



Corporate Solutions VA Employees Enrollment Packet

CLIENT INSTRUCTIONS: Please have the applicant fill out the packet only after the decision to hire has been made.

Employee First Name _____ Employee Last Name _____
Primer Nombre de Empleado *Apellido Nombre de Empleado*

Date of Birth (mm/dd/yyyy) _____ Social Security Number _____
Fecha de Nacimiento *Numero de Seguro Social*

Address _____
Direccion

City _____ State _____ Zip _____
Cuidad *Estado* *Codigo Postal*

Home Phone # _____ Alternate Phone # _____ Email Address _____
Numero de Telefono *Otro Numero de Telefono* *Direccion de email*

Do you consider yourself to be Hispanic or Latino? Yes or No _____
Se considera Hispano o Latino? Si / No

If no, what race do you consider yourself? Black or African American _____ White _____
Asian _____ Native Hawaiian or other Pacific Islander _____ American Indian or Alaskan
Native _____ two or more races (neither Hispanic nor Latino) _____

De no ser asi, a que grupo racial pertenece?, Negro/Africano Americano, Anglo o de descendia Europea, Asiatico, nativo de las islas de Hawaii, o de alguna isla del Pacifico, nativo Americano o autoctono de Alaska, pertenece a dos o mas razas (que no sean Hispano o Latino).

Emergency Contact: _____ Phone #: _____
Contacto de Emergencia *Telefono*

(FOR CLIENT COMPANY SUPERVISOR USE ONLY)

NOTE: The following should be filled out by client company supervisor.

Company _____ Hourly Rate or Salary _____
(Hour, Week/Biweekly/Monthly)

Employee Position/Department _____ Location /Store: _____

Supervisor Signature _____

Corporate Solutions Employee Agreement

CorpSol I, CorpSol II, CorpSol III, CorpSol IV, CorpSol V, CorpSol VI, CorpSol VII, CorpSol VIII, CSI PEO, et al hereafter referred to as Corporate Solutions (CSI)

You may request a copy of this signed employment agreement by calling our office.

Usted puede obtener una copia firmada de esta informacion solicitandolo en nuestras oficinas.

At Will Employment

All employment and compensation with your assigned client company and CSI is "at will" which means that your employment can be terminated with or without cause, and with or without notice, at any time, at the option of either your assigned client company, CSI, or yourself, except as otherwise prohibited by law. I have read and understand CSI Employee Handbook. Furthermore, I understand and agree to all company policies and procedures and will abide by them.

Empleo "En la voluntad"

Todo empleo y compensacion con la empresa cliente y CSI esta "En la voluntad" que significa que su empleo puede ser terminado con o sin motivo, y con o sin aviso, en cualquier momento, a la opcion de la empresa cliente, CSI o usted, con la excepcion de lo que previenen las leyes. Yo he leído y comprendo el Manual del Empleado de CSI. Ademas entiendo y estoy de acuerdo con la politica de la empresa y sus procedimientos, de los cuales complire.

Equal Employment Opportunity

I understand that I am an employee of CSI. CSI has a standing record of nondiscrimination in employment and opportunity because of race, creed, national origin, ancestry, marital status, disability, veteran or draft status.

Oportunida de Empleo Igualitaria

Yo entiendo que estoy empleado/a por CSI. CSI. tiene antecedentes claras no-discriminatorias en empleo y oportunidad igualitaria por raza, religion, origen y ascendencia, estado civil, incapacidad, o alguna relacion con el ejercito.

Harassment

All CSI employees have a responsibility for keeping our work environment free of harassment. Any employee who becomes aware of an incident of harassment must report it to their immediate supervisor at their present assignment and/or CSI immediately. CSI accepts no liability for harassment. Furthermore, CSI will not provide legal, financial or any other assistance to an individual of harassment if a legal complaint is filed. In conclusion, any type of harassment will not be tolerated.

Acoso

Todos los empleados de CorpSol Inc. tienen la responsabilidad de mantener el lugar de trabajo libre de acoso. Un empleado/a que detecta un incidente de acoso debe reportarlo a su supervisor inmediatamente. CSI no acepta ninguna responsabilidad por casos de acoso. Ademas, CSI no proporcionara ayuda legal, finacial o ninguna otra, a un empleado/a en el caso de una demanda legal. Como conclusion, ningun tipo de acoso sera tolerado.

Responsibility of Client Company

Your client company is solely responsible to pay for any wages that are created by an agreement, contract, plan, or policy. (i.e., vacation, severance, PTO, etc, that is strictly the policy of the client). CSI may process payments for wages at the request or direction of the client.

Responsabilidad de la Compania Cliente

Su compania cliente sera solamente responsable de pagar cualquier salario, sueldos, o nominas que son creados por un acuerdo, contrato, plan, o poliza. (es decir, las vacaciones, la separacion, el PTO, etc., que es estrictamente la politica del cliente). CSI. puede procesar pagos para salarios en la peticion o la direccion del cliente.

Introductory Period

This packet is in no form an offer of employment. Furthermore, employment offers will be made without any contract or definite duration. If you are offered employment, your first 90 days of employment are considered an introductory period. You are not eligible for benefits during this period.

Periodo de Introduccion

Estos documentos no son ninguna oferta de empleo. Ademas ofertas de empleo pueden ser sin un contrato y un periodo definitivo. Si se le a ofrecido empleo, los primeros 90 dias se consideran como periodo de prueba.

Proof of U.S. Citizenship and/or Right to Work

Federal regulations require that before becoming employed, all applicants must complete and sign the Employment Eligibility Verification Form (DHS I-9). It is the responsibility of the client company authorized agent to review and verify that all applicants' present valid documents of identity and eligibility to work in the U.S. CorpSol Inc. will not be responsible for invalid documentation by part of the client company. No employee will be allowed to begin work before proper identification is presented.

Evidencia de Ciudadanía de E.U. A. o Permiso de Trabajo

Los reglamentos federales requieren que antes del empleo, todos los solicitantes deben llenar y firmar el formulario "Employment Eligibility Verification Form" (DHS I-9). Es la responsabilidad de la empresa cliente o su agente autorizado de controlar y verificar que todos los solicitantes presenten documentación válida al respecto de su identidad y elegibilidad para trabajar en los E.U.A. CorpSol Inc. no asumirá ninguna responsabilidad por documentación inválida o falsificada, por parte del solicitante y/o empresa cliente. Ningún empleado/a tendrá permiso de iniciar su trabajo antes de la presentación de los documentos.

Resignation

If you plan to resign, you must give at least 2 weeks notice. Failure to notify CSI at the end of each assignment constitutes a voluntary quit. You must call CSI with notification of your availability. CSI has many different available assignments. Upon resignation, refusal or failure to accept a re-assignment position for any reason will also constitute a voluntarily quit and possibly affect your unemployment benefits.

Renuncia

En el caso de renuncia usted debe dar un aviso anticipado de 2 semanas. La falta de notificar a CSI al final de cada asignación constituye como renuncia voluntaria. Ud. Debe llamar e informar a CSI de su disponibilidad. CSI tiene muchas diferentes asignaciones de empleo. Su declinación de aceptar una re-asignación de empleo por cualquier motivo también constituiría una renuncia voluntaria, y posiblemente afectará sus beneficios de desempleo.

Reassignment

CSI will try to reassign you at the end of your present assignment. It is your responsibility to contact CSI within 24 hours of completion of present assignment. Failure to call CSI and report your availability constitutes a voluntary quit. You must follow up by calling CSI at least 3 times for one week for possible reassignment at (956) 928-0688 (888) 785-4018. Failure to follow the above procedures constitutes a voluntary quit connected with work and unemployment benefits may be denied.

Reasignación

CSI tratará de encontrar una re-asignación al terminar su asignación actual. Es su responsabilidad de contactar a CSI dentro de 24 horas de haber terminado la presente asignación. La falta de llamar a CSI y reportar su disponibilidad constituye una renuncia voluntaria. Usted debe hacer un seguimiento llamado a CSI por lo menos 3 veces por una semana para una posible re-asignación llame al teléfono (956) 928-0688 (888) 785-4018. La falta de seguir este procedimiento constituye una renuncia voluntaria de trabajo y beneficios por desempleo pueden ser negados.

Unemployment Compensation

If you become unemployed you may be eligible for unemployment compensation, under certain conditions, for a limited time. Benefits may be denied if proper resignation and reassignment procedures are not followed correctly. Other examples of voluntary quits connected with work are (1) failure to report change of address or phone number to CSI and (2) a receipt of an unemployment claim from you without formal termination by CSI. Benefits may not be granted to any type of voluntary quit connected with work.

Compensación de Desempleo

Si usted está sin empleo usted puede recibir compensación de desempleo, bajo ciertas condiciones, por un periodo limitado. Estos beneficios pueden ser negados en el caso de no seguir el procedimiento correctamente. Otros ejemplos de renuncia voluntaria del empleo son (1) falta de informar cambio de dirección o número de teléfono a CSI y (2) un recibo de un reclamo de desempleo por parte de usted sin una renuncia formal de CSI. Los beneficios pueden ser negados en cualquier tipo de renuncia voluntaria de trabajo.

Arbitration

All disputes that may arise between you and CSI and/or your assigned client company will be resolved exclusively through binding arbitration pursuant to the Federal Arbitration Act. You understand that arbitration waives trial by jury in any action and/or claim.

Arbitraje

Todas las disputas o conflictos que surgieran entre usted y CSI y/o su compañía cliente asignada serán resueltos exclusivamente a través y de acuerdo al cumplimiento del Acto Federal de Arbitraje. Usted comprende que el arbitraje suspende el derecho a juicio en cualquier acción, reclamo o demanda.

Accident Procedures

All accidents must be reported to CSI within 24 hours to (956) 928-0688 (888) 785-4018. All proper reports must be completed (first accident, employee accident, supervisor accident reports and the witness statement). These must be faxed promptly to (956) 928-0963 (888) 869-9176. If an accident occurs, call CSI for the location of the nearest participating medical facility. In the case of an emergency, take care of the employee immediately, and contact CSI to report which medical facility the employee is being transported to. Be sure to notify the medical facility that all CSI employees are required to take a drug screen for all types of injuries. If the test results are positive, CSI is relieved from all medical costs, according to state law. If you refuse to submit to a drug test or take one greater than 24 hours after the accident, results will be

considered as positive. In conclusion, CSI has authorization to access copies of medical files, drug test results, and any other documents needed. Payment in connection with the accident is not admission of liability on behalf of CSI.

Procedimientos en Caso de Accidentes

Todos los accidentes deben ser reportados a CSI dentro de las 24 horas al telefono (956) 928-0688 (888) 785-4018 Todas los formularios correspondientes deben ser llenados (primer accidente, reporte accidente del empleado, reporte accidente del supervisor, y el declaracion de testigo). Estos formularios deben ser transmitidos por fax inmediatamente al (956) 928-0963 (888) 869-9173. En el caso de un accidente, debe llamar a CSI para informar el nombre y la direccion de la facilidad medica. En casos de emergencia se atiende inmediatamente al empleado/a, y llamen por telefono a CSI para informar a donde fue tratado/internado el empleado/a. Favor de notificar a la institucion medica que todos los empleados de CSI deben pasar por una examen de drogas por todo tipo de accidente. Si este examen es positivo CSI esta exonerado de pagar cualquier gasto medico, segun las leyes estatales. En el caso de negar el examen de drogas, se considera el resultado positivo. Como conclusion, CSI tiene autorizacion de obtener copias de archivos medicos, resultados de exámenes de droga o cualquier otro documento. Pagos en conexion con accidentes no constituye como una aceptacion de la obligacion por parte de CSI.

Substance Abuse

CSI has a vital interest in maintaining safe, healthful, and efficient working conditions for its employees. Being under the influence of a drug or alcohol on the job may pose serious safety and health risk not only to the user, but to all those who work with the user, as well as customers. By signing below, you agree to comply with all requirements listed in the substance abuse policy of the employee handbook, including any type of drug screening test. Results from these tests will be submitted to an authorized agent of CSI. Furthermore, you agree to hold CSI harmless from any liability in connection with the testing. Disciplinary action will be taken if the employee is found to be in violation of this policy.

Abuso de Alcohol, Drogas, etc.

CSI tiene un interes vital en mantener las condiciones de trabajo seguro, saludable y eficiente para todos sus empleados. Estando bajo la influencia de drogas y alcohol en el lugar de trabajo constituye un riesgo serio de seguridad y salud, no solamente para el usuario, sino para todos sus colegas de trabajo, clientes, etc. Con su firma abajo, usted confirma que va a cumplir con todos los requisitos especificados en el manual de empleado/a bajo politica de uso de substancias, incluyendo cualquier tipo de examen por uso de drogas. Resultados de estos examens seran enviados a un agente autorizado de CSI. Ademas, usted debe exonar a CSI por cualquier responsabilidad en conexion con estos exámenes. Medidas disciplinarias en caso de violaciones de esta politica seran aplicadas.

Violations of Policies

You are expected to abide by the policies and procedures listed above and in the employee manual, as well as reasonable directions issued to you by your supervisor or any other member of management. Failure to do so will lead to appropriate disciplinary action. A written record of all policy violations is maintained in each individual's personnel file.

Infraccion de Politicas

Usted debe seguir las politicas y procedimientos mencionados en esta forma y en el manual del empleado, como tambien las instrucciones conherentes dadas por su supervisor o miembro de la gerencia. La falta de hacerlo implicara una accion diciplinaria. Un archivo de las infracciones de politicas forma parte del archivo personal de cada empleado/a.

This section is to be filled out by the employee ONLY:

I understand that by signing below verifies that I have read, understand, and agree to abide by all policies and procedures stated herein.

Yo comprendo que firmando este documento significa que he leído, comprendido, y estoy de acuerdo en cumplir con todas las politicas y procedimientos en el mismo.

Employee printed name (*Nombre del empleado/a*)

Employee Signature (*Firma de Empleado/a Fecha*)

This section is to be filled out by the Client Company Representative ONLY.

Client Company Representative Printed Name

Client Company Representative Signature/Date

Form W-4 (2013)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete **only** lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2013 expires February 17, 2014. See Pub. 505, Tax Withholding and Estimated Tax.

Note. If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$1,000 and includes more than \$350 of unearned income (for example, interest and dividends).

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Head of household. Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See Pub. 505 for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity

income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 505 for details.

Nonresident alien. If you are a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Check your withholding. After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2013. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Future developments. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at www.irs.gov/w4.

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A	
B	Enter "1" if: { <ul style="list-style-type: none"> • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less. 		
C	Enter "1" for your spouse . But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C	
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D	
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)	E	
F	Enter "1" if you have at least \$1,900 of child or dependent care expenses for which you plan to claim a credit (Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.)	F	
G	Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. • If your total income will be less than \$65,000 (\$95,000 if married), enter "2" for each eligible child; then less "1" if you have three to six eligible children or less "2" if you have seven or more eligible children. • If your total income will be between \$65,000 and \$84,000 (\$95,000 and \$119,000 if married), enter "1" for each eligible child	G	
H	Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) ▶	H	
	For accuracy, complete all worksheets that apply. { <ul style="list-style-type: none"> • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2. • If you are single and have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$40,000 (\$10,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld. • If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below. 		

..... Separate here and give Form W-4 to your employer. Keep the top part for your records.

Form W-4 Department of the Treasury Internal Revenue Service	<h2 style="margin: 0;">Employee's Withholding Allowance Certificate</h2> <p style="margin: 0;">▶ Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.</p>	OMB No. 1545-0074 <h1 style="margin: 0;">2013</h1>
1 Your first name and middle initial	Last name	2 Your social security number
Home address (number and street or rural route)		3 <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate. Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.
City or town, state, and ZIP code		4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ▶ <input type="checkbox"/>
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)	6 Additional amount, if any, you want withheld from each paycheck	7 I claim exemption from withholding for 2013, and I certify that I meet both of the following conditions for exemption. • Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and • This year I expect a refund of all federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶
Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.		7
Employee's signature (This form is not valid unless you sign it.) ▶		Date ▶
8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)	9 Office code (optional)	10 Employer identification number (EIN)

Deductions and Adjustments Worksheet

Note. Use this worksheet *only* if you plan to itemize deductions or claim certain credits or adjustments to income.

- 1 Enter an estimate of your 2013 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 10% (7.5% if either you or your spouse was born before January 2, 1949) of your income, and miscellaneous deductions. For 2013, you may have to reduce your itemized deductions if your income is over \$300,000 and you are married filing jointly or are a qualifying widow(er); \$275,000 if you are head of household; \$250,000 if you are single and not head of household or a qualifying widow(er); or \$150,000 if you are married filing separately. See Pub. 505 for details **1** \$ _____
- 2 Enter:

{	\$12,200 if married filing jointly or qualifying widow(er)	}
	\$8,950 if head of household	
	\$6,100 if single or married filing separately	

 **2** \$ _____
- 3 **Subtract** line 2 from line 1. If zero or less, enter "-0-" **3** \$ _____
- 4 Enter an estimate of your 2013 adjustments to income and any additional standard deduction (see Pub. 505) **4** \$ _____
- 5 **Add** lines 3 and 4 and enter the total. (Include any amount for credits from the *Converting Credits to Withholding Allowances for 2013 Form W-4* worksheet in Pub. 505.) **5** \$ _____
- 6 Enter an estimate of your 2013 nonwage income (such as dividends or interest) **6** \$ _____
- 7 **Subtract** line 6 from line 5. If zero or less, enter "-0-" **7** \$ _____
- 8 **Divide** the amount on line 7 by \$3,900 and enter the result here. Drop any fraction **8** _____
- 9 Enter the number from the **Personal Allowances Worksheet**, line H, page 1 **9** _____
- 10 **Add** lines 8 and 9 and enter the total here. If you plan to use the **Two-Earners/Multiple Jobs Worksheet**, also enter this total on line 1 below. Otherwise, **stop here** and enter this total on Form W-4, line 5, page 1 **10** _____

Two-Earners/Multiple Jobs Worksheet (See *Two earners or multiple jobs* on page 1.)

Note. Use this worksheet *only* if the instructions under line H on page 1 direct you here.

- 1 Enter the number from line H, page 1 (or from line 10 above if you used the **Deductions and Adjustments Worksheet**) **1** _____
- 2 Find the number in **Table 1** below that applies to the **LOWEST** paying job and enter it here. **However**, if you are married filing jointly and wages from the highest paying job are \$65,000 or less, do not enter more than "3" **2** _____
- 3 If line 1 is **more than or equal to** line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. **Do not** use the rest of this worksheet **3** _____
- Note.** If line 1 is **less than** line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4 through 9 below to figure the additional withholding amount necessary to avoid a year-end tax bill.
- 4 Enter the number from line 2 of this worksheet **4** _____
- 5 Enter the number from line 1 of this worksheet **5** _____
- 6 **Subtract** line 5 from line 4 **6** _____
- 7 Find the amount in **Table 2** below that applies to the **HIGHEST** paying job and enter it here **7** \$ _____
- 8 **Multiply** line 7 by line 6 and enter the result here. This is the additional annual withholding needed **8** \$ _____
- 9 Divide line 8 by the number of pay periods remaining in 2013. For example, divide by 25 if you are paid every two weeks and you complete this form on a date in January when there are 25 pay periods remaining in 2013. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck **9** \$ _____

Table 1

Table 2

Table 1				Table 2			
Married Filing Jointly		All Others		Married Filing Jointly		All Others	
If wages from LOWEST paying job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HIGHEST paying job are—	Enter on line 7 above
\$0 - \$5,000	0	\$0 - \$8,000	0	\$0 - \$72,000	\$590	\$0 - \$37,000	\$590
5,001 - 13,000	1	8,001 - 16,000	1	72,001 - 130,000	980	37,001 - 80,000	980
13,001 - 24,000	2	16,001 - 25,000	2	130,001 - 200,000	1,090	80,001 - 175,000	1,090
24,001 - 26,000	3	25,001 - 30,000	3	200,001 - 345,000	1,290	175,001 - 385,000	1,290
26,001 - 30,000	4	30,001 - 40,000	4	345,001 - 385,000	1,370	385,001 and over	1,540
30,001 - 42,000	5	40,001 - 50,000	5	385,001 and over	1,540		
42,001 - 48,000	6	50,001 - 70,000	6				
48,001 - 55,000	7	70,001 - 80,000	7				
55,001 - 65,000	8	80,001 - 95,000	8				
65,001 - 75,000	9	95,001 - 120,000	9				
75,001 - 85,000	10	120,001 and over	10				
85,001 - 97,000	11						
97,001 - 110,000	12						
110,001 - 120,000	13						
120,001 - 135,000	14						
135,001 and over	15						

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. Internal Revenue Code sections 3402(f)(2) and 6109 and their regulations require you to provide this information; your employer uses it to determine your federal income tax withholding. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation; to cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their tax laws; and to the Department of Health and Human Services for use in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The average time and expenses required to complete and file this form will vary depending on individual circumstances. For estimated averages, see the instructions for your income tax return.

If you have suggestions for making this form simpler, we would be happy to hear from you. See the instructions for your income tax return.

Instructions

Read all instructions carefully before completing this form.

Anti-Discrimination Notice. It is illegal to discriminate against any individual (other than an alien not authorized to work in the United States) in hiring, discharging, or recruiting or referring for a fee because of that individual's national origin or citizenship status. It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents presented have a future expiration date may also constitute illegal discrimination. For more information, call the Office of Special Counsel for Immigration Related Unfair Employment Practices at 1-800-255-8155.

What Is the Purpose of This Form?

The purpose of this form is to document that each new employee (both citizen and noncitizen) hired after November 6, 1986, is authorized to work in the United States.

When Should Form I-9 Be Used?

All employees (citizens and noncitizens) hired after November 6, 1986, and working in the United States must complete Form I-9.

Filling Out Form I-9

Section 1, Employee

This part of the form must be completed no later than the time of hire, which is the actual beginning of employment. Providing the Social Security Number is voluntary, except for employees hired by employers participating in the USCIS Electronic Employment Eligibility Verification Program (E-Verify). **The employer is responsible for ensuring that Section 1 is timely and properly completed.**

Noncitizen nationals of the United States are persons born in American Samoa, certain former citizens of the former Trust Territory of the Pacific Islands, and certain children of noncitizen nationals born abroad.

Employers should note the work authorization expiration date (if any) shown in **Section 1**. For employees who indicate an employment authorization expiration date in **Section 1**, employers are required to reverify employment authorization for employment on or before the date shown. Note that some employees may leave the expiration date blank if they are aliens whose work authorization does not expire (e.g., asylees, refugees, certain citizens of the Federated States of Micronesia or the Republic of the Marshall Islands). For such employees, reverification does not apply unless they choose to present

in Section 2 evidence of employment authorization that contains an expiration date (e.g., Employment Authorization Document (Form I-766)).

Preparer/Translator Certification

The Preparer/Translator Certification must be completed if **Section 1** is prepared by a person other than the employee. A preparer/translator may be used only when the employee is unable to complete **Section 1** on his or her own. However, the employee must still sign **Section 1** personally.

Section 2, Employer

For the purpose of completing this form, the term "employer" means all employers including those recruiters and referrers for a fee who are agricultural associations, agricultural employers, or farm labor contractors. Employers must complete **Section 2** by examining evidence of identity and employment authorization within three business days of the date employment begins. However, if an employer hires an individual for less than three business days, **Section 2** must be completed at the time employment begins. Employers cannot specify which document(s) listed on the last page of Form I-9 employees present to establish identity and employment authorization. Employees may present any List A document **OR** a combination of a List B and a List C document.

If an employee is unable to present a required document (or documents), the employee must present an acceptable receipt in lieu of a document listed on the last page of this form. Receipts showing that a person has applied for an initial grant of employment authorization, or for renewal of employment authorization, are not acceptable. Employees must present receipts within three business days of the date employment begins and must present valid replacement documents within 90 days or other specified time.

Employers must record in Section 2:

1. Document title;
2. Issuing authority;
3. Document number;
4. Expiration date, if any; and
5. The date employment begins.

Employers must sign and date the certification in **Section 2**. Employees must present original documents. Employers may, but are not required to, photocopy the document(s) presented. If photocopies are made, they must be made for all new hires. Photocopies may only be used for the verification process and must be retained with Form I-9. **Employers are still responsible for completing and retaining Form I-9.**

For more detailed information, you may refer to the *USCIS Handbook for Employers (Form M-274)*. You may obtain the handbook using the contact information found under the header "USCIS Forms and Information."

Section 3, Updating and Reverification

Employers must complete **Section 3** when updating and/or reverifying Form I-9. Employers must reverify employment authorization of their employees on or before the work authorization expiration date recorded in **Section 1** (if any). Employers **CANNOT** specify which document(s) they will accept from an employee.

- A.** If an employee's name has changed at the time this form is being updated/reverified, complete Block A.
- B.** If an employee is rehired within three years of the date this form was originally completed and the employee is still authorized to be employed on the same basis as previously indicated on this form (updating), complete Block B and the signature block.
- C.** If an employee is rehired within three years of the date this form was originally completed and the employee's work authorization has expired **or** if a current employee's work authorization is about to expire (reverification), complete Block B; and:
 - 1.** Examine any document that reflects the employee is authorized to work in the United States (see List A **or** C);
 - 2.** Record the document title, document number, and expiration date (if any) in Block C; and
 - 3.** Complete the signature block.

Note that for reverification purposes, employers have the option of completing a new Form I-9 instead of completing **Section 3**.

What Is the Filing Fee?

There is no associated filing fee for completing Form I-9. This form is not filed with USCIS or any government agency. Form I-9 must be retained by the employer and made available for inspection by U.S. Government officials as specified in the Privacy Act Notice below.

USCIS Forms and Information

To order USCIS forms, you can download them from our website at www.uscis.gov/forms or call our toll-free number at 1-800-870-3676. You can obtain information about Form I-9 from our website at www.uscis.gov or by calling 1-888-464-4218.

Information about E-Verify, a free and voluntary program that allows participating employers to electronically verify the employment eligibility of their newly hired employees, can be obtained from our website at www.uscis.gov/e-verify or by calling 1-888-464-4218.

General information on immigration laws, regulations, and procedures can be obtained by telephoning our National Customer Service Center at 1-800-375-5283 or visiting our Internet website at www.uscis.gov.

Photocopying and Retaining Form I-9

A blank Form I-9 may be reproduced, provided both sides are copied. The Instructions must be available to all employees completing this form. Employers must retain completed Form I-9s for three years after the date of hire or one year after the date employment ends, whichever is later.

Form I-9 may be signed and retained electronically, as authorized in Department of Homeland Security regulations at 8 CFR 274a.2.

Privacy Act Notice

The authority for collecting this information is the Immigration Reform and Control Act of 1986, Pub. L. 99-603 (8 USC 1324a).

This information is for employers to verify the eligibility of individuals for employment to preclude the unlawful hiring, or recruiting or referring for a fee, of aliens who are not authorized to work in the United States.

This information will be used by employers as a record of their basis for determining eligibility of an employee to work in the United States. The form will be kept by the employer and made available for inspection by authorized officials of the Department of Homeland Security, Department of Labor, and Office of Special Counsel for Immigration-Related Unfair Employment Practices.

Submission of the information required in this form is voluntary. However, an individual may not begin employment unless this form is completed, since employers are subject to civil or criminal penalties if they do not comply with the Immigration Reform and Control Act of 1986.

Paperwork Reduction Act

An agency may not conduct or sponsor an information collection and a person is not required to respond to a collection of information unless it displays a currently valid OMB control number. The public reporting burden for this collection of information is estimated at 12 minutes per response, including the time for reviewing instructions and completing and submitting the form. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: U.S. Citizenship and Immigration Services, Regulatory Management Division, 111 Massachusetts Avenue, N.W., 3rd Floor, Suite 3008, Washington, DC 20529-2210. OMB No. 1615-0047. **Do not mail your completed Form I-9 to this address.**

Read instructions carefully before completing this form. The instructions must be available during completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Verification (To be completed and signed by employee at the time employment begins.)

Print Name: Last	First	Middle Initial	Maiden Name
Address (Street Name and Number)		Apt. #	Date of Birth (month/day/year)
City	State	Zip Code	Social Security #

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following):

- A citizen of the United States
- A noncitizen national of the United States (see instructions)
- A lawful permanent resident (Alien #) _____
- An alien authorized to work (Alien # or Admission #) _____ until (expiration date, if applicable - month/day/year)

Employee's Signature _____ Date (month/day/year) _____

Preparer and/or Translator Certification (To be completed and signed if Section 1 is prepared by a person other than the employee.) I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Preparer's/Translator's Signature	Print Name	
Address (Street Name and Number, City, State, Zip Code)		Date (month/day/year)

Section 2. Employer Review and Verification (To be completed and signed by employer. Examine one document from List A OR examine one document from List B and one from List C, as listed on the reverse of this form, and record the title, number, and expiration date, if any, of the document(s).)

List A	OR	List B	AND	List C
Document title: _____	OR	_____	_____	_____
Issuing authority: _____		_____	_____	_____
Document #: _____		_____	_____	_____
Expiration Date (if any): _____		_____	_____	_____
Document #: _____		_____	_____	_____
Expiration Date (if any): _____	_____	_____	_____	_____

CERTIFICATION: I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee, that the above-listed document(s) appear to be genuine and to relate to the employee named, that the employee began employment on (month/day/year) _____ and that to the best of my knowledge the employee is authorized to work in the United States. (State employment agencies may omit the date the employee began employment.)

Signature of Employer or Authorized Representative	Print Name	Title
Business or Organization Name and Address (Street Name and Number, City, State, Zip Code)		Date (month/day/year)

Section 3. Updating and Reverification (To be completed and signed by employer.)

A. New Name (if applicable)	B. Date of Rehire (month/day/year) (if applicable)
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C. If employee's previous grant of work authorization has expired, provide the information below for the document that establishes current employment authorization.

Document Title: _____ Document #: _____ Expiration Date (if any): _____

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Date (month/day/year)
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LISTS OF ACCEPTABLE DOCUMENTS

All documents must be unexpired

LIST A

**Documents that Establish Both
Identity and Employment
Authorization**

LIST B

**Documents that Establish
Identity**

LIST C

**Documents that Establish
Employment Authorization**

OR

AND

1. U.S. Passport or U.S. Passport Card	1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	1. Social Security Account Number card other than one that specifies on the face that the issuance of the card does not authorize employment in the United States
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa	2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	2. Certification of Birth Abroad issued by the Department of State (Form FS-545)
4. Employment Authorization Document that contains a photograph (Form I-766)	3. School ID card with a photograph	3. Certification of Report of Birth issued by the Department of State (Form DS-1350)
5. In the case of a nonimmigrant alien authorized to work for a specific employer incident to status, a foreign passport with Form I-94 or Form I-94A bearing the same name as the passport and containing an endorsement of the alien's nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form	4. Voter's registration card	
	5. U.S. Military card or draft record	5. Native American tribal document
	6. Military dependent's ID card	
	7. U.S. Coast Guard Merchant Mariner Card	
	8. Native American tribal document	6. U.S. Citizen ID Card (Form I-197)
9. Driver's license issued by a Canadian government authority		
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI	For persons under age 18 who are unable to present a document listed above:	7. Identification Card for Use of Resident Citizen in the United States (Form I-179)
	10. School record or report card	8. Employment authorization document issued by the Department of Homeland Security
	11. Clinic, doctor, or hospital record	
	12. Day-care or nursery school record	

Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274)

FORM VA-4

COMMONWEALTH OF VIRGINIA DEPARTMENT OF TAXATION PERSONAL EXEMPTION WORKSHEET

(See back for instructions)

1. If you wish to claim yourself, write "1"
2. If you are married and your spouse is not claimed on his or her own certificate, write "1"
3. Write the number of dependents you will be allowed to claim on your income tax return (do not include your spouse).....
4. Subtotal Personal Exemptions (add lines 1 through 3).....
5. Exemptions for age
 - (a) If you will be 65 or older on January 1, write "1"
 - (b) If you claimed an exemption on line 2 and your spouse will be 65 or older on January 1, write "1"
6. Exemptions for blindness
 - (a) If you are legally blind, write "1"
 - (b) If you claimed an exemption on line 2 and your spouse is legally blind, write "1"
7. Subtotal exemptions for age and blindness (add lines 5 through 6)
8. Total of Exemptions - add line 4 and line 7

Detach here and give the certificate to your employer. Keep the top portion for your records

FORM VA-4 EMPLOYEE'S VIRGINIA INCOME TAX WITHHOLDING EXEMPTION CERTIFICATE

Your Social Security Number	Name		
Street Address			
City	State	Zip Code	

COMPLETE THE APPLICABLE LINES BELOW

1. If subject to withholding, enter the number of exemptions claimed on:
 - (a) Subtotal of Personal Exemptions - line 4 of the Personal Exemption Worksheet.....
 - (b) Subtotal of Exemptions for Age and Blindness line 7 of the Personal Exemption Worksheet
 - (c) Total Exemptions - line 8 of the Personal Exemption Worksheet.....
2. Enter the amount of additional withholding requested (see instructions).....
3. I certify that I am not subject to Virginia withholding. I meet the conditions set forth in the instructions (check here)

2601064 Rev. 11/07

Signature _____

Date _____

EMPLOYER: Keep exemption certificates with your records. If you believe the employee has claimed too many exemptions, notify the Department of Taxation, P.O. Box 1115, Richmond, Virginia 23218-1115, telephone (804) 367-8037.

FORM VA-4 INSTRUCTIONS

Use this form to notify your employer whether you are subject to Virginia income tax withholding and how many exemptions you are allowed to claim. You must file this form with your employer when your employment begins. If you do not file this form, your employer must withhold Virginia income tax as if you had no exemptions.

PERSONAL EXEMPTION WORKSHEET

You may not claim more personal exemptions on form VA-4 than you are allowed to claim on your income tax return unless you have received written permission to do so from the Department of Taxation.

Line 1. You may claim an exemption for yourself.

Line 2. You may claim an exemption for your spouse if he or she is not already claimed on his or her own certificate.

Line 3. Enter the number of dependents you are allowed to claim on your income tax return.

NOTE: A spouse is not a dependent.

Line 5. If you will be age 65 or over by January 1, you may claim one exemption on Line 5(a). If you claim an exemption for your spouse on Line 2, and your spouse will also be age 65 or over by January 1, you may claim an additional exemption on Line 5(b).

Line 6. If you are legally blind, you may claim an exemption on Line 6(a). If you claimed an exemption for your spouse on Line 2, and your spouse is legally blind, you may claim an exemption on Line 6(b).

FORM VA-4

Be sure to enter your social security number, name and address in the spaces provided.

Line 1. If you are subject to withholding, enter the number of exemptions from:

- (a) Subtotal of Personal Exemptions - line 4 of the Personal Exemption Worksheet
- (b) Subtotal of Exemptions for Age and Blindness - line 7 of the Personal Exemption Worksheet
- (c) Total Exemptions - line 8 of the Personal Exemption Worksheet

Line 2. If you wish to have additional tax withheld, and your employer has agreed to do so, enter the amount of additional tax on this line.

Line 3. If you are not subject to Virginia withholding, check the box on this line. You are not subject to withholding if you meet any one of the conditions listed below. Form VA-4 must be filed with your employer for each calendar year for which you claim exemption from Virginia withholding.

- (a) You had no liability for Virginia income tax last year and you do not expect to have any liability for this year.
- (b) You expect your Virginia adjusted gross income to be less than the amount shown below for your filing status:

	Taxable Years 2005, 2006 and 2007	Taxable Years 2008 and 2009	Taxable Years 2010 and 2011	Taxable Years 2012 and Beyond
Single	\$7,000	\$11,250	\$11,650	\$11,950
Married	\$14,000	\$22,500	\$23,300	\$23,900
Married, filing a separate return	\$7,000	\$11,250	\$11,650	\$11,950

- (c) You live in Kentucky or the District of Columbia and commute on a daily basis to your place of employment in Virginia.
- (d) You are a domiciliary or legal resident of Maryland, Pennsylvania or West Virginia whose only Virginia source income is from salaries and wages and such salaries and wages are subject to income taxation by your state of domicile.