60,569.79					
24 Add: Taxable Compensation Income from Previous Employer 24 0.00					
25 Gross Taxable Compensation Income 25 60,569.79					
26 Less: Total Exemptions 26 75,000.00					
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 12,258.52					
30B Previous Employer 30B 0.00					
31 Total Amount of Taxes Withheld As adjusted 31 12,258.52					
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: Josiah Caare Employee Signature Over Printed Name Date Signed					
CTC No. 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 Josiah Caare Employee Signature Over Printed Name		