



BIR Form No.
2316

**Certificate of Compensation
Payment/Tax Withheld**



September 2021 (ENCS)

For Compensation Payment With or Without Tax Withheld

2316 09/21 ENCS

Fill in all applicable spaces. Mark all appropriate boxes with an "X"

<p>1 For the Year (YYYY) 2023</p> <p>Part I - Employee Information</p> <p>3 TIN 913 920 636 0000</p> <p>4 Employee's Name (Last Name, First Name, Middle Name) GOHOL, FRANCISBEL 5 RDO Code 132</p> <p>6 Registered Address 6A Zip Code</p> <p>6B Local Home Address 6C Zip Code</p> <p>6D Foreign Address 6E Zip Code</p> <p>7 Date of Birth (MM/DD/YYYY) 8 Telephone Number</p> <p>9 Statutory Minimum Wage rate per day 0.00</p> <p>10 Statutory Minimum Wage rate per month 0.00</p> <p>11 <input type="checkbox"/> Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax</p> <p>Part II - Employer Information (Present)</p> <p>12 Taxpayer 287 629 032 0000</p> <p>13 Employer's Name METRO ACE INNOVPLAS CORP.</p> <p>14 Registered Address GFC COMPOUND R CASTILLO STREET DAVAO CITY 14A Zip Code 8000</p> <p>15 Type of Employer <input type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer</p> <p>Part III - Employer Information (Previous)</p> <p>16 TIN</p> <p>17 Employer's Name</p> <p>18 Registered Address 18A Zip Code</p> <p>Part IVA - Summary</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td>19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)</td><td style="text-align: right;">377,680.95</td></tr> <tr><td>20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)</td><td style="text-align: right;">51,112.27</td></tr> <tr><td>21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)</td><td style="text-align: right;">326,568.68</td></tr> <tr><td>22 Add: Taxable Compensation Income from Previous Employer, if applicable</td><td style="text-align: right;">0.00</td></tr> <tr><td>23 Gross Taxable Compensation Income (Sum of Items 21 and 22)</td><td style="text-align: right;">326,568.68</td></tr> <tr><td>24 Tax Due</td><td style="text-align: right;">11,485.30</td></tr> <tr><td>25 Amount of Taxes Withheld</td><td></td></tr> <tr><td>25A Present Employer</td><td style="text-align: right;">11,485.30</td></tr> <tr><td>25B Previous Employer</td><td style="text-align: right;">0.00</td></tr> <tr><td>26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)</td><td style="text-align: right;">11,485.30</td></tr> <tr><td>27 5% Tax Credit (PERA Act of 2008)</td><td style="text-align: right;">0.00</td></tr> <tr><td>28 Total Taxes Withheld (sum of items 26 and 27)</td><td style="text-align: right;">11,485.30</td></tr> </table>	19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)	377,680.95	20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	51,112.27	21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	326,568.68	22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00	23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	326,568.68	24 Tax Due	11,485.30	25 Amount of Taxes Withheld		25A Present Employer	11,485.30	25B Previous Employer	0.00	26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	11,485.30	27 5% Tax Credit (PERA Act of 2008)	0.00	28 Total Taxes Withheld (sum of items 26 and 27)	11,485.30	<p>2 For the Period From (MM/DD) 01 01 To (MM/DD) 12 31</p> <p>Part IV-B Details of Compensation Income and Tax Withheld from Present Employer</p> <p>A. 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TAXABLE COMPENSATION INCOME REGULAR</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tbody> <tr><td>39 Basic Salary</td><td style="text-align: right;">326,568.68</td></tr> <tr><td>40 Representation</td><td></td></tr> <tr><td>41 Transportation</td><td></td></tr> <tr><td>42 Cost of Living Allowance (COLA)</td><td></td></tr> <tr><td>43 Fixed Housing Allowance</td><td></td></tr> <tr><td>44 Others (Specify)</td><td></td></tr> <tr><td>44A</td><td style="text-align: right;">0.00</td></tr> <tr><td>44B</td><td></td></tr> </tbody> </table> <p>SUPPLEMENTARY</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tbody> <tr><td>45 Commission</td><td></td></tr> <tr><td>46 Profit Sharing</td><td></td></tr> <tr><td>47 Fees Including Director's Fees</td><td></td></tr> <tr><td>48 Taxable 13th Month Pay Benefits</td><td style="text-align: right;">0.00</td></tr> <tr><td>49 Hazard Pay</td><td></td></tr> <tr><td>50 Overtime Pay</td><td></td></tr> <tr><td>51 Others (Specify)</td><td></td></tr> <tr><td>51A</td><td></td></tr> <tr><td>51B</td><td></td></tr> <tr><td>52 Total Taxable Compensation Income (Sum of Items 39 to 51B)</td><td style="text-align: right;">326,568.68</td></tr> </tbody> </table>		Amount	29 Basic Salary (including the exempt P250,000 & be or the Statutory Minimum Wage of the MWE)	0.00	30 Holiday Pay (MWE)	0.00	31 Overtime Pay (MWE)	0.00	32 Night Shift Differential (MWE)	0.00	33 Hazard Pay (MWE)	0.00	34 13th Month Pay and Other Benefits (maximum of P90,000)	26,737.27	35 De Minimis Benefits	1,500.00	36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	22,875.00	37 Salaries and Other Forms of Compensation	0.00	38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	51,112.27	39 Basic Salary	326,568.68	40 Representation		41 Transportation		42 Cost of Living Allowance (COLA)		43 Fixed Housing Allowance		44 Others (Specify)		44A	0.00	44B		45 Commission		46 Profit Sharing		47 Fees Including Director's Fees		48 Taxable 13th Month Pay Benefits	0.00	49 Hazard Pay		50 Overtime Pay		51 Others (Specify)		51A		51B		52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	326,568.68
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I/We declare, under the penalties of perjury, that this certificate has been made in good faith, verified by us, and to the best of my/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. Further, I/we give my/our consent to the processing of my/our information as contemplated under the "Data Privacy Act of 2012" (R.A. No. 10173) for legitimate and lawful purposes.

<p>51 <u>KAROLYN K. PANG</u> Present Employer/ Authorized Agent Signature Over Printed Name</p> <p>CONFORME:</p> <p>52 <u>FRANCISBEL GOHOL</u> Employee Signature Over Printed Name</p> <p>CTC/Valid ID No. of Employee <input type="text"/> Place of Issue <input type="text"/></p>	<p>Date Signed <input type="text"/></p> <p>Date Signed <input type="text"/></p> <p>Date of Issue <input type="text"/></p> <p style="text-align: right;">Amount Paid, if CTC <input type="text"/></p>
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To be accomplished under substituted filing

I declare, under the penalties of perjury, that the information herein stated are reported under BIR Form No. 1604C 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 Philippines for the calendar year; that taxes have been correctly withheld by my employer (tax due equals tax withheld); that the BIR Form No. 1604-C 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 has been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.

53 KAROLYN K. PANG
Present Employer/ Authorized Agent Signature Over Printed Name
(Head of Accounting/ Human Resource or Authorized Representative)

54 FRANCISBEL GOHOL
Employee Signature Over Printed Name



BIR Form No.
2316

**Certificate of Compensation
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For Compensation Payment With or Without Tax Withheld

September 2021 (ENCS)

Fill in all applicable spaces. Mark all appropriate boxes with an "X"

1 For the Year (YYYY) **2023**

Part I - Employee Information

3 TIN **166 671 640 0000**

4 Employee's Name (Last Name, First Name, Middle Name) **GOHOL, LIZA** 5 RDO Code **132**

6 Registered Address 6A Zip Code

6B Local Home Address 6C Zip Code

6D Foreign Address 6E Zip Code

7 Date of Birth (MM/DD/YYYY) 8 Telephone Number

9 Statutory Minimum Wage rate per day **0.00**

10 Statutory Minimum Wage rate per month **0.00**

11 Minimum Wage Earner whose compensation is exempt from withholding tax and not subject to income tax

2 For the Period From (MM/DD) **01 01** To (MM/DD) **12 31**

Part IV-B Details of Compensation Income and Tax Withheld from Present Employer

A. NON-TAXABLE/EXEMPT COMPENSATION INCOME

	Amount
29 Basic Salary (including the exempt P250,000 & be or the Statutory Minimum Wage of the MWE)	0.00
30 Holiday Pay (MWE)	0.00
31 Overtime Pay (MWE)	0.00
32 Night Shift Differential (MWE)	0.00
33 Hazard Pay (MWE)	0.00
34 13th Month Pay and Other Benefits (maximum of P90,000)	24,297.75
35 De Minimis Benefits	1,500.00
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	21,255.00
37 Salaries and Other Forms of Compensation	0.00
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37)	47,052.75

Part II - Employer Information (Present)

12 Taxpayer **287 629 032 0000**

13 Employer's Name **METRO ACE INNOVPLAS CORP.**

14 Registered Address **GFC COMPOUND R CASTILLO STREET DAVAO CITY** 14A Zip Code **8000**

15 Type of Employer Main Employer Secondary Employer

B. TAXABLE COMPENSATION INCOME REGULAR

39 Basic Salary	294,234.11
40 Representation	
41 Transportation	
42 Cost of Living Allowance (COLA)	
43 Fixed Housing Allowance	
44 Others (Specify)	
44A	0.00
44B	

Part III - Employer Information (Previous)

16 TIN

17 Employer's Name

18 Registered Address 18A Zip Code

Part IVA - Summary

19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52)	341,286.86
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	47,052.75
21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	294,234.11
22 Add: Taxable Compensation Income from Previous Employer, if applicable	0.00
23 Gross Taxable Compensation Income (Sum of Items 21 and 22)	294,234.11
24 Tax Due	6,635.12
25 Amount of Taxes Withheld	
25A Present Employer	6,635.12
25B Previous Employer	0.00
26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B)	6,635.12
27 5% Tax Credit (PERA Act of 2008)	0.00
28 Total Taxes Withheld (sum of items 26 and 27)	6,635.12

SUPPLEMENTARY

45 Commission	
46 Profit Sharing	
47 Fees Including Director's Fees	
48 Taxable 13th Month Pay Benefits	0.00
49 Hazard Pay	
50 Overtime Pay	
51 Others (Specify)	
51A	
51B	
52 Total Taxable Compensation Income (Sum of Items 39 to 51B)	294,234.11

I/We declare, under the penalties of perjury, that this certificate has been made in good faith, verified by us, and to the best of my/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. Further, I/we give my/our consent to the processing of my/our information as contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for legitimate and lawful purposes.

51 **KAROLYN K. PANG**
Present Employer/ Authorized Agent Signature Over Printed Name

CONFORME:

52 **LIZA GOHOL**
Employee Signature Over Printed Name

CTC/Valid ID No. of Employee _____ Place of Issue _____

Date Signed _____

Date Signed _____

Date of Issue _____

Amount Paid, if CTC _____

To be accomplished under substituted filing

I declare, under the penalties of perjury, that the information herein stated are reported under BIR Form No. 1604C 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 Philippines for the calendar year; that taxes have been correctly withheld by my employer (tax due equals tax withheld); that the BIR Form No. 1604-C 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 has been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended.

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54 **LIZA GOHOL**
Employee Signature Over Printed Name