For BIR | BCS/

Republic of the Philippines
Department of Finance
Bureau of Internal Revenue

BIR Form No. **2316**
September 2021 (ENCS)

Certificate of Compensation Payment/Tax Withheld

For Compensation Payment With or Without Tax Withheld

2316 09/21 ENCS

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

1 For the Year (YYYY): 2025

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

Part I - Employee Information

3 TIN: 249 297 077 0000

4 Employee's Name (Last Name, First Name, Middle Name): PELLERIN, LENI ROSE DANO

5 RDO Code: 080

6 Registered Address: IBO PAROLA MCIAA LAPU-LAPU CITY 6015

6A Zip Code:

6B Local Home Address:

6C Zip Code:

6D Foreign Address:

6E Zip Code:

7 Date of Birth (MM/DD/YYYY): 12 05 1988

8 Telephone Number:

9 Statutory Minimum Wage rate per day: 540.00

10 Statutory Minimum Wage rate per month: 14,085.00

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

Part II - Employer Information (Present)

12 Taxpayer: 428 460 375 0000

13 Employer's Name: MACTAN WIRE HARNESS CORPORATION

14 Registered Address: 4TH ST BLOCK C4 2ND AVE MEZ 1 IBO LAPU-LAPU

14A Zip Code: 6015

15 Type of Employer: [ ] Main Employer [ ] Secondary Employer

Part III - Employer Information (Previous)

16 TIN:

17 Employer's Name:

18 Registered Address:

18A Zip Code:

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

		Amount
A. NON-TAXABLE/EXEMPT COMPENSATION INCOME		
29	Basic Salary (including the exempt P250,000 & b or the Statutory Minimum Wage of the MWE	119,134.33
30	Holiday Pay (MWE)	6,090.00
31	Overtime Pay (MWE)	7,663.76
32	Night Shift Differential (MWE)	0.00
33	Hazard Pay (MWE)	0.00
34	13th Month Pay and Other Benefits *(maximum of P90,000)*	10,999.69
35	De Minimis Benefits	10,853.36
36	SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only)	14,061.95
37	Salaries and Other Forms of Compensation	0.00
38	Total Non-Taxable/Exempt Compensation Income *(Sum of Items 29 to 37)*	168,803.09
B. TAXABLE COMPENSATION INCOME REGULAR		
39	Basic Salary	0.00
40	Representation	
41	Transportation	
42	Cost of Living Allowance (COLA)	
43	Fixed Housing Allowance	
44	Others *(Specify)* 44A	0.00
	44B	
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)*	0.00

Part IVA - Summary

19	Gross Compensation Income from Present Employer *(Sum of Items 38 and 52)*	168,803.09
20	Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38)	168,803.09
21	Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 52)	0.00
22	Add: Taxable Compensation Income from Previous Employer, if applicable	0.00
23	Gross Taxable Compensation Income *(Sum of Items 21 and 22)*	0.00
24	Tax Due	0.00
25	Amount of Taxes Withheld 25A Present Employer	0.00
	25B Previous Employer	0.00
26	Total Amount of Taxes Withheld as adjusted *(Sum of Items 25A and 25B)*	0.00
27	5% Tax Credit (PERA Act of 2008)	0.00
28	Total Taxes Withheld (sum of Items 26 and 27)	0.00

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 CHIE MATSUDA
Present Employer/ Authorized Agent Signature Over Printed Name

Date Signed: 01 24 2026

CONFORME:

52 LENI ROSE DANO PELLERIN
Employee Signature Over Printed Name

Date Signed:

CTC/Valid ID No. of Employee: 07791633

Place of Issue: LLC

Date of Issue: 01 15 2026

Amount Paid, if CTC: 173.00

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.

53 CHIE MATSUDA
Present Employer/ Authorized Agent Signature Over Printed Name
(Head of Accounting/ Human Resource or Authorized Representative)

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.