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Republic of the Philippines
Department of Finance
Bureau of Internal Revenue

BIR Form No. 2316 September 2021 (ENC-3)		Certificate of Compensation Payment/Tax Withheld		2316 (09/21) ENC-3	
For the Year (YYYY)		For the Period From (MM/DD) To (MM/DD)			
2025		01 01		12 31	
Part I - Employee Information					
3 TIN: 455 648 613 0000					
4 Employee's Name (Last Name, First Name, Middle Name) CARTAGENA, JOVITO PINUELA					
5 RDO Code 043					
6 Registered Address PANTAL DAWELL ARELLANO ST. DAGUPAN CITY, PANGASINA					
7A Zip Code					
8B Local Home Address					
8C Zip Code					
9C Foreign Address					
9E Zip Code					
7 Date of Birth (MM/DD/YYYY) 06 04 1980					
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					
Part II - Employer Information (Present)					
12 Taxpayer 220 774 681 0000					
13 Employer's Name ENDURE MEDICAL INC.					
14 Registered Address 1401 1401 1401 1401 1401 1401 1401 1401 1401 1401					
14A Zip Code 1605					
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 IVA - Summary					
19 Gross Compensation Income from Present Employer (Sum of Items 29 and 32) 222,281.03					
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 39) 222,281.03					
21 Taxable Compensation Income from Present Employer (From Item 20) (From Item 32) 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					
29 Basic Salary (including the exempt P250,000 & below the Statutory Minimum Wage of the MWE) 193,632.00					
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 (minimum of P40,000) 16,076.88					
35 De Minimis Benefits 0.00					
36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only) 12,572.15					
37 Salaries and Other Forms of Compensation 0.00					
38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37) 222,281.03					
Part V - Taxable Compensation Income Regular					
39 Basic Salary 0.00					
40 Representation 0.00					
41 Transportation 0.00					
42 Cost of Living Allowance (COLA) 0.00					
43 Fixed Housing Allowance 0.00					
44 Others (Specify) 0.00					
44A 0.00					
44B 0.00					
SUPPLEMENTARY					
45 Commission 0.00					
46 Profit Sharing 0.00					
47 Fees, including Director's Fees 0.00					
48 Taxable 13th Month Pay Benefits 0.00					
49 Hazard Pay 0.00					
50 Overtime Pay 0.00					
51 Others (Specify) 0.00					
51A 0.00					
51B 0.00					
52 Total Taxable Compensation Income (Sum of Items 39 to 51B) 0.00					
I declare, under the penalty of perjury, that the information herein stated are reported under MTR Form No. 1004-C which has been filed with the Bureau of Internal Revenue.					
53 Present Employer Authorized Agent Signature Over Printed Name DANA D. DEDORNY					
54 JOVITO PINUELA CARTAGENA					
Employee Signature Over Printed Name					

*NOTE: The BIR Data Privacy is in the BIR website (www.bir.gov.ph)