Republika ng Pilipinas Kagawaran ng Pananalapi	ortificat	o of C	Compens ox Withh	sation		
	enincai	$ \cdot$ \cdot	x Withh		BIR Form No.	
Kawanihan ng Rentas Internas	Payme	nt/Ta		ماط	' 2316	
For Compensation Payment With or Without Tax Withhe		5111/16		GIU	July 2008 (ENCS)	
Fill in all applicable spaces. Mark all appropriate boxes wi					ou.y 2000 (2.100)	
For the Year (YYYY) 2016		2 For the ► Fro		01 01	To (MM/DD) 12	31
Part I Employee Information		Part IV-B		nsation Incom	ne and Tax Withheld from Present Emp	loyer
3 Taxpayer 260 144 775	0000	A NON T	AVABLE/EVENDT	COMPEN	Amount	
Identification No. • 409 144 779 4 Employee's Name (Last Name, First Name, Middle Name)	5 RDO Code	A. NON-1	AXABLE/EXEMPT	COMPENS	SATION INCOME	
CABRERA, ANNA RICA PAQUIDING	081	32 Basic S	Salary/ ry Minimum Wage	32		
Registered Address	6A Zip Code		n Wage Earner (MWE	_		
630-E TRES DE ABRIL ST.	6000	33 Holiday	Pay (MWE)	33		
SB Local Home Address	6C Zip Code	34 Overtim	ne Pay (MWE)	34		
•		O4 Overtim	ic ray (WWL)			
SD Foreign Address	6E Zip Code	35 Night SI	hift Differential (MW	_{/E)} 35		
7 Date of Birth (MM/DD/YYYY) 8 Telephone Number		26 Hozord	Doy (MANA/E)	36		
7 Date of Birth (MM/DD/YYYY) 8 Telephone Number 08 16 1987	31	36 Hazard	Pay (MWE)	36		
Exemption Status		37 13th Mo and Oth	onth Pay ner Benefits	37	15,98	4.76
Single Married	ont children			20		
BA Is the wife claiming the additional exemption for qualified depend Yes No	ent children?	36 De Iviin	imis Benefits	38	26,25	0.00
10 Name of Qualified Dependent Children 11 Date of Birth (MM/DD/YYYY)	20 555 5	SIS DUIC & D.	hia 30		
	+		SSIS, PHIC & Pag-i outions, & Union Du	•	9,74	4.30
			ee share only)			
		40 Salarie	s & Other Forms of	f 40	1 50	0.00
2 Statutory Minimum Wage rate per day 12			ensation		1,30	0.00
3 Statutory Minimum Wage rate per month 13			on-Taxable/Exemp	t 41	53,47	9.06
Minimum Wage Earner whose compensation is exempt	t from	Compe	ensation Income		30,41	3.00
·			LE COMPENSATI	ON INCOM	IE	
15 Taxpayer 423 687 408	0000	REGUL				
Identification No. • 423, 067 498	Jooob	42 Basic S	Salary	42	182,07	2.80
TATE PUBLISHING AND ENTERPRISES (PHIL	IPPINES),	43 Represe	entation	43		
	17A Zip Code			44		
SALINAS DRIVE LAHUG CEBU CITY	6000	44 Transpo	ortation			
Main Employer Secondary Employer		45 Cost of	Living Allowance	45		
Part III Employer Information (Previous) 18 Taxpayer		46 Fixed H	lousing Allowance	46		
Identification No.		47 Others	(Specify)	L		
2 Employer 3 Name		47A	(орсону)	47A	42.20	
▶ 20 Registered Address	20A Zip Code	47B			13.29	9.44
				47B	13,29	9.44
		SLIDDI	EMENTARY		13,29	9.44
		SUPPL 48 Commi	EMENTARY ssion		13,29	9.44
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55)	248,851.30	48 Commi	ssion	478	13,29	9.44
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55)	248,851.30 53,479.06		ssion	478	13,29	9.44
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41)	53,479.06	48 Commi	ission	47E 48 49	13,29	9.44
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation 25 Taxable Compensation 26 Taxable Compensation 27 Taxable Compensation 28 Taxable Compensation 29 Taxable Compensation 20 Taxable Compensation	53,479.06	48 Commi	ssion	47E 48 49	13,29	9.44
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer 25 Gross Taxable 26 Taxable 27 Income from Previous Employer 28 Gross Taxable 29 Income from Previous Employer 29 Income from Previous Employer 20 Income from Previous Employer 20 Income from Previous Employer 21 Income from Employer 22 Income from Employer 23 Income from Employer 24 Income from Employer 25 Income from Employer 26 Income from Employer 27 Income from Employer 28 Income from Employer 29 Income from Employer 20 Income from Employer 20 Income from Employer 21 Income from Employer 22 Income from Employer 23 Income from Employer 24 Income from Employer 25 Income from Employer 26 Income from Employer 27 Income from Employer 28 Income from Employer 29 Income from Employer 20 Income from Employer 20 Income from Employer 20 Income from Employer 21 Income from Employer 22 Income from Employer 23 Income from Employer 24 Income from Employer 25 Income from Employer 26 Income from Employer 27 Income from Employer 28 Income from Employer 29 Income from Employer 20 Income from Employer 20 Income from Employer 20 Income from Employer 21 Income from Employer 22 Income from Employer 23 Income from Employer 24 Income from Employer 25 Income from Employer 26 Income from Employer 27 Income from Employer 28 Income from Employer 29 Income from Employer 20 Income from Employer 20 Income from Employer 20 Income from Employer 21 Income from Employer 22 Income from Employer 23 Income from Employer 24 Income from Employer 25 Income from Employer 26 Income from Employer 27 Income from Employer 28 Income from Employer 29 Income from Employer 20 Income from Employer 20 Income from Employer 20 Income from Employer 20 Income from Employer 25 Income from Employer 26 Income from Employer 27 Income from Employer 28 Income from Employer 29 Income from Employer 20 Income from Employer 20 Income f	53,479.06 195,372.24	49 Profit S50 Fees In Fees51 Taxable	sharing ncluding Director's	47E 48 49		0.00
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer 25 Gross Taxable Compensation Income 26 Compensation Income	53,479.06 195,372.24 0.00 195,372.24	49 Profit S50 Fees In Fees51 Taxable and Oth	sharing ncluding Director's e 13th Month Pay ner Benefits	47E 48 49 50 51		
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer Gross Taxable Compensation Income Less: Total Exemptions 26 Less: Premium Paid on Health 27 Less: Premium Paid on Health	53,479.06 195,372.24 0.00 195,372.24	49 Profit S50 Fees In Fees51 Taxable	sharing ncluding Director's e 13th Month Pay ner Benefits	47B 48 49 50		
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer 25 Gross Taxable Compensation Income Less: Total Exemptions 26 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 28 Net Taxable 29 Less: Premium Paid on Health 20 Less: Premium Paid on Health 21 Less: Premium Paid on Health 22 Less: Premium Paid on Health 23 Less: Premium Paid on Health 24 Less: Premium Paid on Health 25 Less: Premium Paid on Health 26 Less: Premium Paid on Health 27 Less: Premium Paid on Health 27 Less: Premium Paid on Health 28 Less: Premium Paid on Health 29 Less: Premium Paid on Health 20 Less: Premi	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00	49 Profit S50 Fees In Fees51 Taxable and Oth	sharing ncluding Director's 13th Month Pay ner Benefits	47E 48 49 50 51		
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer 25 Gross Taxable Compensation Income Less: Total Exemptions 26 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 28 Net Taxable Compensation Income	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24	 49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 	sharing Including Director's I	47B 48 49 50 51 52		
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer Gross Taxable Compensation Income 25 Gross Taxable Compensation Income 26 Less: Total Exemptions 27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 28 Net Taxable Compensation Income 29 Tax Due 20 Amount of Taxes Withheld	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06	 49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtime 	sharing Including Director's I	47B 48 49 50 51 52		
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer (Item 55) 25 Gross Taxable Compensation Income Less: Total Exemptions 26 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 28 Net Taxable Compensation Income 29 Tax Due 20 Less: Premium Paid on Health 27 28 28 28 29 29	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81	 49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtim 54 Others 	sharing Including Director's I	47E 48 49 50 51 52 53		
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer (Item 55) 25 Gross Taxable Compensation Income Less: Total Exemptions 26 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 28 Net Taxable Compensation Income 29 Tax Due 29 30 Amount of Taxes Withheld 30A Present Employer 30B	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00	 49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtime 54 Others 54A 	sharing charing charin	47B 48 49 50 51 52 53 54A 54B		0.00
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer 25 Gross Taxable Compensation Income Ecompensation Income Less: Total Exemptions 26 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 28 Net Taxable Compensation Income 29 Tax Due 29 30 Amount of Taxes Withheld 30A Present Employer 30A	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81	 49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtime 54 Others 54A 	sharing charing charin	47B 48 49 50 51 52 53 54A 54B		0.00
21 Gross Compensation Income from Present Employer (Item 41 plus Item 55) 22 Less: Total Non-Taxable/ Exempt (Item 41) 23 Taxable Compensation Income from Present Employer (Item 55) 24 Add: Taxable Compensation Income from Previous Employer 25 Gross Taxable Compensation Income Ecompensation Income Ecompensation Income Ecompensation Income 26 Less: Total Exemptions 27 Less: Premium Paid on Health and/or Hospital Insurance (If applicable) 28 Net Taxable Compensation Income 29 Tax Due 29 30 Amount of Taxes Withheld 30A Present Employer 30B 31 Total Amount of Taxes Withheld As adjusted We declare, under the penalties of perjury, that this certificate has be	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00 26,968.81	49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtim 54 Others 54A 54B 55 Total Talncome	sharing charing charin	47B 48 49 50 51 52 53 54A 54B ion 55	195,37	0.00
Present Employer (Item 41 plus Item 55) Less: Total Non-Taxable/ Exempt (Item 41) Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income from Previous Employer Gross Taxable Compensation Income Income from Previous Employer Fars Total Exemptions Reference Compensation Income Form Previous Employer Service Compensation Income Form Previous Employer Form Previous Employer Form Previous Employer Form Present Employer Form Previous Employer Form Present Employer Form Previous Employer Form Present Employer Form Previous Employer Form Previous Employer Form Present Employer Form Present Employer Form Previous Employer Form Present Employer Form Present Employer Form Previous Employer Form Present Employer Form Previous Employer Form	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00 26,968.81 een made in good faended, and the regularity	49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtim 54 Others 54A 54B 55 Total Talncome	sharing charing charin	47B 48 49 50 51 52 53 54A 54B ion 55	195,37	0.00
Present Employer (Item 41 plus Item 55) Less: Total Non-Taxable/ Exempt (Item 41) Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income Income from Previous Employer Gross Taxable Compensation Income Less: Total Exemptions Less: Premium Paid on Health and/or Hospital Insurance (If applicable) Net Taxable Compensation Income Tax Due Amount of Taxes Withheld As adjusted We declare, under the penalties of perjury, that this certificate has be pursuant to the provisions of the National Internal Revenue Code, as am Fresent Employer Authorized Agent Signature Over Printed National Present Employer Anno Piece Coherons Anno Piece Coherons	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00 26,968.81 een made in good faended, and the regularity	49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtim 54 Others 54A 54B 55 Total Talncome aith, verified by lations issued Date Signed	sharing charing charin	47B 48 49 50 51 52 53 54A 54B ion 55	195,37	0.00
Present Employer (Item 41 plus Item 55) Less: Total Non-Taxable/ Exempt (Item 41) Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income Income from Previous Employer Gross Taxable Compensation Income End Income from Previous Employer From Present Employer End Insurance (If applicable) Add: Taxable Compensation Income End Income	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00 26,968.81 een made in good faended, and the regularme	49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtim 54 Others 54A 54B 55 Total Taxable aith, verified by alations issued Date Signed	sharing charing charin	47B 48 49 50 51 52 53 54A 54B ion 55	195,37	0.00
Present Employer (Item 41 plus Item 55) Less: Total Non-Taxable/ Exempt (Item 41) Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income Income from Previous Employer (Item 55) For Saxable Compensation Income Income from Previous Employer (Item 55) Less: Total Exemptions 26 For Saxable Compensation Income Less: Total Exemptions 26 Author Hospital Insurance (If applicable) 28 Compensation Income 29 Amount of Taxes Withheld 30A Present Employer 30A Total Amount of Taxes Withheld 31 As adjusted 31 Total Amount of Taxes Withheld 31 As adjusted 31 We declare, under the penalties of perjury, that this certificate has be pursuant to the provisions of the National Internal Revenue Code, as am 56 Diana Rose T. Bartulin Present Employer Authorized Agent Signature Over Printed Name of Employee Signature Over Printed Name Place of Issue	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00 26,968.81 een made in good faended, and the regular	49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtim 54 Others 54A 54B 55 Total Taxable income aith, verified by alations issued Date Signed Date Signed Date of Issue	sharing charing charin	47B 48 49 50 51 52 53 54A 54B ion 55	195,37 ge and belief, is true and correct	0.00
Present Employer (Item 41 plus Item 55) Less: Total Non-Taxable/ Exempt (Item 41) Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income Income from Present Employer (Item 55) Add: Taxable Compensation Income Income from Previous Employer Gross Taxable Compensation Income Less: Total Exemptions Less: Premium Paid on Health and/or Hospital Insurance (If applicable) Net Taxable Compensation Income	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00 26,968.81 een made in good faended, and the regularies are reported	49 Profit S 50 Fees In Fees 51 Taxable and Oth 52 Hazard 53 Overtim 54 Others 54A 54B 55 Total Talncome aith, verified by alations issued Date Signed Date of Issue order substitut I declare, und	sharing charing charin	47E 48 49 50 51 52 53 54A 54B ion 55 f our knowled of	195,37 ge and belief, is true and correct Amount Paid qualified under substituted filing of	0.00
Present Employer (Item 41 plus Item 55) Less: Total Non-Taxable/ Exempt (Item 41) Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income Income from Previous Employer (Item 55) Gross Taxable Compensation Income Gross Taxable Compensation Income Less: Total Exemptions Compensation Income Less: Premium Paid on Health and/or Hospital Insurance (If applicable) Net Taxable Compensation Income Tax Due Amount of Taxes Withheld Total Amount of Taxes Withheld To	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00 26,968.81 een made in good faended, and the regularies are reported	48 Comminate Appendix Services	sharing charing charin	47E 48 49 50 51 52 53 54A 54B ion 55 f our knowled of f.	195,37 ge and belief, is true and correct Amount Paid qualified under substituted filing of I received purely compensation incocalendar year; that taxes have beer	0.00 2.24
Present Employer (Item 41 plus Item 55) Less: Total Non-Taxable/ Exempt (Item 41) Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income from Present Employer (Item 55) Add: Taxable Compensation Income Income from Previous Employer Gross Taxable Compensation Income Less: Total Exemptions Less: Premium Paid on Health and/or Hospital Insurance (If applicable) Net Taxable Compensation Income Tax Due Present Employer Tax Due Present Employer Tax Due Present Employer Taxable Total Amount of Taxes Withheld Taxa As adjusted We declare, under the penalties of perjury, that this certificate has be pursuant to the provisions of the National Internal Revenue Code, as am Present Employer/ Authorized Agent Signature Over Printed National Internal Revenue Code, as Employee Place of Issue To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated To be a I declare, under the penalties of perjury, that the information herein stated Total Present Employee Place of Issue Place of Issu	53,479.06 195,372.24 0.00 195,372.24 50,000.00 0.00 145,372.24 23,843.06 26,968.81 0.00 26,968.81 een made in good faended, and the regular median good faended, and the regular media are reported in Revenue.	48 Comminate Annual Ann	charing charin	47B 48 49 50 51 52 53 54A 54B ion 55 f our knowled off. 1700), since Phils. for the tax due equals to the BIR si	195,37 ge and belief, is true and correct Amount Paid qualified under substituted filing of I received purely compensation inco	0.00 2.24

ad been filed pursuant to the provisions of RR No. 3-2002, as amended.

59

Cabrera