## MERCER COUNTY SCHOOLS 371 E. Lexington Street Harrodsburg, Kentucky 40330

**Application** 

for the position of

## Mechanic

## PERSONAL INFORMATION

| NAME                             | s               | OCIAL SECURITY        | #                      |
|----------------------------------|-----------------|-----------------------|------------------------|
| CURRENT STREET ADDRES            | S               |                       |                        |
| PREVIOUS STREET ADDRES           | SS              |                       |                        |
| CITY                             | STATEZ          | !IP PHO               | ONE #                  |
| BIRTHDATE                        | SEX             |                       |                        |
| Could you come for an interview? | If hired, whe   | n could you begin wor | k here                 |
| FOR THIS TYPE OF EMPLOYMEN       | T STATE LAW REQ | UIRES A CRIMINAL RE   | CORD CHECK AS A        |
|                                  | EDUCATIO        |                       |                        |
| NAME & ADDRESS OF SCHOOL         |                 | DATES ATTENDED        | GRADE<br>COMPLETED     |
|                                  |                 |                       |                        |
|                                  |                 |                       |                        |
|                                  |                 |                       |                        |
|                                  |                 |                       |                        |
|                                  | WORK EXPERIE    | ENCE                  |                        |
|                                  |                 |                       |                        |
| NAME & LOCATION                  | DATES           | OF EMPLOYMENT         | NATURE OF WORK         |
|                                  |                 |                       |                        |
|                                  | (se             | e back of page to com | plete the application) |

| Mechanic applicants list driving Class B CDL.   | g experience, must                        | t have or be willir    | ng to acquire a |
|---|---|------------------------|-----------------|
| Add here any additional informative estimate of your qualification included.                |   |                        |                 |
|   |   |                        |                 |
|   |   |                        |                 |
|   |   |                        |                 |
|   |   |                        |                 |
|   | REFERENCES                                |                        |                 |
| NAME & ADDRESS  |   | TELEPHONE#             | OCCUPATION      |
|   |   |                        |                 |
|   |   |                        |                 |
| Complete the following question  1) Have you had a traffic acciden                          |   |                        | No              |
| <ul><li>2) Have you had a moving traffic</li><li>3) Have you had a DUI conviction</li></ul> | citation within the pas                   | t three (3) years? Y   | es No           |
| 4) Have you had a drug felony co 5) Will you agree to take and pass                         | nviction within the pas                   | st five (5) years? Yes | s No            |
| Board of Education at your ow  6) Do you agree to follow and enf                            | n expense? Yes<br>orce all rules and regi | Noulations handed dow  | vn by the State |
| Board of Education and the Me 7) Will you attend and participate                            |   |                        |                 |
| Current Driver's License:   | Operator 's                               |                        |                 |
|   | CDL                                       |                        |                 |
| Other   | Number                                    | State                  |                 |
|   |   |                        |                 |

Date of Application

Applicant's Signature



## Instructions for Form I-9, Employment Eligibility Verification

Department of Homeland Security U.S. Citizenship and Immigration Services

USCIS Form I-9 OMB No. 1615-0047 Expires 10/31/2022

Anti-Discrimination Notice. It is illegal to discriminate against work-authorized individuals in hiring, firing, recruitment or referral for a fee, or in the employment eligibility verification (Form I-9 and E-Verify) process based on that individual's citizenship status, immigration status or national origin. Employers CANNOT specify which document(s) the employee may present to establish employment authorization. The employer must allow the employee to choose the documents to be presented from the Lists of Acceptable Documents, found on the last page of Form I-9. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination. For more information, contact the Immigrant and Employee Rights Section (IER) in the Department of Justice's Civil Rights Division at <a href="https://www.justice.gov/ier">https://www.justice.gov/ier</a>.

#### What is the Purpose of This Form?

Employers must complete Form I-9 to document verification of the identity and employment authorization of each new employee (both citizen and noncitizen) hired after November 6, 1986, to work in the United States. In the Commonwealth of the Northern Mariana Islands (<u>CNMI</u>), employers must complete Form I-9 to document verification of the identity and employment authorization of each new employee (both citizen and noncitizen) hired after November 27, 2011.

#### **General Instructions**

Both employers and employees are responsible for completing their respective sections of Form I-9. 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, as defined in section 3 of the Migrant and Seasonal Agricultural Worker Protection Act, Public Law 97-470 (29 U.S.C. 1802). An "employee" is a person who performs labor or services in the United States for an employer in return for wages or other remuneration. The term "Employee" does not include those who do not receive any form of remuneration (volunteers), independent contractors or those engaged in certain casual domestic employment. Form I-9 has three sections. Employees complete Section 1. Employers complete Section 2 and, when applicable, Section 3. Employers may be fined if the form is not properly completed. See 8 USC § 1324a and 8 CFR § 274a.10. Individuals may be prosecuted for knowingly and willfully entering false information on the form. Employers are responsible for retaining completed forms. Do not mail completed forms to U.S. Citizenship and Immigration Services (USCIS) or Immigration and Customs Enforcement (ICE).

These instructions will assist you in properly completing Form I-9. The employer must ensure that all pages of the instructions and Lists of Acceptable Documents are available, either in print or electronically, to all employees completing this form. When completing the form on a computer, the English version of the form includes specific instructions for each field and drop-down lists for universally used abbreviations and acceptable documents. To access these instructions, move the cursor over each field or click on the question mark symbol (③) within the field. Employers and employees can also access this full set of instructions at any time by clicking the Instructions button at the top of each page when completing the form on a computer that is connected to the Internet.

Employers and employees may choose to complete any or all sections of the form on paper or using a computer, or a combination of both. Forms I-9 obtained from the USCIS website are not considered electronic Forms I-9 under DHS regulations and, therefore, cannot be electronically signed. Therefore, regardless of the method you used to enter information into each field, you must print a hard copy of the form, then sign and date the hard copy by hand where required.

Employers can obtain a blank copy of Form I-9 from the USCIS website at <a href="https://www.uscis.gov/i-9">https://www.uscis.gov/i-9</a>. This form is in portable document format (.pdf) that is fillable and savable. That means that you may download it, or simply print out a blank copy to enter information by hand. You may also request paper Forms I-9 from USCIS.

Certain features of Form I-9 that allow for data entry on personal computers may make the form appear to be more than two pages. When using a computer, Form I-9 has been designed to print as two pages. Using more than one preparer and/or translator will add an additional page to the form, regardless of your method of completion. You are not required to print, retain or store the page containing the Lists of Acceptable Documents.

The form will also populate certain fields with N/A when certain user choices ensure that particular fields will not be completed. The Print button located at the top of each page that will print any number of pages the user selects. Also, the Start Over button located at the top of each page will clear all the fields on the form.

The Spanish version of Form I-9 does not include the additional instructions and drop-down lists described above. Employers in Puerto Rico may use either the Spanish or English version of the form. Employers outside of Puerto Rico must retain the English version of the form for their records, but may use the Spanish form as a translation tool. Additional guidance to complete the form may be found in the <u>Handbook for Employers: Guidance for Completing Form I-9 (M-274)</u> and on USCIS' Form I-9 website, <u>I-9 Central.</u>

### Completing Section I: Employee Information and Attestation

You, the employee, must complete each field in Section 1 as described below. Newly hired employees must complete and sign Section 1 no later than the first day of employment. Section 1 should never be completed before you have accepted a job offer.

### Entering Your Employee Information

Last Name (Family Name): Enter your full legal last name. Your last name is your family name or surname. If you have two last names or a hyphenated last name, include both names in the Last Name field. Examples of correctly entered last names include: De La Cruz, O'Neill, Garcia Lopez, Smith-Johnson, Nguyen. If you only have one name, enter it in this field, then enter "Unknown" in the First Name field. You may not enter "Unknown" in both the Last Name field and the First Name field.

First Name (Given Name): Enter your full legal first name. Your first name is your given name. Some examples of correctly entered first names include: Jessica, John-Paul, Tae Young, D'Shaun, Mai. If you only have one name, enter it in the Last Name field, then enter "Unknown" in this field. You may not enter "Unknown" in both the First Name field and the Last Name field.

Middle Initial: Your middle initial is the first letter of your second given name, or the first letter of your middle name, if any. If you have more than one middle name, enter the first letter of your first middle name. If you do not have a middle name, enter N/A in this field.

Other Last Names Used: Provide all other last names used, if any (e.g., maiden name). Enter N/A if you have not used other last names. For example, if you legally changed your last name from Smith to Jones, you should enter the name Smith in this field.

Address (Street Name and Number): Enter the street name and number of the current address of your residence. If you are a border commuter from Canada or Mexico, you may enter your Canada or Mexico address in this field. If your residence does not have a physical address, enter a description of the location of your residence, such as "3 miles southwest of Anytown post office near water tower."

Apartment: Enter the number(s) or letter(s) that identify(ies) your apartment. If you do not live in an apartment, enter N/A.

City or Town: Enter your city, town or village in this field. If your residence is not located in a city, town or village, enter your county, township, reservation, etc., in this field. If you are a border commuter from Canada, enter your city and province in this field. If you are a border commuter from Mexico, enter your city and state in this field.

State: Enter the abbreviation of your state or territory in this field. If you are a border commuter from Canada or Mexico, enter your country abbreviation in this field.

**ZIP Code:** Enter your 5-digit ZIP code. If you are a border commuter from Canada or Mexico, enter your 5- or 6-digit postal code in this field.

Date of Birth (mm/dd/yyyy): Enter your date of birth as a 2-digit month, 2-digit day, and 4-digit year (mm/dd/yyyy). For example, enter January 8, 1980 as 01/08/1980.

U.S. Social Security Number: Providing your 9-digit Social Security number is voluntary on Form I-9 unless your employer participates in E-Verify. If your employer participates in E-Verify and:

- 1. You have been issued a Social Security number, you must provide it in this field; or
- 2. You have applied for, but have not yet received a Social Security number, leave this field blank until you receive a Social Security number.

Employee's E-mail Address (*Optional*): Providing your e-mail address is optional on Form I-9, but the field cannot be left blank. To enter your e-mail address, use this format: name@site.domain. One reason Department of Homeland Security (DHS) may e-mail you is if your employer uses E-Verify and DHS learns of a potential mismatch between the information provided and the information in government records. This e-mail would contain information on how to begin to resolve the potential mismatch. You may use either your personal or work e-mail address in this field. Enter N/A if you do not enter your e-mail address.

Employee's Telephone Number (*Optional*): Providing your telephone number is optional on Form I-9, but the field cannot be left blank. If you enter your area code and telephone number, use this format: 000-000-0000. Enter N/A if you do not enter your telephone number.

#### Attesting to Your Citizenship or Immigration Status

You must select one box to attest to your citizenship or immigration status.

- 1. A citizen of the United States.
- 2. A noncitizen national of the United States: An individual born in American Samoa, certain former citizens of the former Trust Territory of the Pacific Islands, and certain children of noncitizen nationals born abroad.
- 3. A lawful permanent resident: An individual who is not a U.S. citizen and who resides in the United States under legally recognized and lawfully recorded permanent residence as an immigrant. This term includes conditional residents. Asylees and refugees should not select this status, but should instead select "An Alien authorized to work" below.
  - If you select "lawful permanent resident," enter your 7- to 9-digit Alien Registration Number (A-Number), including the "A," or USCIS Number in the space provided. When completing this field using a computer, use the dropdown provided to indicate whether you have entered an Alien Number or a USCIS Number. At this time, the USCIS Number is the same as the A-Number without the "A" prefix.
- 4. An alien authorized to work: An individual who is not a citizen or national of the United States, or a lawful permanent resident, but is authorized to work in the United States.

If you select this box, enter the date that your employment authorization expires, if any, in the space provided. In most cases, your employment authorization expiration date is found on the document(s) evidencing your employment authorization. Refugees, asylees and certain citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, or Palau, and other aliens whose employment authorization does not have an expiration date should enter N/A in the Expiration Date field. In some cases, such as if you have Temporary Protected Status, your employment authorization may have been automatically extended; in these cases, you should enter the expiration date of the automatic extension in this space.

Aliens authorized to work must enter one of the following to complete Section 1:

- 1. Alien Registration Number (A-Number)/USCIS Number; or
- 2. Form I-94 Admission Number; or
- 3. Foreign Passport Number and the Country of Issuance.

Your employer may not ask you to present the document from which you supplied this information.

Alien Registration Number/USCIS Number: Enter your 7- to 9-digit Alien Registration Number (A-Number), including the "A," or your USCIS Number in this field. At this time, the USCIS Number is the same as your A-Number without the "A" prefix. When completing this field using a computer, use the dropdown provided to indicate whether you have entered an Alien Number or a USCIS Number. If you do not provide an A-Number or USCIS Number, enter N/A in this field then enter either a Form I-94 Admission Number, or a Foreign Passport and Country of Issuance in the fields provided.

Form I-94 Admission Number: Enter your 11-digit I-94 Admission Number in this field. If you do not provide an I-94 Admission Number, enter N/A in this field, then enter either an Alien Registration Number/USCIS Number or a Foreign Passport Number and Country of Issuance in the fields provided.

Foreign Passport Number: Enter your Foreign Passport Number in this field. If you do not provide a Foreign Passport Number, enter N/A in this field, then enter either an Alien Number/USCIS Number or a I-94 Admission Number in the fields provided.

Country of Issuance: If you entered your Foreign Passport Number, enter your Foreign Passport's Country of Issuance. If you did not enter your Foreign Passport Number, enter N/A.

Signature of Employee: After completing Section 1, sign your name in this field. If you used a form obtained from the USCIS website, you must print the form to sign your name in this field. By signing this form, you attest under penalty of perjury (28 U.S.C. § 1746) that the information you provided, along with the citizenship or immigration status you selected, and all information and documentation you provide to your employer, is complete, true and correct, and you are aware that you may face severe penalties provided by law and may be subject to criminal prosecution for knowingly and willfully making false statements or using false documentation when completing this form. Further, falsely attesting to U.S. citizenship may subject employees to penalties, removal proceedings and may adversely affect an employee's ability to seek future immigration benefits. If you cannot sign your name, you may place a mark in this field to indicate your signature. Employees who use a preparer or translator to help them complete the form must still sign or place a mark in the Signature of Employee field on the printed form.

If you used a preparer, translator, and other individual to assist you in completing Form I-9:

- Both you and your preparer(s) and/or translator(s) must complete the appropriate areas of Section 1, and then sign Section 1. If Section 1 was completed on a form obtained from the USCIS website, the form must be printed to sign these fields. You and your preparer(s) and/or translator(s) also should review the instructions for Completing the Preparer and/or Translator Certification below.
- If the employee is a minor (individual under 18) who cannot present an identity document, the employee's parent or legal guardian can complete Section 1 for the employee and enter "minor under age 18" in the signature field. If Section 1 was completed on a form obtained from the USCIS website, the form must be printed to enter this information. The minor's parent or legal guardian should review the instructions for Completing the Preparer and/or Translator Certification below. Refer to the Handbook for Employers: Guidance for Completing Form I-9 (M-274) for more guidance on completion of Form I-9 for minors. If the minor's employer participates in E-Verify, the employee must present a list B identity document with a photograph to complete Form I-9.
- If the employee is a person with a disability (who is placed in employment by a nonprofit organization, association or as part of a rehabilitation program) who cannot present an identity document, the employee's parent, legal guardian or a representative of the nonprofit organization, association or rehabilitation program can complete Section 1 for the employee and enter "Special Placement" in this field. If Section 1 was completed on a form obtained from the USCIS website, the form must be printed to enter this information. The parent, legal guardian or representative of the nonprofit organization, association or rehabilitation program completing Section 1 for the employee should review the instructions for Completing the Preparer and/or Translator Certification below. Refer to the <a href="Handbook for Employers: Guidance for Completing Form I-9 (M-274)">Handbook for Employers: Guidance for Completing Form I-9 (M-274)</a> for more guidance on completion of Form I-9 for certain employees with disabilities.

Today's Date: Enter the date you signed Section 1 in this field. Do not backdate this field. Enter the date as a 2-digit month, 2-digit day and 4-digit year (mm/dd/yyyy). For example, enter January 8, 2014 as 01/08/2014. A preparer or translator who assists the employee in completing Section 1 may enter the date the employee signed or made a mark to sign Section 1 in this field. Parents or legal guardians assisting minors (individuals under age 18) and parents, legal guardians or representatives of a nonprofit organization, association or rehabilitation program assisting certain employees with disabilities must enter the date they completed Section 1 for the employee.

#### Completing the Preparer and/or Translator Certification

If you did not use a preparer or translator to assist you in completing Section 1, you, the employee, must check the box marked I did not use a Preparer or Translator. If you check this box, leave the rest of the fields in this area blank.

If one or more preparers and/or translators assist the employee in completing the form using a computer, the preparer and/or translator must check the box marked "A preparer(s) and/or translator(s) assisted the employee in completing Section 1", then select the number of Certification areas needed from the dropdown provided. Any additional Certification areas generated will result in an additional page. The Form I-9 Supplement, Section 1 Preparer and/or Translator Certification, can be separately downloaded from the USCIS Form I-9 webpage, which provides additional Certification areas for those completing Form I-9 using a computer who need more Certification areas than the 5 provided or those who are completing Form I-9 on paper. The first preparer and/or translator must complete all the fields in the Certification area on the same page the employee has signed. There is no limit to the number of preparers and/or translators an employee can use, but each additional preparer and/or translator must complete and sign a separate Certification area. Ensure the employee's last name, first name and middle initial are entered at the top of any additional pages. The employer must ensure that any additional pages are retained with the employee's completed Form I-9.

Signature of Preparer or Translator: Any person who helped to prepare or translate Section 1 of Form I-9 must sign his or her name in this field. If you used a form obtained from the USCIS website, you must print the form to sign your name in this field. The Preparer and/or Translator Certification must also be completed if "Individual under Age 18" or "Special Placement" is entered in lieu of the employee's signature in Section 1.

Today's Date: The person who signs the Preparer and/or Translator Certification must enter the date he or she signs in this field on the printed form. Do not backdate this field. Enter the date as a 2-digit month, 2-digit day, and 4-digit year (mm/dd/yyyy). For example, enter January 8, 2014 as 01/08/2014.

Last Name (Family Name): Enter the full legal last name of the person who helped the employee in preparing or translating Section 1 in this field. The last name is also the family name or surname. If the preparer or translator has two last names or a hyphenated last name, include both names in this field.

First Name (Given Name): Enter the full legal first name of the person who helped the employee in preparing or translating Section 1 in this field. The first name is also the given name.

Address (Street Name and Number): Enter the street name and number of the current address of the residence of the person who helped the employee in preparing or translating Section 1 in this field. Addresses for residences in Canada or Mexico may be entered in this field. If the residence does not have a physical address, enter a description of the location of the residence, such as "3 miles southwest of Anytown post office near water tower." If the residence is an apartment, enter the apartment number in this field.

City or Town: Enter the city, town or village of the residence of the person who helped the employee in preparing or translating Section 1 in this field. If the residence is not located in a city, town or village, enter the name of the county, township, reservation, etc., in this field. If the residence is in Canada, enter the city and province in this field. If the residence is in Mexico, enter the city and state in this field.

State: Enter the abbreviation of the state, territory or country of the preparer or translator's residence in this field.

ZIP Code: Enter the 5-digit ZIP code of the residence of the person who helped the employee in preparing or translating Section 1 in this field. If the preparer or translator's residence is in Canada or Mexico, enter the 5- or 6-digit postal code.

#### Presenting Form I-9 Documents

Within 3 business days of starting work for pay, you must present to your employer documentation that establishes your identity and employment authorization. For example, if you begin employment on Monday, you must present documentation on or before Thursday of that week. However, if you were hired to work for less than 3 business days, you must present documentation no later than the first day of employment.

Choose which unexpired document(s) to present to your employer from the Lists of Acceptable Documents. An employer cannot specify which document(s) you may present from the Lists of Acceptable Documents. You may present either one selection from List A or a combination of one selection from List B and one selection from List C. Some List A documents, which show both identity and employment authorization, are combination documents that must be presented together to be considered a List A document: for example, the foreign passport together with a Form I-94 containing an endorsement of the alien's nonimmigrant status and employment authorization with a specific employer incident to such status. List B documents show identity only and List C documents show employment authorization only. If your employer participates in E-Verify and you present a List B document, the document must contain a photograph. If you present acceptable List A documentation, you should not be asked to present, nor should you provide, List B and List C documentation. If you present acceptable List B and List C documentation, you should not be asked to present, nor should you provide, List A documentation. If you are unable to present a document(s) from these lists, you may be able to present an acceptable receipt. Refer to the Receipts section below.

Your employer must review the document(s) you present to complete Form I-9. If your document(s) reasonably appears to be genuine and to relate to you, your employer must accept the documents. If your document(s) does not reasonably appear to be genuine or to relate to you, your employer must reject it and provide you with an opportunity to present other documents from the Lists of Acceptable Documents. Your employer may choose to make copies of your document(s), but must return the original(s) to you. Your employer must review your documents in your physical presence.

Your employer will complete the other parts of this form, as well as review your entries in Section 1. Your employer may ask you to correct any errors found. Your employer is responsible for ensuring all parts of Form I-9 are properly completed and is subject to penalties under federal law if the form is not completed correctly.

Minors (individuals under age 18) and certain employees with disabilities whose parent, legal guardian or representative completed Section 1 for the employee are only required to present an employment authorization document from List C. Refer to the <u>Handbook for Employers: Guidance for Completing Form I-9 (M-274)</u> for more guidance on minors and certain individuals with disabilities.

#### Receipts

If you do not have unexpired documentation from the Lists of Acceptable Documents, you may be able to present a receipt(s) in lieu of an acceptable document(s). New employees who choose to present a receipt(s) must do so within three business days of their first day of employment. If your employer is reverifying your employment authorization, and you choose to present a receipt for reverification, you must present the receipt by the date your employment authorization expires. Receipts are not acceptable if employment lasts fewer than three business days.

There are three types of acceptable receipts:

- 1. A receipt showing that you have applied to replace a document that was lost, stolen or damaged. You must present the actual document within 90 days from the date of hire or, in the case of reverification, within 90 days from the date your original employment authorization expires.
- 2. The arrival portion of Form I-94/I-94A containing a temporary I-551 stamp and a photograph of the individual. You must present the actual Permanent Resident Card (Form I-551) by the expiration date of the temporary I-551 stamp, or, if there is no expiration date, within 1 year from the date of admission.
- 3. The departure portion of Form I-94/I-94A with a refugee admission stamp. You must present an unexpired Employment Authorization Document (Form I-766) or a combination of a List B document and an unrestricted Social Security Card within 90 days from the date of hire or, in the case of reverification, within 90 days from the date your original employment authorization expires.

Receipts showing that you have applied for an initial grant of employment authorization, or for renewal of your expiring or expired employment authorization, are not acceptable.

#### Completing Section 2: Employer or Authorized Representative Review and Verification

You, the employer, must ensure that all parts of Form I-9 are properly completed and may be subject to penalties under federal law if the form is not completed correctly. Section 1 must be completed no later than the employee's first day of employment. You may not ask an individual to complete Section 1 before he or she has accepted a job offer. Before completing Section 2, you should review Section 1 to ensure the employee completed it properly. If you find any errors in Section 1, have the employee make corrections, as necessary and initial and date any corrections made.

You may designate an authorized representative to act on your behalf to complete Section 2. An authorized representative can be any person you designate to complete and sign Form I-9 on your behalf. You are liable for any violations in connection with the form or the verification process, including any violations of the employer sanctions laws committed by the person designated to act on your behalf.

You or your authorized representative must complete Section 2 by examining evidence of identity and employment authorization within 3 business days of the employee's first day of employment. For example, if an employee begins employment on Monday, you must review the employee's documentation and complete Section 2 on or before Thursday of that week. However, if you hire an individual for less than 3 business days, Section 2 must be completed no later than the first day of employment.

#### Entering Employee Information from Section 1

This area, titled, "Employee Info from Section 1" contains fields to enter the employee's last name, first name, middle initial exactly as he or she entered them in Section 1. This area also includes a Citizenship/Immigration Status field to enter the number of the citizenship or immigration status checkbox the employee selected in Section 1. These fields help to ensure that the two pages of an employee's Form I-9 remain together. When completing Section 2 using a computer, the number entered in the Citizenship/Immigration Status field provides drop-downs that directly relate to the employee's selected citizenship or immigration status.

#### Entering Documents the Employee Presents

You, the employer or authorized representative, must physically examine, in the employee's physical presence, the unexpired document(s) the employee presents from the Lists of Acceptable Documents to complete the Document fields in Section 2.

You cannot specify which document(s) an employee may present from these lists. If you discriminate in the Form I-9 process based on an individual's citizenship status, immigration status, or national origin, you may be in violation of the law and subject to sanctions such as civil penalties and be required to pay back pay to discrimination victims. A document is acceptable as long as it reasonably appears to be genuine and to relate to the person presenting it. Employees must present one selection from List A or a combination of one selection from List B and one selection from List C.

List A documents show both identity and employment authorization. Some List A documents are combination documents that must be presented together to be considered a List A document, such as a foreign passport together with a Form I-94 containing an endorsement of the alien's nonimmigrant status.

List B documents show identity only, and List C documents show employment authorization only. If an employee presents a List A document, do not ask or require the employee to present List B and List C documents, and vice versa. If an employer participates in E-Verify and the employee presents a List B document, the List B document must include a photograph.

If an employee presents a receipt for the application to replace a lost, stolen or damaged document, the employee must present the replacement document to you within 90 days of the first day of work for pay, or in the case of reverification, within 90 days of the date the employee's employment authorization expired. Enter the word "Receipt" followed by the title of the receipt in Section 2 under the list that relates to the receipt.

When your employee presents the replacement document, draw a line through the receipt, then enter the information from the new document into Section 2. Other receipts may be valid for longer or shorter periods, such as the arrival portion of Form I-94/I-94A containing a temporary I-551 stamp and a photograph of the individual, which is valid until the expiration date of the temporary I-551 stamp or, if there is no expiration date, valid for one year from the date of admission.

Ensure that each document is an unexpired, original (no photocopies, except for certified copies of birth certificates) document. Certain employees may present an expired employment authorization document, which may be considered unexpired, if the employee's employment authorization has been extended by regulation or a Federal Register Notice. Refer to the <u>Handbook for Employers: Guidance for Completing Form I-9 (M-274)</u> or <u>I-9 Central</u> for more guidance on these special situations.

Refer to the M-274 for guidance on how to handle special situations, such as students (who may present additional documents not specified on the Lists) and H-1B and H-2A nonimmigrants changing employers.

Minors (individuals under age 18) and certain employees with disabilities whose parent, legal guardian or representative completed Section 1 for the employee are only required to present an employment authorization document from List C. Refer to the M-274 for more guidance on minors and certain persons with disabilities. If the minor's employer participates in E-Verify, the minor employee also must present a List B identity document with a photograph to complete Form I-9.

You must return original document(s) to the employee, but may make photocopies of the document(s) reviewed. Photocopying documents is voluntary unless you participate in E-Verify. E-Verify employers are only required to photocopy certain documents. If you are an E-Verify employer who chooses to photocopy documents other than those you are required to photocopy, you should apply this policy consistently with respect to Form I-9 completion for all employees. For more information on the types of documents that an employer must photocopy if the employer uses E-Verify, visit E-Verify's website at <a href="www.everify.gov">www.everify.gov</a>. For non-E-Verify employers, if photocopies are made, they should be made consistently for ALL new hires and reverified employees.

Photocopies must be retained and presented with Form I-9 in case of an inspection by DHS or another federal government agency. You must always complete Section 2 by reviewing original documentation, even if you photocopy an employee's document(s) after reviewing the documentation. Making photocopies of an employee's document(s) cannot take the place of completing Form I-9. You are still responsible for completing and retaining Form I-9.

List A - Identity and Employment Authorization: If the employee presented an acceptable document(s) from List A or an acceptable receipt for a List A document, enter the document(s) information in this column. If the employee presented a List A document that consists of a combination of documents, enter information from each document in that combination in a separate area under List A as described below. All documents must be unexpired. If you enter document information in the List A column, you should not enter document information or N/A in the List B or List C columns. If you complete Section 2 using a computer, a selection in List A will fill all the fields in the Lists B and C columns with N/A.

**Document Title:** If the employee presented a document from List A, enter the title of the List A document or receipt in this field. The abbreviations provided are available in the dropdown when the form is completed on a computer. When completing the form on paper, you may choose to use these abbreviations or any other common abbreviation to enter the document title or issuing authority. If the employee presented a combination of documents, use the second and third Document Title fields as necessary.

| Full name of List A Document  | Abbreviations   |
|---|---|
| U.S. Passport   | U.S. Passport   |
| U.S. Passport Card  | U.S. Passport Card  |
| Permanent Resident Card (Form I-551)  | Perm. Resident Card (Form I-551)  |
| Alien Registration Receipt Card (Form I-551)  | Alien Reg. Receipt Card (Form I-551)  |
| Foreign passport containing a temporary I-551 stamp   | Foreign Passport     Temporary I-551 Stamp  |
| Foreign passport containing a temporary I-551 printed notation on a machine-readable immigrant visa (MRIV)  | Foreign Passport     Machine-readable immigrant visa (MRIV)   |
| Employment Authorization Document (Form I-766)  | Employment Auth. Document (Form I-766)  |
| For a nonimmigrant alien authorized to work for a specific employer because of his or her status, a foreign passport with Form I/94/I-94A that contains an endorsement of the alien's nonimmigrant status | Foreign Passport, work-authorized non-immigrant     Form I-94/I94A     Form I-20 or Form DS-2019  Note: In limited circumstances, certain J-1 students  |
|   | may be required to present a letter from their Responsible Officer in order to work. Enter the document title, issuing authority, document number and expiration date from this document in the Additional Information field. |
| Passport from the Federated States of Micronesia (FSM) with Form I-94/I-94A   | 1. FSM Passport with Form I-94<br>2. Form I-94/I94A   |
| Passport from the Republic of the Marshall Islands (RMI) with Form I-94/I94A  | 1. RMI Passport with Form I-94<br>2. Form I-94/I94A   |
| Receipt: The arrival portion of Form I-94/I-94A containing a temporary I-551 stamp and photograph   | Receipt: Form I-94/I-94A w/I-551 stamp, photo   |
| Receipt: The departure portion of Form I-94/I-94A with an unexpired refugee admission stamp   | Receipt: Form I-94/I-94A w/refugee stamp  |
| Receipt for an application to replace a lost, stolen or damaged Permanent Resident Card (Form I-551)  | Receipt replacement Perm. Res. Card (Form I-551)  |
| Receipt for an application to replace a lost, stolen or damaged<br>Employment Authorization Document (Form I-766)   | Receipt replacement EAD (Form I-766)  |
| Receipt for an application to replace a lost, stolen or damaged foreign passport with Form I-94/I-94A that contains an endorsement of the alien's nonimmigrant status                                     | Receipt: Replacement Foreign Passport,<br>work-authorized nonimmigrant     Receipt: Replacement Form I-94/I-94A     Form I-20 or Form DS-2019 (if presented)  |
| Receipt for an application to replace a lost, stolen or damaged passport from the Federated States of Micronesia with Form I-94/I-94A   | Receipt: Replacement FSM Passport with Form I-94     Receipt: Replacement Form I-94/I-94A   |
| Receipt for an application to replace a lost, stolen or damaged passport from the Republic of the Marshall Islands with Form I-94/I-94A   | Receipt: Replacement RMI Passport with Form I-94     Receipt: Replacement Form I-94/I-94A   |

Issuing Authority: Enter the issuing authority of the List A document or receipt. The issuing authority is the specific entity that issued the document. If the employee presented a combination of documents, use the second and third Issuing Authority fields as necessary.

**Document Number:** Enter the document number, if any, of the List A document or receipt presented. If the document does not contain a number, enter N/A in this field. If the employee presented a combination of documents, use the second and third Document Number fields as necessary. If the document presented was a Form I-20 or DS-2019, enter the Student and Exchange Visitor Information System (SEVIS) number in the third Document Number field exactly as it appears on the Form I-20 or the DS-2019.

Expiration Date (if any) (mm/dd/yyyy): Enter the expiration date, if any, of the List A document. The document is not acceptable if it has already expired. If the document does not contain an expiration date, enter N/A in this field. If the document uses text rather than a date to indicate when it expires, enter the text as shown on the document, such as "D/S" (which means, "duration of status"). For a receipt, enter the expiration date of the receipt validity period as described above. If the employee presented a combination of documents, use the second and third Expiration Date fields as necessary. If the document presented was a Form I-20 or DS-2019, enter the program end date here.

List B - Identity: If the employee presented an acceptable document from List B or an acceptable receipt for the application to replace a lost, stolen, or destroyed List B document, enter the document information in this column. If a parent or legal guardian attested to the identity of an employee who is an <u>individual under age 18</u> or certain <u>employees with disabilities</u> in Section 1, enter either "Individual under age 18" or "Special Placement" in this field. Refer to the <u>Handbook for Employers: Guidance for Completing Form 1-9 (M-274)</u> for more guidance on individuals under age 18 and certain person with disabilities.

If you enter document information in the List B column, you must also enter document information in the List C column. If an employee presents acceptable List B and List C documents, do not ask the employees to present a List A document. If you enter document information in List B, you should not enter document information or N/A in List A. If you complete Section 2 using a computer, a selection in List B will fill all the fields in the List A column with N/A.

**Document Title:** If the employee presented a document from List B, enter the title of the List B document or receipt in this field. The abbreviations provided are available in the dropdown when the form is completed on a computer. When completing the form on paper, you may choose to use these abbreviations or any other common abbreviations to document the document title or issuing authority.

| Full name of List B Document   | Abbreviations                              |
|--|--|
| Driver's license issued by a State or outlying possession of the United States   | Driver's license issued by state/territory |
| ID card issued by a State or outlying possession of the United States  | ID card issued by state/territory          |
| ID card issued by federal, state, or local government agencies or entities (Note: This selection does not include the driver's license or ID card issued by a State or outlying possession of the United States as described in B1 of the List of Acceptable Documents.) | Government ID                              |
| School ID card with photograph   | School ID                                  |
| Voter's registration card  | Voter registration card                    |
| U.S. Military card   | U.S. Military card                         |
| U.S. Military draft record   | U.S. Military draft record                 |
| Military dependent's ID card   | Military dependent's ID card               |
| U.S. Coast Guard Merchant Mariner Card   | USCG Merchant Mariner card                 |
| Native American tribal document  | Native American tribal document            |
| Driver's license issued by a Canadian government authority   | Canadian driver's license                  |
| School record (for persons under age 18 who are unable to present a document listed above)   | School record (under age 18)               |
| Report card (for persons under age 18 who are unable to present a document listed above)   | Report card (under age 18)                 |
| Clinic record (for persons under age 18 who are unable to present a document listed above)   | Clinic record (under age 18)               |
| Doctor record (for persons under age 18 who are unable to present a document listed above)   | Doctor record (under age 18)               |
| Hospital record (for persons under age 18 who are unable to present a document listed above)   | Hospital record (under age 18)             |
| Day-care record (for persons under age 18 who are unable to present a document listed above)   | Day-care record (under age 18)             |
| Nursery school record (for persons under age 18 who are unable to present a document listed above)   | Nursery school record (under age 18)       |

| Full name of List B Document  | Abbreviations   |
|---|---|
| Individual under age 18 endorsement by parent or guardian   | Individual under Age 18                                   |
| Special placement endorsement for persons with disabilities   | Special Placement   |
| Receipt for the application to replace a lost, stolen or damaged Driver's License issued by a State or outlying possession of the United States                           | Receipt: Replacement driver's license                     |
| Receipt for the application to replace a lost, stolen or damaged ID card issued by a State or outlying possession of the United States                                    | Receipt: Replacement ID card                              |
| Receipt for the application to replace a lost, stolen or damaged ID card issued by federal, state, or local government agencies or entities                               | Receipt: Replacement Gov't ID                             |
| Receipt for the application to replace a lost, stolen or damaged School ID card with photograph   | Receipt: Replacement School ID                            |
| Receipt for the application to replace a lost, stolen or damaged Voter's registration card  | Receipt: Replacement Voter reg. card                      |
| Receipt for the application to replace a lost, stolen or damaged U.S. Military card   | Receipt: Replacement U.S. Military card                   |
| Receipt for the application to replace a lost, stolen or damaged Military dependent's ID card   | Receipt: Replacement U.S. Military dep. card              |
| Receipt for the application to replace a lost, stolen or damaged U.S. Military draft record   | Receipt: Replacement Military draft record                |
| Receipt for the application to replace a lost, stolen or damaged U.S. Coast Guard Merchant Mariner Card   | Receipt: Replacement Merchant Mariner card                |
| Receipt for the application to replace a lost, stolen or damaged Driver's license issued by a Canadian government authority   | Receipt: Replacement Canadian DL                          |
| Receipt for the application to replace a lost, stolen or damaged Native American tribal document  | Receipt: Replacement Native American tribal doc           |
| Receipt for the application to replace a lost, stolen or damaged School record (for persons under age 18 who are unable to present a document listed above)               | Receipt: Replacement School record (under age 18)         |
| Receipt for the application to replace a lost, stolen or damaged Report card (for persons under age 18 who are unable to present a document listed above)                 | Receipt: Replacement Report card (under age 18)           |
| Receipt for the application to replace a lost, stolen or damaged Clinic record (for persons under age 18 who are unable to present a document listed above)               | Receipt: Replacement Clinic record (under age 18)         |
| Receipt for the application to replace a lost, stolen or damaged Doctor record (for persons under age 18 who are unable to present a document listed above)               | Receipt: Replacement Doctor record (under age 18)         |
| Receipt for the application to replace a lost, stolen or damaged Hospital record (for persons under age 18 who are unable to present a document listed above)             | Receipt: Replacement Hospital record (under age 18)       |
| Receipt for the application to replace a lost, stolen or damaged Daycare record (for persons under age 18 who are unable to present a document listed above)              | Receipt: Replacement Day-care record (under age 18)       |
| Receipt for the application to replace a lost, stolen or damaged<br>Nursery school record (for persons under age 18 who are unable to<br>present a document listed above) | Receipt: Replacement Nursery school record (under age 18) |

Issuing Authority: Enter the issuing authority of the List B document or receipt. The issuing authority is the entity that issued the document. If the employee presented a document that is issued by a state agency, include the state as part of the issuing authority.

**Document Number:** Enter the document number, if any, of the List B document or receipt exactly as it appears on the document. If the document does not contain a number, enter N/A in this field.

Expiration Date (if any) (mm/dd/yyyy): Enter the expiration date, if any, of the List B document. The document is not acceptable if it has already expired. If the document does not contain an expiration date, enter N/A in this field. For a receipt, enter the expiration date of the receipt validity period as described in the Receipt section above.

List C - Employment Authorization: If the employee presented an acceptable document from List C, or an acceptable receipt for the application to replace a lost, stolen, or destroyed List C document, enter the document information in this column. If you enter document information in the List C column, you must also enter document information in the List B column. If an employee presents acceptable List B and List C documents, do not ask the employee to present a list A document. If you enter document information in List C, you should not enter document information or N/A in List A. If you complete Section 2 using a computer, a selection in List C will fill all the fields in the List A column with N/A.

**Document Title:** If the employee presented a document from List C, enter the title of the List C document or receipt in this field. The abbreviations provided are available in the dropdown when the form is completed on a computer. When completing the form on paper, you may choose to use these abbreviations or any other common abbreviations to document the document title or issuing authority. If you are completing the form on a computer, and you select an Employment authorization document issued by DHS, the field will populate with List C #7 and provide a space for you to enter a description of the documentation the employee presented. Refer to the M-274 for guidance on entering List C #7 documentation.

| Full name of List C Document  | Abbreviations                                    |
|---|--|
| Social Security Account Number card without restrictions  | (Unrestricted) Social Security Card              |
| Certification of Birth Abroad (Form FS-545)   | Form FS-545                                      |
| Certification of Report of Birth (Form DS-1350)   | Form DS-1350                                     |
| Consular Report of Birth Abroad (Form FS-240)   | Form FS-240                                      |
| Original or certified copy of a U.S. birth certificate bearing an official seal   | Birth Certificate                                |
| Native American tribal document   | Native American tribal document                  |
| U.S. Citizen ID Card (Form I-197)   | Form 1-197                                       |
| Identification Card for use of Resident Citizen in the United States (Form I-179)   | Form I-179                                       |
| Employment authorization document issued by DHS (List C #7) (Note: This selection does not include the Employment Authorization Document (Form I-766) from List A.) | Employment Auth. document (DHS) List C #7        |
| Receipt for the application to replace a lost, stolen or damaged Social Security Account Number Card without restrictions   | Receipt: Replacement Unrestricted SS Card        |
| Receipt for the application to replace a lost, stolen or damaged Original or certified copy of a U.S. birth certificate bearing an official seal                    | Receipt: Replacement Birth Certificate           |
| Receipt for the application to replace a lost, stolen or damaged Native American Tribal Document  | Receipt: Replacement Native American Tribal Doc. |
| Receipt for the application to replace a lost, stolen or damaged Employment Authorization Document issued by DHS  | Receipt: Replacement Employment Auth. Doc. (DHS) |

Issuing Authority: Enter the issuing authority of the List C document or receipt. The issuing authority is the entity that issued the document.

**Document Number:** Enter the document number, if any, of the List C document or receipt exactly as it appears on the document. If the document does not contain a number, enter N/A in this field.

Expiration Date (if any) (mm/dd/yyyy): Enter the expiration date, if any, of the List C document. The document is not acceptable if it has already expired, unless USCIS has extended the expiration date on the document. For instance, if a conditional resident presents a Form I-797 extending his or her conditional resident status with the employee's expired Form I-551, enter the future expiration date as indicated on the Form I-797. If the document has no expiration date, enter N/A in this field. For a receipt, enter the expiration date of the receipt validity period as described in the Receipt section above.

Additional Information: Use this space to notate any additional information required for Form I-9 such as:

- Employment authorization extensions for Temporary Protected Status beneficiaries, F-1 OPT STEM students, CAP-GAP, H-1B and H-2A employees continuing employment with the same employer or changing employers, and other nonimmigrant categories that may receive extensions of stay
- · Additional document(s) that certain nonimmigrant employees may present
- Discrepancies that E-Verify employers must notate when participating in the IMAGE program
- Employee termination dates and form retention dates
- E-Verify case number, which may also be entered in the margin or attached as a separate sheet per E-Verify requirements and your chosen business process
- · Any other comments or notations necessary for the employer's business process

You may leave this field blank if the employee's circumstances do not require additional notations.

#### Entering Information in the Employer Certification

Employee's First Day of Employment: Enter the employee's first day of employment as a 2-digit month, 2-digit day and 4-digit year (mm/dd/yyyy).

Signature of Employer or Authorized Representative: Review the form for accuracy and completeness. The person who physically examines the employee's original document(s) and completes Section 2 must sign his or her name in this field. If you used a form obtained from the USCIS website, you must print the form to sign your name in this field. By signing Section 2, you attest under penalty of perjury (28 U.S.C. § 1746) that you have physically examined the documents presented by the employee, the document(s) reasonably appear to be genuine and to relate to the employee named, that to the best of your knowledge the employee is authorized to work in the United States, that the information you entered in Section 2 is complete, true and correct to the best of your knowledge, and that you are aware that you may face severe penalties provided by law and may be subject to criminal prosecution for knowingly and willfully making false statements or knowingly accepting false documentation when completing this form.

Today's Date: The person who signs Section 2 must enter the date he or she signed Section 2 in this field. Do not backdate this field. If you used a form obtained from the USCIS website, you must print the form to write the date in this field. Enter the date as a 2-digit month, 2-digit day and 4-digit year (mm/dd/yyyy). For example, enter January 8, 2014 as 01/08/2014.

Title of Employer or Authorized Representative: Enter the title, position or role of the person who physically examines the employee's original document(s), completes and signs Section 2.

Last Name of the Employer or Authorized Representative: Enter the full legal last name of the person who physically examines the employee's original documents, completes and signs Section 2. Last name refers to family name or sumame. If the person has two last names or a hyphenated last name, include both names in this field.

First Name of the Employer or Authorized Representative: Enter the full legal first name of the person who physically examines the employee's original documents, completes, and signs Section 2. First name refers to the given name.

Employer's Business or Organization Name: Enter the name of the employer's business or organization in this field.

Employer's Business or Organization Address (Street Name and Number): Enter an actual, physical address of the employer. If your company has multiple locations, use the most appropriate address that identifies the location of the employer. Do not provide a P.O. Box address.

City or Town: Enter the city or town for the employer's business or organization address. If the location is not a city or town, you may enter the name of the village, county, township, reservation, etc, that applies.

State: Enter the two-character abbreviation of the state for the employer's business or organization address.

ZIP Code: Enter the 5-digit ZIP code for the employer's business or organization address.

#### Completing Section 3: Reverification and Rehires

Section 3 applies to both reverification and rehires. When completing this section, you must also complete the Last Name, First Name and Middle Initial fields in the Employee Info from Section 1 area at the top of Section 2, leaving the Citizenship/ Immigration Status field blank. When completing Section 3 in either a reverification or rehire situation, if the employee's name has changed, record the new name in Block A.

#### Reverification

Reverification in Section 3 must be completed prior to the earlier of:

- The expiration date, if any, of the employment authorization stated in Section 1, or
- The expiration date, if any, of the List A or List C employment authorization document recorded in Section 2 (with some exceptions listed below).

Some employees may have entered "N/A" in the expiration date field in Section 1 if they are aliens whose employment authorization does not expire, e.g. asylees, refugees, certain citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, or Palau. Reverification does not apply for such employees unless they choose to present evidence of employment authorization in Section 2 that contains an expiration date and requires reverification, such as Form I-766, Employment Authorization Document.

You should not reverify U.S. citizens and noncitizen nationals, or lawful permanent residents (including conditional residents) who presented a Permanent Resident Card (Form I-551). Reverification does not apply to List B documents.

For reverification, an employee must present an unexpired document(s) (or a receipt) from either List A or List C showing he or she is still authorized to work. You CANNOT require the employee to present a particular document from List A or List C. The employee is also not required to show the same type of document that he or she presented previously. See specific instructions on how to complete Section 3 below.

#### Rehires

If you rehire an employee within three years from the date that the Form I-9 was previously executed, you may either rely on the employee's previously executed Form I-9 or complete a new Form I-9.

If you choose to rely on a previously completed Form I-9, follow these guidelines.

- If the employee remains employment authorized as indicated on the previously executed Form I-9, the employee does
  not need to provide any additional documentation. Provide in Section 3 the employee's rehire date, any name changes if
  applicable, and sign and date the form.
- If the previously executed Form I-9 indicates that the employee's employment authorization from Section 1 or employment authorization documentation from Section 2 that is subject to reverification has expired, then reverification of employment authorization is required in Section 3 in addition to providing the rehire date. If the previously executed Form I-9 is not the current version of the form, you must complete Section 3 on the current version of the form.
- If you already used Section 3 of the employee's previously executed Form I-9, but are rehiring the employee within three years of the original execution of Form I-9, you may complete Section 3 on a new Form I-9 and attach it to the previously executed form.

Employees rehired after three years of original execution of the Form I-9 must complete a new Form I-9.

Complete each block in Section 3 as follows:

Block A - New Name: If an employee who is being reverified or rehired has also changed his or her name since originally completing Section 1 of this form, complete this block with the employee's new name. Enter only the part of the name that has changed, for example: if the employee changed only his or her last name, enter the last name in the Last Name field in this Block, then enter N/A in the First Name and Middle Initial fields. If the employee has not changed his or her name, enter N/A in each field of Block A.

Block B - Date of Rehire: Complete this block if you are rehiring an employee within three years of the date Form I-9 was originally executed. Enter the date of rehire in this field. Enter N/A in this field if the employee is not being rehired.

Block C - Complete this block if you are reverifying expiring or expired employment authorization or employment authorization documentation of a current or rehired employee. Enter the information from the List A or List C document(s) (or receipt) that the employee presented to reverify his or her employment authorization. All documents must be unexpired.

**Document Title:** Enter the title of the List A or C document (or receipt) the employee has presented to show continuing employment authorization in this field.

**Document Number:** Enter the document number, if any, of the document you entered in the Document Title field exactly as it appears on the document. Enter N/A if the document does not have a number.

Expiration Date (if any) (mm/dd/yyyy): Enter the expiration date, if any, of the document you entered in the Document Title field as a 2-digit month, 2-digit day, and 4-digit year (mm/dd/yyyy). If the document does not contain an expiration date, enter N/A in this field.

Signature of Employer or Authorized Representative: The person who completes Section 3 must sign in this field. If you used a form obtained from the USCIS website, you must print Section 3 of the form to sign your name in this field. By signing Section 3, you attest under penalty of perjury (28 U.S.C. §1746) that you have examined the documents presented by the employee, that the document(s) reasonably appear to be genuine and to relate to the employee named, that to the best of your knowledge the employee is authorized to work in the United States, that the information you entered in Section 3 is complete, true and correct to the best of your knowledge, and that you are aware that you may face severe penalties provided by law and may be subject to criminal prosecution for knowingly and willfully making false statements or knowingly accepting false documentation when completing this form.

Today's Date: The person who completes Section 3 must enter the date Section 3 was completed and signed in this field. Do not backdate this field. If you used a form obtained from the USCIS website, you must print Section 3 of the form to enter the date in this field. Enter the date as a 2-digit month, 2-digit day, and 4-digit year (mm/dd/yyyy). For example, enter January 8, 2014 as 01/08/2014.

Name of Employer or Authorized Representative: The person who completed, signed and dated Section 3 must enter his or her name in this field.

#### What is the Filing Fee?

There is no 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 "DHS Privacy Notice" below.

#### **USCIS Forms and Information**

For additional guidance about Form I-9, employers and employees should refer to the *Handbook for Employers: Guidance for Completing Form I-9 (M-274)* or USCIS' Form I-9 website at <a href="https://www.uscis.gov/i-9-central">https://www.uscis.gov/i-9-central</a>.

You can also obtain information about Form I-9 by e-mailing USCIS at <u>1-9Central@dhs.gov</u>, or by calling 1-888-464-4218 or 1-877-875-6028 (TTY).

You may download and obtain the English and Spanish versions of Form I-9, the *Handbook for Employers*, or the instructions to Form I-9 from the USCIS website at <a href="https://www.uscis.gov/i-9">https://www.uscis.gov/i-9</a>. To complete Form I-9 on a computer, you will need the latest version of Adobe Reader, which can be downloaded for free at <a href="http://get.adobe.com/reader/">http://get.adobe.com/reader/</a>. You may order paper forms at <a href="https://www.uscis.gov/forms/forms-by-mail">https://www.uscis.gov/forms/forms-by-mail</a> or by contacting the USCIS Contact Center at 1-800-375-5283 or 1-800-767-1833 (TTY).

Information about E-Verify, a web-based system that allows employers to confirm the eligibility of their employees to work in the United States, can be obtained at <a href="https://www.e-verify.gov">https://www.e-verify.gov</a> or by contacting E-Verify at <a href="https://www.e-verify.gov/contact-us">https://www.e-verify.gov/contact-us</a>.

Employees with questions about Form I-9 and/or E-Verify can reach the USCIS employee hotline by calling 1-888-897-7781 or 1-877-875-6028 (TTY).

## Photocopying Blank and Completed Forms I-9 and Retaining Completed Forms I-9

Employers may photocopy or print blank Forms I-9 for future use. All pages of the instructions and Lists of Acceptable Documents must be available, either in print or electronically, to all employees completing this form. Employers must retain each employee's completed Form I-9 for as long as the individual works for the employer and for a specified period after employment has ended. Employers are required to retain the pages of the form on which the employee and employer entered data. If copies of documentation presented by the employee are made, those copies must also be retained. Once the individual's employment ends, the employer must retain this form and attachments for either 3 years after the date of hire (i.e., first day of work for pay) or 1 year after the date employment ended, whichever is later. In the case of recruiters or referrers for a fee (only applicable to those that are agricultural associations, agricultural employers, or farm labor contractors), the retention period is 3 years after the date of hire (i.e., first day of work for pay).

Forms I-9 obtained from the USCIS website that are not printed and signed manually (by hand) are not considered complete. In the event of an inspection, retaining incomplete forms may make you subject to fines and penalties associated with incomplete forms.

Employers should ensure that information employees provide on Form I-9 is used only for Form I-9 purposes. Completed Forms I-9 and all accompanying documents should be stored in a safe, secure location.

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

#### **DHS Privacy Notice**

AUTHORITIES: The information requested on this form, and the associated documents, are collected under the Immigration Reform and Control Act of 1986, Pub. L. 99-603 (8 USC 1324a).

PURPOSE: The primary purpose for providing the requested information on this form is for employers to verify your identity and employment authorization. Consistent with the requirements of the Immigration Reform and Control Act of 1986, employers use the Form I-9 to document the verification of the identity and employment authorization for new employees to prevent the unlawful hiring, or recruiting or referring for a fee, of aliens who are not authorized to work in the United States. This form is completed by both the employer and employee, and is ultimately retained by the employer.

DISCLOSURE: The information you provide is voluntary. However, failure to provide the requested information, including your Social Security number (if applicable), and any requested evidence, may result in termination of employment. Failure of the employer to ensure proper completion of this form may result in the imposition of civil or criminal penalties against the employer. In addition, knowingly employing individuals who are not authorized to work in the United States may subject the employer to civil and/or criminal penalties.

ROUTINE USES: This information will be used by employers as a record of their basis for determining eligibility of an individual to work in the United States. The employer must retain this completed form and make it available for inspection by authorized officials of the Department of Homeland Security, Department of Labor, and Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section. DHS may also share this information, as appropriate, for law enforcement purposes or in the interest of national security.

#### 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 35 minutes per response, when completing the form manually, and 26 minutes per response when using a computer to aid in completion of the form, including the time for reviewing instructions and completing and retaining 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 Coordination Division, Office of Policy and Strategy, 20 Massachusetts Avenue NW, Washington, DC 20529-2140; OMB No. 1615-0047. Do not mail your completed Form I-9 to this address.



## **Employment Eligibility Verification**

## Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9 OMB No. 1615-0047 Expires 10/31/2022

| Section 2. Employer or (Employers or their authorized reprinust physically examine one document of Acceptable Documents.") | esentative m             | ust complete a             | nd sign Section | n 2 within  | 3 business      | days of the e | mploy<br>cumen | ee's fii<br>from | st day of employment. You<br>List C as lisled on the "Lists |
|--|--------------------------|----------------------------|-----------------|-------------|-----------------|---------------|----------------|------------------|---|
| Employee Info from Section 1   | Last Name                | (Family Name)              |                 | First Nan   | ne (Given N     | lame)         | M.I.           | Citiz            | enship/Immigration Status                                   |
| List A Identity and Employment Aut   | horization               | OR                         | Lis:            |             |                 | AND           |                | Emr              | List C  |
| Document Title   | ilonzation               | Document                   |                 | itity       |                 | Docum         | ent Titl       |                  | noyment Authorization                                       |
|  |                          |                            |                 |             |                 |               |                |                  |   |
| Issuing Authority  |                          | Issuing Au                 | ithority        |             |                 | Issuing       | Autho          | rity             | 7   |
| Document Number  |                          | Document                   | Number          |             |                 | Docum         | ent Nu         | mber             |   |
| Expiration Date (if any) (mm/dd/yyy  | /y)                      | Expiration                 | Date (if any) ( | mm/dd/yyy   | ry)             | Expirat       | ion Da         | e (if a          | ny) (mm/dd/yyyy)  |
| Document Title   |                          |                            |                 |             |                 |               |                |                  |   |
| Issuing Authority  |                          | Addition                   | al Informatio   | n           |                 |               |                |                  | Code - Sections 2 & 3<br>Not Write In This Space            |
| Pocument Number  |                          |                            |                 |             |                 |               |                |                  |   |
| Expiration Date (if any) (mm/dd/yyy  | (y)                      |                            |                 |             |                 |               |                |                  |   |
| Document Title   |                          |                            |                 |             |                 | •             |                |                  |   |
| Issuing Authority  |                          |                            |                 |             |                 |               |                |                  |   |
| Document Number  |                          |                            |                 |             |                 |               |                |                  |   |
| Expiration Date (if any) (mm/dd/yyy  | y)                       | i. L.                      |                 |             | ·               |               |                |                  |   |
| Certification: I attest, under per (2) the above-listed document(seemployee is authorized to work                          | appear to<br>in the Unit | be genuine a<br>ed States. | and to relate   |             | ployee na       | med, and (    | 3) to ti       | ne be:           | st of my knowledge the                                      |
| The employee's first day of en   |                          |                            |                 |             |                 | instructio    |                |                  |   |
| Signature of Employer or Authorized  | d Representa             | ative                      | Today's Dat     | e (mm/dd/)  | <i>yyy)</i> Tit | lle of Employ | er or A        | uthori           | zed Representative  |
| Last Name of Employer or Authorized R  | tepresentative           | First Name o               | f Employer or A | uthorized R | epresentative   | e Employ      | er's Bu        | sines            | s or Organization Name                                      |
| Employer's Business or Organizatio   | n Address (S             | Street Number a            | and Name)       | City or Tov | wn              |               | Sta            | ite              | ZIP Code  |
| Section 3. Reverification a  | nd Rehire                | es (To be con              | ipleted and     | signed by   | employer        | or authoriz   | ed rej         | orese            | ntative.)   |
| A. New Name (if applicable)  |                          |                            |                 |             |                 | B. Date o     |                |                  | oplicable)  |
| Last Name (Family Name)  | First                    | Name (Given                | Name)           | Mid         | Idle Initial    | Date (mn      | n/dd/yy        | yy)<br>          |   |
| C. If the employee's previous grant continuing employment authorization  |                          |                            |                 | provide the | information     | n for the doc | ument          | or rec           | eipt that establishes                                       |
| Document Title   |                          |                            | Documer         | nt Number   |                 |               | Expira         | ation D          | ate (if any) (mm/dd/yyyy)                                   |
| attest, under penalty of perjury<br>he employee presented docume   |                          |                            |                 |             |                 |               |                |                  |   |
| Signature of Employer or Authorized  | l Representa             | tive Today's               | s Date (mm/do   | d/yyyy)     | Name of E       | Employer or a | Authori        | zed R            | epresentalive   |



## **Employment Eligibility Verification** Department of Homeland Security U.S. Citizenship and Immigration Services

**USCIS** Form I-9

OMB No. 1615-0047 Expires 10/31/2022

► START HERE: Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

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ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

|   | The same of the sa |                                      |   |   | 00                              | ! Names    | Head (if any)                      |
|---|--|--------------------------------------|---|---|---------------------------------|------------|------------------------------------|
| ast Name (Family Name)  | First Nan  | ne (Given Name                       | )   | Middle Initial                            | Other L                         | ast Names  | Used (if any)                      |
| Address (Street Number and Name)  |  | Apt. Number                          | City or Town  |   |                                 | State      | ZIP Code                           |
|   | ocial Security Num   |                                      | ee's E-mail Add   |   |                                 |            | Telephone Number                   |
| am aware that federal law provi<br>connection with the completion<br>attest, under penalty of perjury   | of this form.  |                                      |   |   | or use o                        | f false do | cuments in                         |
|   | , mai i am (chec   | CK One of the                        |   |   |                                 |            |                                    |
| 1. A citizen of the United States  2. A noncitizen national of the United States  | and Chatan /Con ins  | tructions                            |   |   |                                 |            |                                    |
| 3. A lawful permanent resident (  |  |                                      | Number):  |   |                                 |            |                                    |
| 4. An alien authorized to work ur   |  |                                      |   |   | T                               |            |                                    |
| Some aliens may write "N/A" in  | the expiration date  | e field. (See instr                  | ructions)   |   | -                               |            | R Code - Section 1                 |
| Aliens authorized to work must provic<br>An Alien Registration Number/USCIS<br>1. Alien Registration Number/USCIS   | S Number OR Form   | following docume<br>n I-94 Admission | ent numbers to o<br>Number OR Fo                        | complete Form I-t<br>reign Passport N<br> | 9:<br>umber.                    |            | ot Write In This Space             |
| OR  |  |                                      |   |   |                                 |            |                                    |
| 2. Form I-94 Admission Number:<br>OR  |  |                                      |   |   | 1                               |            |                                    |
| 3. Foreign Passport Number:   |  |                                      |   |   |                                 |            |                                    |
| Country of Issuance:  |  |                                      |   |   |                                 |            | 1 - pe 19 H                        |
|   |  |                                      |   | Today's Da                                | te (mm/d                        | d/yyyy)    |                                    |
| Signature of Employee   |  |                                      |   |   | 1. e49k18c1                     | Yatiwas    | 10.3478b3691.148                   |
| Preparer and/or Translato I did not use a preparer or translate (Fields below must be completed   | or.  | rer(s) and/or trai<br>n preparers an | nslator(s) assiste<br>d/or translators                  | ed the employee i<br>s assist an emp      | loyee in                        | completin  | g Section 1.)                      |
| Preparer and/or Translato I did not use a preparer or translate (Fields below must be completed attest, under penalty of perjury                                | or.  | rer(s) and/or trai<br>n preparers an | nslator(s) assiste<br>d/or translators                  | s assist an emp                           | loyee in                        | completin  | g Section 1.)                      |
| Preparer and/or Translato I did not use a preparer or translate Fields below must be completed attest, under penalty of perjury nowledge the information is tr  | or.  | rer(s) and/or trai<br>n preparers an | nslator(s) assiste<br>d/or translators                  | s assist an emp                           | <i>loyee in</i><br>nis form     | completin  | g Section 1.)<br>to the best of my |
| Preparer and/or Translato I did not use a preparer or translate Fields below must be completed attest, under penalty of perjury knowledge the information is tr | or.  | rer(s) and/or trai<br>n preparers an | nslator(s) assiste<br>d/or translators                  | s assist an emp                           | <i>loyee in</i><br>nis form     | completin  | g Section 1.) to the best of my    |
| Preparer and/or Translato   | or.  | rer(s) and/or trai<br>n preparers an | nslator(s) assiste<br>d/or translators<br>completion of | s assist an emp                           | loyee in<br>nis form<br>Today's | completin  | g Section 1.)<br>to the best of my |



Employer Completes Next Page



# LISTS OF ACCEPTABLE DOCUMENTS All documents must be UNEXPIRED

Employees may present one selection from List A or a combination of one selection from List B and one selection from List C.

|    | LIST A  Documents that Establish  |       | LIST B  Documents that Establish  |     | LIST C Documents that Establish  |
|----|---|-------|---|-----|--|
|    | Both Identity and<br>Employment Authorization   | OR    | Identity<br>At  | ID. | Employment Authorization   |
|    | U.S. Passport or U.S. Passport Card  Permanent Resident Card or Alien Registration Receipt Card (Form I-551)  |       | Driver's license or ID card issued by a<br>State or outlying possession of the<br>United States provided it contains a<br>photograph or information such as | 1.  | A Social Security Account Number card, unless the card includes one of the following restrictions:  (1) NOT VALID FOR EMPLOYMENT |
| 3. | Foreign passport that contains a temporary I-551 stamp or temporary   |       | name, date of birth, gender, height, eye color, and address   |     | (2) VALID FOR WORK ONLY WITH<br>INS AUTHORIZATION  |
|    | I-551 printed notation on a machine-<br>readable immigrant visa   |       | <ol><li>ID card issued by federal, state or local<br/>government agencies or entities,<br/>provided it contains a photograph or</li></ol>                   |     | (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION   |
| 4. | Employment Authorization Document that contains a photograph (Form I-766)   |       | information such as name, date of birth,<br>gender, height, eye color, and address  | 2.  | Certification of report of birth issued<br>by the Department of State (Forms<br>DS-1350, FS-545, FS-240)                         |
| 5. | For a nonimmigrant alien authorized   |       | 3. School ID card with a photograph   | 3.  | Original or certified copy of birth  |
|    | to work for a specific employer   |       | 4. Voter's registration card  |     | certificate issued by a State,<br>county, municipal authority, or  |
|    | because of his or her status:  a. Foreign passport; and   |       | 5. U.S. Military card or draft record   |     | territory of the United States   |
|    | b. Form I-94 or Form I-94A that has   |       | 6. Military dependent's ID card   |     | bearing an official seal   |
|    | the following:  |       | 7. U.S. Coast Guard Merchant Mariner  | -   | Native American tribal document  |
|    | (1) The same name as the passport;<br>and   |       | Card  | 5.  | U.S. Citizen ID Card (Form I-197)  |
|    | (2) An endorsement of the alien's   |       | 8. Native American tribal document  | 6.  | Identification Card for Use of   |
|    | nonimmigrant status as long as that period of endorsement has   |       | Driver's license issued by a Canadian government authority  |     | Resident Citizen in the United<br>States (Form I-179)  |
|    | not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.                           |       | For persons under age 18 who are unable to present a document listed above:   | 7.  | Employment authorization document issued by the Department of Homeland Security  |
| 6. | Passport from the Federated States of Micronesia (FSM) or the Republic  | • (j) | 10. School record or report card  |     |  |
|    | of the Marshall Islands (RMI) with  |       | 11. Clinic, doctor, or hospital record  |     |  |
|    | Form I-94 or Form I-94A indicating<br>nonimmigrant admission under the<br>Compact of Free Association Between<br>the United States and the FSM or RMI |       | 12. Day-care or nursery school record   |     |  |

Examples of many of these documents appear in the Handbook for Employers (M-274).

Refer to the instructions for more information about acceptable receipts.

Form I-9 10/21/2019 Page 3 of 3

#### Employee's Withholding Certificate

OMB No. 1545-0074

► Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay.

2021

(Rev. December 2020) ➤ Give Form W-4 to your employer. Department of the Treasur > Your withholding is subject to review by the IRS. Internal Revenue Service Social security number First name and middle initial Last name Step 1: Enter Address > Does your name match the name on your social security card? If not, to ensure you get Personal Information credit for your earnings, contact City or town, state, and ZIP code SSA at 800-772-1213 or go to www.ssa.gov. Single or Married filing separately Married filing jointly or Qualifying widow(er) Head of household (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying individual.) Complete Steps 2-4 ONLY if they apply to you; otherwise, skip to Step 5. See page 2 for more information on each step, who can claim exemption from withholding, when to use the estimator at www.irs.gov/W4App, and privacy. Complete this step if you (1) hold more than one job at a time, or (2) are married filing jointly and your spouse Step 2: also works. The correct amount of withholding depends on income earned from all of these jobs. **Multiple Jobs** or Spouse Do only one of the following. Works (a) Use the estimator at www.irs.gov/W4App for most accurate withholding for this step (and Steps 3-4); or (b) Use the Multiple Jobs Worksheet on page 3 and enter the result in Step 4(c) below for roughly accurate withholding; or (c) If there are only two jobs total, you may check this box. Do the same on Form W-4 for the other job. This option is accurate for jobs with similar pay; otherwise, more tax than necessary may be withheld . . . . . . . . . . . . . . . . . TIP: To be accurate, submit a 2021 Form W-4 for all other jobs. If you (or your spouse) have self-employment income, including as an independent contractor, use the estimator. Complete Steps 3-4(b) on Form W-4 for only ONE of these jobs. Leave those steps blank for the other jobs. (Your withholding will be most accurate if you complete Steps 3-4(b) on the Form W-4 for the highest paying job.) Step 3: If your total income will be \$200,000 or less (\$400,000 or less if married filing jointly): Claim Multiply the number of qualifying children under age 17 by \$2,000 ▶ \$ Dependents Multiply the number of other dependents by \$500 . . . . ▶ \$ \$ 3 Step 4 (a) Other income (not from jobs). If you want tax withheld for other income you expect this year that won't have withholding, enter the amount of other income here. This may (optional): 4(a) |\$ Other Adjustments (b) Deductions. If you expect to claim deductions other than the standard deduction and want to reduce your withholding, use the Deductions Worksheet on page 3 and 4(b) \$ 4(c) \$ (c) Extra withholding. Enter any additional tax you want withheld each pay period Step 5: Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete. Sign Here Employee's signature (This form is not valid unless you sign it,) Employer identification **Employers** Employer's name and address First date of employment number (EIN) Only

### Step 2(b) - Multiple Jobs Worksheet (Keep for your records.)



If you choose the option in Step 2(b) on Form W-4, complete this worksheet (which calculates the total extra tax for all jobs) on only ONE Form W-4. Withholding will be most accurate if you complete the worksheet and enter the result on the Form W-4 for the highest paying job.

**Note:** If more than one job has annual wages of more than \$120,000 or there are more than three jobs, see Pub. 505 for additional tables; or, you can use the online withholding estimator at <a href="https://www.irs.gov/W4App">www.irs.gov/W4App</a>.

| 1 | <b>Two jobs.</b> If you have two jobs or you're married filing jointly and you and your spouse each have one job, find the amount from the appropriate table on page 4. Using the "Higher Paying Job" row and the "Lower Paying Job" column, find the value at the intersection of the two household salaries and enter that value on line 1. Then, <b>skip</b> to line 3 | 1          | \$ |
|---|---|------------|----|
| 2 | Three jobs. If you and/or your spouse have three jobs at the same time, complete lines 2a, 2b, and 2c below. Otherwise, skip to line 3.   |            |    |
|   | a Find the amount from the appropriate table on page 4 using the annual wages from the highest paying job in the "Higher Paying Job" row and the annual wages for your next highest paying job in the "Lower Paying Job" column. Find the value at the intersection of the two household salaries and enter that value on line 2a.  | <b>2</b> a | \$ |
|   | b Add the annual wages of the two highest paying jobs from line 2a together and use the total as the wages in the "Higher Paying Job" row and use the annual wages for your third job in the "Lower Paying Job" column to find the amount from the appropriate table on page 4 and enter this amount on line 2b   | 2b         | \$ |
|   | c Add the amounts from lines 2a and 2b and enter the result on line 2c  | 2c         | \$ |
| 3 | Enter the number of pay periods per year for the highest paying job. For example, if that job pays weekly, enter 52; if it pays every other week, enter 26; if it pays monthly, enter 12, etc   | 3          |    |
| 4 | Divide the annual amount on line 1 or line 2c by the number of pay periods on line 3. Enter this amount here and in Step 4(c) of Form W-4 for the highest paying job (along with any other additional amount you want withheld)   | 4          | \$ |
|   | Step 4(b) - Deductions Worksheet (Keep for your records.)   |            | 4  |
| 1 | Enter an estimate of your 2021 itemized deductions (from Schedule A (Form 1040)). Such deductions may include qualifying home mortgage interest, charitable contributions, state and local taxes (up to \$10,000), and medical expenses in excess of 7.5% of your income  | 1          | \$ |
| 2 | Enter:   • \$25,100 if you're married filing jointly or qualifying widow(er) • \$18,800 if you're head of household • \$12,550 if you're single or married filing separately  | 2          | \$ |
| 3 | If line 1 is greater than line 2, subtract line 2 from line 1 and enter the result here. If line 2 is greater than line 1, enter "-0-"  | 3          | \$ |
| 1 | Enter an estimate of your student loan interest, deductible IRA contributions, and certain other adjustments (from Part II of Schedule 1 (Form 1040)). See Pub. 505 for more information  | 4          | \$ |
| 5 | Add lines 3 and 4. Enter the result here and in Step 4(b) of Form W-4   | 5          | \$ |

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 with no other entries on the form; 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,

| Ž | VA                       |
|---|--------------------------|
| Ö | 17-4                     |
| _ | Commonwealth of Kentucky |
|   | Department of Revenue    |

#### KENTUCKY'S WITHHOLDING CERTIFICATE

2021

| Department of Revenue                                   |  |                                |   |                                       |                      |
|---|--|--------------------------------|---|---------------------------------------|----------------------|
|   | Social Security Number   |                                |   |                                       |                      |
|   |  |                                |   |                                       |                      |
| Name-Last, First, Middle I                              | nitial   |                                |   |                                       |                      |
|   |  |                                |   |                                       |                      |
| Mailing Address (Number a                               | nd Street including Apartment Number or P.O. Box                       |                                |   |                                       |                      |
|   |  |                                |   |                                       |                      |
| City, Town or Post Office                               | State  | ZIP Code                       |   |                                       |                      |
|   |  |                                |   |                                       |                      |
| All Kentucky wage of Revenue annual<br>Check if exempt: | earners are taxed at a flat 5% ra<br>lly adjust the standard deduction | te with a stan<br>in accordanc | dard deduction<br>e with KRS 141.       | allowance of \$2,690. T<br>081(2)(a). | he Department        |
| ☐ 1. Kentucky ir  | ncome tax liability is not expecte                                     | d this year (so                | ee instructions)                        |                                       |                      |
|   | for the Fort Campbell Exemption  |                                |   | of                                    |                      |
|   | for the nonresident military spo                                       |                                |   | State                                 |                      |
|   | Kentucky and reside in a recipro                                       |                                |   |                                       |                      |
|   | ding per pay period under agreer                                       |                                | plover \$                               |                                       |                      |
|   | perjury, I declare that I have exa                                     |                                |   | the best of my knowle                 | —<br>dge and belief, |
|   | ×  |                                |   |                                       |                      |
|   | Signature  |                                | *************************************** | Date                                  |                      |
|   | Inetru   | ctions to Em                   | nlovaes                                 |                                       |                      |

#### instructions to Employees

All Kentucky wage earners are taxed at a flat 5% tax rate with an allowance for the standard deduction.

You may be exempt from withholding if any of the four conditions below are met:

- You may be exempt from withholding for 2021 if both the following apply:
  - For 2020, you had a right to a refund of all Kentucky income tax withheld because you had no Kentucky income tax liability, and
  - For 2021, you expect a refund of all your Kentucky income tax withheld.

Income Tax Liability Thresholds—The 2020 filing threshold amount based upon federal poverty level is expected to be \$12,760 for a family size of one (singe, or married living apart from your spouse for the entire year), \$17,240 for a family of two (single with one dependent child or a married couple), \$21,720 for a family of three (single with two dependent children or a married couple with one dependent child) and \$26,200 for a family of four or more (single with three dependent children or a married couple with two or more dependent children). Modified gross income is equal to your federal adjusted gross income plus any interest income from other states municipal bonds and pension income from a qualifying lump-sum distribution. If your combined modified gross income is expected to be less than the threshold amount for your family size, then you (and your spouse, if applicable) may not have an income tax liability.

If both the above statements apply, you are exempt and may check box 1. Your exemption for 2021 expires February 15, 2022.

Under the provisions of Public Law 105-261, pay and compensation earned at the Fort Campbell, Kentucky, military base is exempt from Kentucky income tax if you are not a resident of Kentucky. KRS 141.010(17) defines "resident" as an individual domiciled within this state or an individual who is not domiciled in this state, but maintains a place of abode in this state and spends in the aggregate more than one hundred eighty-three (183) days of the taxable year in this state.

Check box 2 if you certify that you are not a resident of Kentucky and only earn wages as an employee at Fort Campbell, Kentucky. This exemption must be revoked within 10 days of a move or change of address to Kentucky.

|  |  |  | , |
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| 3.                         | You may be exempt from withholding, if you meet the conditions set for under the Servicemember amended by the Military Spouses Residence Relief Act. You must complete the worksheet below to deligible.   | er Civil R<br>determin           | elief Act as<br>e if you are |
|----------------------------|--|----------------------------------|------------------------------|
| you me                     | r to qualify you must complete this form in full, certify that the you are not subject to Kentucky withh<br>It the conditions set forth below, and provide a copy of your spouse's military picture ID issued to the<br>Expartment of Defense.   | olding to                        | ex because<br>eyee by the    |
| 2.  <br>3.  <br>4.  <br>5. | My spouse is a military servicemember  | ☐ YES ☐ YES ☐ YES ☐ YES          | □ NO □ NO                    |
| withhol                    | box 3 if you checked "YES" to all the statements listed in the worksheet. You are exempt from K Iding. This exemption will terminate if any of the answers to the questions changes to "NO". In gereation date will be the earlier of:  The day the military servicemember is no longer in the military;  The day the employee enlists in the military;  The day the employee and the military servicemember no longer live at the same address; or The day the military servicemember's permanent duty station changes to a location outside of Ken You may be exempt from withholding if you work in Kentucky but reside in one of the following mois, Indiana, Michigan, West Virginia, Wisconsin, Virginia and you commute daily or Ohio and you er-employee who is a "twenty (20) percent or greater" direct or indirect equity investor in a S corp In order to qualify you must complete the worksheet below: | tucky.<br>reciproca<br>are not a | exemption                    |
| ] ha                       |  |                                  | ation.                       |
| lf vou r                   | box 4 if you certify you work in Kentucky and reside in a reciprocal state.  meet any of the four exemptions you are exempted from Kentucky withholding. However, you mus it with your employer before withholding can be stopped. You will need to maintain a copy of the K-4 5.  | t comple<br>4 for you            | ite this form<br>r permanent |
|                            | Instructions to Employers  |                                  |                              |
| docun                      | K-4 is only required to document that an employee has requested an exemption from nent that an employee has requested additional withholding in excess of the amounts of the or tables. If neither situation applies, then an employer is not required to maintain Form  | eicuiate                         | ding OR to<br>d using the    |
| Upon                       | receipt of this form, properly completed, you are authorized to discontinue withholding for<br>ies for one of the four exemptions. Retain a copy of all K-4's received from employees.   |                                  | oloyee who                   |

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## MERCER COUNTY SCHOOL SYSTEM 740 TAPP ROAD HARRODSBURG, KENTUCKY 40330

## TRANSPORTATION DEPARTMENT TELEPHONE # (859)733-7240 FAX # (859)733-7184

## V #878 R #21 \$3.00 9011092-0349 Payment to: Kentucky State Treasurer

| I   | do hereby authorize the                     |  |  |
|---|---|--|--|
| Division of Licensing to release a five (5) ye          | ear copy of my driving record to the Mercer |  |  |
| County School System.                                   |   |  |  |
| Soc. Sec. No  |   |  |  |
| Date of Birth   |   |  |  |
|   | Signed                                      |  |  |
|   | Date  |  |  |
| Subscribed in my presence and sworn unto me this day of |   |  |  |
| 20  |   |  |  |
|   |   |  |  |
|   | Notary Public                               |  |  |
|   | My commission expires                       |  |  |

Send to: Transportation Cabinet

Division of Drivers Licensing

200 Mero Street

Frankfort, Kentucky 40622

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