

# **New Hire Paperwork Checklist**

	For Employee and Supervisor's Use Only					
	All Employment Forms are Available at <u>Human Resources</u>					
	BACKGROUND CHECK DISCLOSURE & AUTHORIZATION FORM					
	SUBMITTED PRIOR TO SE-NHO: DATE:					
	STUDENT EMPLOYMENT FORM (SEF)					
	I-9 EMPLOYMENT ELIGIBILITY VERIFICATION FORM					
	Employee Data Sheet					
	POSITION DESCRIPTION FORM					
	Worker's Compensation Notification					
	CONFIDENTIALITY AGREEMENT & STUDENT EMPLOYEE HANDBOOK ACKNOWLEDGMENT					
	SOCIAL SECURITY COVERAGE STATEMENT (SSA-1945) FORM					
	VOLUNTARY DISABILITY FORM					
	PERSONAL RESPONSIBILITY AND WORK OPPORTUNITY RECONCILIATION ACT FORM					
	PERA SB 04-257					
	W-4 FOR THE CURRENT YEAR					
	DIRECT DEPOSIT FORM WITH A VOIDED CHECK OR LETTER FROM THE BANK					
	<b>CLASS SCHEDULE:</b> STUDENT DETAIL SCHEDULE FROM STUDENT HUB OR SFAREGS BANNER PRINTOUT					
	WORK-STUDY AWARD: AID BY YEAR OR AWARD HISTORY FROM STUDENT HUB; RPAAWRD BANNER PRINTOUT (IF APPLICABLE)					
INTER	NATIONAL STUDENT EMPLOYEES					
	EMPLOYMENT ELIGIBILITY FORM FOR INTERNATIONAL STUDENT EMPLOYEES FORM					
	W4 (NOTICE 1392)					
	Foreign National Form					

Most Commonly Provided Documents for the I-9 Form – MUST Bring to Orientation *						
* BRING 1 ITEM FROM LIST A OI	R 1 FROM LIST B AND 1 FROM LIST C	Full List Provided in the Packet				
LIST A	LIST B	LIST C				
1. U.S. Passport or U.S. Passport Card	1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a	1. A Social Security Account Number card, unless the card includes one of the following restrictions:				
<b>2.</b> Permanent Resident Card or Alien Registration Receipt Card (Form I- 551)	photograph or information such as name, date of birth, gender, height, eye color, and address	<ul> <li>(1) NOT VALID FOR EMPLOYMENT</li> <li>(2) VALID FOR WORK ONLY WITH INS</li> <li>AUTHORIZATION</li> <li>(3) VALID FOR WORK ONLY WITH DHS</li> <li>AUTHORIZATION</li> </ul>				
<b>3.</b> Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa	<b>2.</b> ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	<b>2.</b> Certification of Birth Abroad issued by the Department of State (Form FS-545)				
<b>4.</b> Employment Authorization Document that contains a photograph (Form I-766)	3. School ID card with a photograph	3. Certification of Report of Birth issued by the Department of State (Form DS-1350)				

	OFFICE OF FINANCIAL AID FORMS				
	MUST BE SUBMITTED TO THE OFFICE OF FINANCIAL AID TO SECURE A WORK-STUDY AWARD FOR STUDENT				
1.	Fall/ Spring Semesters – Work-Study Request Form – WKYY	<u>WK19</u>			
2	SUMMER SEMESTERS - WKSUM	<u>WKSUM</u>			



## Metropolitan State University of Denver

### Student Employment Form (SEF)

	This appointment must con I by a class registration and					1 C C C C C C C C C C C C C C C C C C C		n the HR Website. This form must
the two desired junction the two desired junction the second second second second second second second second s	<b>MENT</b> (Indicate all that a obs in this section and t ous Employment ous Employment	he 2 FOAPs in Sectior: ا	n IV; the per Vork Study	rcentage would b	0	oth positions.)	ster, i.e. Hou /Foundation	rly and Work-Study. Indicate Funded
II. EMPLOYEE INFORM	MATION							
Employee Name		· I II - T - '-' IN			Employee 9	00#:		
	(Last, First, M	iddie Initial)		Stude	nt Email Add	lress:		
	Enrollment Status			Enrolled at :		Is this the	last semeste	r before graduation?
6 or more c		6 credits			CD	Yes		
Student gra	aduated 🗍 Graduate	Program Student		er		🗌 Not su		
III. JOB/ POSITION D	<b>DATA</b> (Indicate all that n	nay apply; also attach	a Student F	Position Description	on Form, for a	II new employ	ees, transfer	rs & level increases)
A. Action							r	
New Hi		g Employee/Rehire		plit Assignment		OAP: Change		Pay Increase
		fer/New Department				upervisor Chai	nge	
<b>B. Job Informat</b> Effective Date:	tion/ Compensation	End Date:		D	enartment <sup>.</sup>			
Supervisor Nan	ne:			Phone Number	:		Campus B	ox:
Rate of Pay: \$		Job Level:		Ea	arnings Limit:	\$		
IV. FUNDING (FOAF	P) WORK STUDY	Funds: CWS: 40150	2 FWS: 4	00152 NNWS:	401533			
					ELINIDINI	G FOR OFF CA		
1 <sup>st</sup> ON-CAMP	US FOAP 2'	ON-CAMPUS FO	DAP			Assigned Agency		
Fund:		Fund:		Fund	ORG	Account	Program	% of charged earnings.
ORG:		ORG:		400152	SFIN2	6191	1300	75% = FWS
Account:		Account:			SFIN2	6197	1300	25% = Agency
Program:		Program:						
				For work-study Boxes to the lef		with grant fund	ling, please u	se the FOAP
Activity code:	A	ctivity code:		Grant/Founda	ation Approv	al	······	
Percent:	%	Percent:	%					Date:
V. SIGNATURES								
	of Student:					Date:		
	mployment contract is su a registered student and u							
	of Supervisor:						registered st	
-	ustodian Signature:							
	P Signature:							
D Pastersourd				RESOURCE USE		W 1.6		Demonstration of the second seco
Background Authorization	HR Forms	Payro	II Forms	Registrati		Work-Stu	ay Award	Banner Input
Date Received	□ Data Sheet	Direct Depos	it	Term				
By HR	Position Description	D PERA				□ NNWS		
	Worker's Compensat	on International S	tudents	Level 1 &	2 Increases	Level 3, 4	& 5 Increase	
	Confidentiality/Hand			Evaluat		Evaluati		
	□ SSA 1945 Form	Foreign Nati	onal Form	Schedu	ie/Award	Position	Description	

Summer Hourly – Below 6 Credits

Processed By:

Enroll in TIAA (Spreadsheet)

Disability Disclosure

D PRWORA

Rep/Date

□ Letter Justification



### The Background Check Disclosure & Authorization form

### will be emailed to your MSU Denver email.

your background verification. Please use our online portal to provide you information. Disclosures from <b>Metropolitan State University on Denver</b> regarding this background verification will be provided, and your consert	We are here to help you get hired. Let's start your background verification now.
User ID:@msudenver.edu Password:	Metropolitan State University of Denver has partnered with HireRight to conduc your background verification. Please use our online portal to provide you information. Disclosures from Metropolitan State University o Denver regarding this background verification will be provided, and your consen will be required before HireRight can begin processing your background
Questions about background verifications?	User ID: <u>@msudenver.edu</u> Password:
	Questions about background verifications?
	Asia Pacific
Americas Asia Pacific Europe, Middle East and Africa	Need assistance? HireRight is happy to help. Please contact customerservice@hireright.com or call one of the numbers listed here.

# **I-9 EMPLOYMENT ELIGIBILITY VERIFICATION FORM**

# **ELECTRONIC PROCESS**

Employee Portion: Link to Equifax Secured website: https://secure.i9.talx.com/FormI9/Section1/LoginCaptcha.ascx?Employer=17682

#### 1) Complete Section 1

- Name (if no middle name enter "n/a")
- Address
- Date of Birth
- Social Security Number
- Email Address
- Telephone Number
- Location MSU Denver Main Campus
- Employment Date
- Citizenship Status
- Preparer
- 2) Click Continue
- 3) 2<sup>nd</sup> Page
  - Verify Information
  - Complete Electronic Signature
- 4) Click Continue
- 5) 3<sup>rd</sup> Page
  - Email Copy Optional
  - Click "LOGOUT" to save

#### 6) Bring in the acceptable Forms of Identification to your orientation session (see next page)

- One item from List A
  - Or
- One item from List B plus one item from List C



#### 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 Both Identity and Employment Authorization	R	LIST B Documents that Establish Identity	ID	<b>LIST C</b> Documents that Establish Employment Authorization
2.	U.S. Passport or U.S. Passport Card Permanent Resident Card or Alien Registration Receipt Card (Form I-551) Foreign passport that contains a temporary I-551 stamp or temporary	1.	Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	1.	<ul> <li>A Social Security Account Number card, unless the card includes one of the following restrictions:</li> <li>(1) NOT VALID FOR EMPLOYMENT</li> <li>(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION</li> </ul>
4.	Employment Authorization Document that contains a photograph (Form I-766)	2.	ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	2.	(3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
5.	For a nonimmigrant alien authorized to work for a specific employer because of his or her status: <b>a.</b> Foreign passport; and	4. 5.	School ID card with a photograph Voter's registration card U.S. Military card or draft record	3.	Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
	<ul> <li>b. Form I-94 or Form I-94A that has the following:</li> <li>(1) The same name as the passport; and</li> </ul>	6. 7.	Military dependent's ID card U.S. Coast Guard Merchant Mariner Card		Native American tribal documentU.S. Citizen ID Card (Form I-197)
	(2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has	8. 9.	Native American tribal document Driver's license issued by a Canadian government authority	6.	Identification Card for Use of Resident Citizen in the United States (Form I-179)
	not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.	F	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 of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI	11	<ul> <li>School record or report card</li> <li>Clinic, doctor, or hospital record</li> <li>Day-care or nursery school record</li> </ul>		

Examples of many of these documents appear in Part 13 of the Handbook for Employers (M-274).

Refer to the instructions for more information about acceptable receipts.



### Metropolitan State University of Denver **Employee Data Sheet**

### (2pages)

EMPLOYEE CONTACT INFORM	ATION AS OF:			(zpages)
	(DATE)			
First Name:	MI:	Last Name:		
Social Security Number:	Date of Birth:			
Street Address:		City, State, Zip:		
Personal Email: EMERGENCY CONTACT INFOR	MATION:	Telephone Number:	Cell Home (Please circle)	
Name of Contact		Teleph	hone Number:	
If different from above:				
Street Address:		City, State, Zip:		
Disclosure of self-identification manner.		tizenship Status: If Other t		-
	Vi	sa Type Cou	ntry Visa Exp	. Date
Ethnicity (select one):				
Hispanic/Latino, Chicano,	Cuban, Puerto Rican, Mexicar	n American		
Non-Hispanic/Latino				
Race (regardless of answer ab	ove, select all that apply):			
	an Native – A person having o a), and who maintain cultural	e , e ,	•	
	rigins in any of the original pe ambodia, China, India, Japan, H	•		
Black or African-Americar	n – A person having origins in a	any of the black racial group	os of Africa.	
Native Hawaiian or Other other Pacific Islands.	Pacific Islander - A person ha	ving origins in any of the pe	oples of Hawaii, Guan	n, Samoa, or
White, Anglo, Caucasian -	- A person having origins in an	y of the original peoples of	Europe, Middle East,	or North Africa.

#### Voluntary Self-Identification – Protected Veteran Status:

This employer is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans.

If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

These classifications are defined as follows:

I am not a Veteran.

I am not a protected veteran.

A "disabled veteran" is one of the following:

- A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
- A person who was discharged or released from active duty because of a service-connected disability.

A "<u>recently separated veteran</u>" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

Date of Separation: \_\_\_\_\_\_

An "<u>active duty wartime or campaign badge veteran</u>" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

An "<u>Armed forces service medal veteran</u>" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

EMPLOYEE SIGNATURE:

DATE: \_\_\_\_\_



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### Metropolitan State University of Denver Student Employment - Position Description

The purpose of this form is to ensure that there are no arbitrary pay rates. Student employees must be paid within the same pay level if they are performing the same duties with the same complexity. This ensures equality in the workplace and justifies the level in which a student is hired. Departments must keep a record of all work study job descriptions to comply with federal regulations and to continue to receive annual funding.

Section I						
Student Nam	e:				900#	
Department:				ORG:	Campus Box:	
Phone Numb	er:	Fax Number:				
Section II						
Student Posit	ion Title:					
Position Repo	orts To:			Title:		
		(Print Name)				
Supervisor en	nail:				Employment Begin Date:	
Level:		Starting Rate of Pay:	\$		Estimated hours per week:	
General Positi	ion Statements:					
Section III						
Duties and R	esponsibilities: (List	duties according to perc	enta	ge of tim	e spent on each duty)	
1.	0/	<u> </u>				
2.	<b>A</b> /					
3.	0/					
4	%					
5.	%					
Complexity office work:	of Skills and Abilities	s: (Check those that Appl	y)		Use Dreamweaver	
Answering Telephones Operating the Copier Machine Filing Mail Merge Typing (Forms, letters, etc.) Data Verification Reception Duties Process Forms Computer Skills: PC Macintosh		Use MS Access Use MS Front Page Use MS Power Point Create Spreadsheets Data Entry Create Databases Create Forms Installing software Troubleshooting			<ul> <li>Flash Web Design</li> <li>HTML writing and editing</li> <li>Web Page Design</li> <li>Use Graphics and Photo Programs</li> <li>Miscellaneous:</li> <li>Works with Special Need Individuals</li> <li>Tutoring/ Mentoring</li> <li>Works with Children</li> <li>Fluency in another language</li> <li>Customer Service Skills</li> <li>Operating a Cash Register</li> </ul>	
Use MS Wor		Formatting Disks			Keep records and logs Use Banner	
					—	

I have read and fully understand the responsibilities and duties required in this position

Student Signature:	Date:	
Supervisor Signature:	Date:	



#### **EMPLOYEE NOTIFICATION OF WORKER'S COMPENSATION PROCEDURES\***

Ι,

(print your name), have been notified

by my employer/supervisor of the Worker's Compensation Procedures. In the event I am involved in a work related injury or illness, I understand that MSU Denver has designated Concentra Medical Center, Midtown Occupational Health Services, and CareNow Urgent Care as the approved medical providers for all work related injuries or illnesses. I understand that if I do not receive medical care for work related injuries or illnesses from the designated clinic or an approved 24-hour after care facility, or any specialists to which they refer me, EXCEPT IN THE CASE OF A SERIOUS EMERGENCY; I could be financially responsible for payment of that care. I have received the above referenced procedures and have been informed that authorization is required from my employer before I seek medical care for non-emergency, work related injuries or illnesses.

Signature

Date

\*Submit to Human Resources after signature



#### STUDENT EMPLOYMENT CONFIDENTIALITY AGREEMENT

The Family Educational Rights and Privacy Act (also called the Buckley Amendment) is a federal law enacted in 1974 that guarantees the confidentiality of a student record. As a student employee of the Metropolitan State University of Denver, you may have access to records that contain Personally Identifiable Information, the disclosure of which is prohibited by FERPA. I fully understand that the intentional disclosure by me of this information to any unauthorized person could subject me to criminal and civil penalties imposed by law. I further acknowledge that such willful or unauthorized disclosures also violates the MSU Denver policy and constitutes just cause for possible disciplinary action up to and including termination of employment regardless of whether criminal or civil penalties are imposed.

As a student employee, I may have access to the university Banner system, student records, and other sensitive data. I must abide by the following rules and regulations:

- Information is to be accessed for the sole purpose of his/her job responsibilities.
- I will not attempt to alter, change, add or delete student record information or University documents, unless the supervisor provides specific instruction.
- I will not seek personal benefit or permit another to benefit personally by any confidential information which has come to them through their work assignment.
- I should not exhibit or divulge the contents of any record, report, or any information gained from verbal exchanges to any person except in the conduct of their regular assignment.
- I should not include or cause to be included in any record or report, a false, inaccurate or misleading entry.
- I should not release University data other than what is required in completion of job responsibilities.
- I should immediately report any violation of these regulations to the supervisor.

All student employees hold a position of trust and must preserve the security and confidentiality of the information he/she uses. By signing below, you acknowledge that you have read and understand the above regulations and as an employee of the university agree to the terms listed.

Student Name:	900#:
Student Signature:	Date:

#### STUDENT EMPLOYEE HANDBOOK ACKNOWLEDGMENT

I have been given a copy or have had access to the MSU Denver's *Student Employee Handbook*. I acknowledge that I have read and understood the policies and procedures of the *Student Employee Handbook* and understand that failure to comply with the stated policies may lead to my termination. If you require policy interpretation and/or have questions in regards to your student employment, please contact the HR Student Employment Manager at 303-615-0999. The handbook is available on the Student Employment Portal at: <u>https://msudenver.edu/se/studentresources/</u>

Student	Name:	
Juducin	i vuinc.	

900#:\_\_\_\_\_

Student Signature: \_\_\_\_\_

Date: \_\_\_\_\_

#### Statement Concerning Your Employment in a Job Not Covered by Social Security

Employee Name	Employee ID#
Employer Name	Employer ID#

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

#### Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2013, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$395.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

#### **Government Pension Offset Provision**

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security (\$500 - \$400=\$100). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

#### **For More Information**

Social Security publications and additional information, including information about exceptions to each provision, are available at <u>www.socialsecurity.gov</u>. You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security Benefits.

Signature of Employee

Date

#### Voluntary Self-Identification of Disability

Form CC-305 OMB Control Number 1250-0005 Expires 1/31/2020 Page 1 of 2

#### Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.<sup>i</sup> To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

#### How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Blindness
   Autism
- Bipolar disorder
- Deafness
   Cerebral palsy
   Major depression HIV/AIDS
- Cancer

Epilepsy

- Diabetes Schizophrenia Missing limbs or
  - Muscular dystrophy

- Multiple sclerosis (MS)
- partially missing limbs
- Post-traumatic stress disorder (PTSD)
- Obsessive compulsive disorder
- Impairments requiring the use of a wheelchair
- Intellectual disability (previously called mental retardation)

Please check one of the boxes below:

- YES, I HAVE A DISABILITY (or previously had a disability)
- NO, I DON'T HAVE A DISABILITY
- П I DON'T WISH TO ANSWER

Your Name

Today's Date

#### Voluntary Self-Identification of Disability

#### **Reasonable Accommodation Notice**

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

<sup>i</sup> Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at <u>www.dol.gov/ofccp</u>.

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.



# **PRWORA Form**

The Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996, known as welfare reform, require all employers to report certain information on their newly hired employees to a designated state agency within time parameters.

For additional information, visit the U.S. Department of Health and Human Services, Administration for Children and Families website:

http://www.acf.hhs.gov/programs/css/resource/new-hire-reporting-answers-to-employer-guestions

## PLEASE PRINT LEGIBLY IN BLACK OR BLUE INK:

Nan	ne:
Soci	al Security Number:
Add	ress:
City	, State, Zip:
For Human Reso	urces:
Hire	Date:
TO:	Colorado Department of Human Services
FROM:	Metropolitan State University of Denver
	P.O. Box 173362, Campus Box 47
	Denver, CO 80217-3362
	Federal Employer I.D. Number: 84-0559160



#### PERA INFORMATION

As a result of Senate Bill 04-257, effective July 1, 2005, PERA employers are required to begin paying employer contribution salaries paid to PERA retirees. To ensure that we have correct information on our employee population, please complete this form and return it with your contract to the Office of Human Resources. If you have questions, please contact the Office of Human Resources at 6-3120.

I am not a retiree.

I am a PERA retiree and currently receiving a monthly benefit.

I am receiving a retirement benefit from another retirement plan other than PERA.

Plan Name: \_\_\_\_\_

Print Name

Date

Signature

# Form W-4 (2018)

**Future developments.** For the latest information about any future developments related to Form W-4, such as legislation enacted after it was published, go to *www.irs.gov/FormW4*.

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

**Exemption from withholding.** You may claim exemption from withholding for 2018 if **both** of the following apply.

• For 2017 you had a right to a refund of **all** federal income tax withheld because you had **no** tax liability, **and** 

• For 2018 you expect a refund of **all** federal income tax withheld because you expect to have **no** tax liability.

If you're exempt, complete **only** lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2018 expires February 15, 2019. See Pub. 505, Tax Withholding and Estimated Tax, to learn more about whether you qualify for exemption from withholding.

#### **General Instructions**

If you aren't exempt, follow the rest of these instructions to determine the number of withholding allowances you should claim for withholding for 2018 and any additional amount of tax to have withheld. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

You can also use the calculator at *www.irs.gov/W4App* to determine your tax withholding more accurately. Consider

using this calculator if you have a more complicated tax situation, such as if you have a working spouse, more than one job, or a large amount of nonwage income outside of your job. After your Form W-4 takes effect, you can also use this calculator to see how the amount of tax you're having withheld compares to your projected total tax for 2018. If you use the calculator, you don't need to complete any of the worksheets for Form W-4.

Note that if you have too much tax withheld, you will receive a refund when you file your tax return. If you have too little tax withheld, you will owe tax when you file your tax return, and you might owe a penalty.

Filers with multiple jobs or working spouses. If you have more than one job at a time, or if you're married and your spouse is also working, read all of the instructions including the instructions for the Two-Earners/Multiple Jobs Worksheet before beginning.

**Nonwage income.** If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you might owe additional tax. Or, you can use the Deductions, Adjustments, and Other Income Worksheet on page 3 or the calculator at *www.irs.gov/ W4App* to make sure you have enough tax withheld from your paycheck. If you have pension or annuity income, see Pub. 505 or use the calculator at *www.irs.gov/W4App* to find out if you should adjust your withholding on Form W-4 or W-4P.

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

#### **Specific Instructions**

#### **Personal Allowances Worksheet**

Complete this worksheet on page 3 first to determine the number of withholding allowances to claim.

#### Line C. Head of household please note:

Generally, you can claim head of household filing status on your tax return only if you're unmarried and pay more than 50% of the costs of keeping up a home for yourself and a qualifying individual. See Pub. 501 for more information about filing status.

Line E. Child tax credit. When you file your tax return, you might be eligible to claim a credit for each of your qualifying children. To qualify, the child must be under age 17 as of December 31 and must be your dependent who lives with you for more than half the year. To learn more about this credit, see Pub. 972, Child Tax Credit. To reduce the tax withheld from your pay by taking this credit into account, follow the instructions on line E of the worksheet. On the worksheet you will be asked about your total income. For this purpose, total income includes all of your wages and other income, including income earned by a spouse, during the year.

#### Line F. Credit for other dependents.

When you file your tax return, you might be eligible to claim a credit for each of your dependents that don't qualify for the child tax credit, such as any dependent children age 17 and older. To learn more about this credit, see Pub. 505. To reduce the tax withheld from your pay by taking this credit into account, follow the instructions on line F of the worksheet. On the worksheet, you will be asked about your total income. For this purpose, total income includes all of

------ Separate here and give Form W-4 to your employer. Keep the worksheet(s) for your records.

	► Whether you're entit	e's Withholding led to claim a certain numbe ne IRS. Your employer may b	r of allowances or exem	ption from withh	olding is	OMB No. 1545-0074
1	Your first name and middle initial	Last name		:	2 Your social	security number
	Home address (number and street or rural route)		3 Single Man Note: If married filing sep		,	at higher Single rate. at higher Single rate."
	City or town, state, and ZIP code		4 If your last name dir check here. You m		-	•
5	Total number of allowances you're clain	ning (from the applicable	worksheet on the foll	owing pages)		5
6	Additional amount, if any, you want with	held from each paycheck	k			6 \$
7	<ul> <li>I claim exemption from withholding for 2</li> <li>Last year I had a right to a refund of a</li> <li>This year I expect a refund of all feder</li> </ul>	II federal income tax with	held because I had <b>n</b>	o tax liability, a	and	n.
	If you meet both conditions, write "Exer	npt" here		►	7	
Under	penalties of perjury, I declare that I have exa	amined this certificate and,	to the best of my know	wledge and beli	ief, it is true, co	rrect, and complete.
	oyee's signature orm is not valid unless you sign it.) ►				Date ►	
	nployer's name and address ( <b>Employer:</b> Complete oxes 8, 9, and 10 if sending to State Directory of No		IRS and complete	9 First date of employment		oyer identification ber (EIN)

your wages and other income, including income earned by a spouse, during the year.

Line G. Other credits. You might be able to reduce the tax withheld from your paycheck if you expect to claim other tax credits, such as the earned income tax credit and tax credits for education and child care expenses. If you do so, your paycheck will be larger but the amount of any refund that you receive when you file your tax return will be smaller. Follow the instructions for Worksheet 1-6 in Pub. 505 if you want to reduce your withholding to take these credits into account.

### Deductions, Adjustments, and Additional Income Worksheet

Complete this worksheet to determine if you're able to reduce the tax withheld from your paycheck to account for your itemized deductions and other adjustments to income such as IRA contributions. If you do so, your refund at the end of the year will be smaller, but your paycheck will be larger. You're not required to complete this worksheet or reduce your withholding if you don't wish to do so.

You can also use this worksheet to figure out how much to increase the tax withheld from your paycheck if you have a large amount of nonwage income, such as interest or dividends.

Another option is to take these items into account and make your withholding more accurate by using the calculator at *www.irs.gov/W4App*. If you use the calculator, you don't need to complete any of the worksheets for Form W-4.

#### Two-Earners/Multiple Jobs Worksheet

Complete this worksheet if you have more

than one job at a time or are married filing jointly and have a working spouse. If you don't complete this worksheet, you might have too little tax withheld. If so, you will owe tax when you file your tax return and might be subject to a penalty.

Figure the total number of allowances you're entitled to claim and any additional amount of tax to withhold on all jobs using worksheets from only one Form W-4. Claim all allowances on the W-4 that you or your spouse file for the highest paying job in your family and claim zero allowances on Forms W-4 filed for all other jobs. For example, if you earn \$60,000 per year and your spouse earns \$20,000, you should complete the worksheets to determine what to enter on lines 5 and 6 of your Form W-4, and your spouse should enter zero ("-0-") on lines 5 and 6 of his or her Form W-4. See Pub. 505 for details.

Another option is to use the calculator at *www.irs.gov/W4App* to make your withholding more accurate.

**Tip:** If you have a working spouse and your incomes are similar, you can check the "Married, but withhold at higher Single rate" box instead of using this worksheet. If you choose this option, then each spouse should fill out the Personal Allowances Worksheet and check the "Married, but withhold at higher Single rate" box on Form W-4, but only one spouse should claim any allowances for credits or fill out the Deductions, Adjustments, and Additional Income Worksheet.

#### Instructions for Employer

Employees, do not complete box 8, 9, or 10. Your employer will complete these boxes if necessary.

New hire reporting. Employers are

required by law to report new employees to a designated State Directory of New Hires. Employers may use Form W-4, boxes 8, 9, and 10 to comply with the new hire reporting requirement for a newly hired employee. A newly hired employee is an employee who hasn't previously been employed by the employer, or who was previously employed by the employer but has been separated from such prior employment for at least 60 consecutive days. Employers should contact the appropriate State Directory of New Hires to find out how to submit a copy of the completed Form W-4. For information and links to each designated State Directory of New Hires (including for U.S. territories), go to www.acf.hhs.gov/programs/css/ employers.

If an employer is sending a copy of Form W-4 to a designated State Directory of New Hires to comply with the new hire reporting requirement for a newly hired employee, complete boxes 8, 9, and 10 as follows.

**Box 8.** Enter the employer's name and address. If the employer is sending a copy of this form to a State Directory of New Hires, enter the address where child support agencies should send income withholding orders.

**Box 9.** If the employer is sending a copy of this form to a State Directory of New Hires, enter the employee's first date of employment, which is the date services for payment were first performed by the employee. If the employer rehired the employee after the employee had been separated from the employer's service for at least 60 days, enter the rehire date.

**Box 10.** Enter the employer's employer identification number (EIN).

Form	W-4	(2018)

		Personal Allowances Worksheet (Keep for your records.)	
Α	Enter "1" for your	self	Α
в	Enter "1" if you w	ill file as married filing jointly	В
С	Enter "1" if you w	ill file as head of household	с
	(•)	You're single, or married filing separately, and have only one job; or	
D	Enter "1" if: { • `	You're married filing jointly, have only one job, and your spouse doesn't work; or	D
	l • '	Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less.	
Е		See Pub. 972, Child Tax Credit, for more information.	
	• If your total inco	ome will be less than \$69,801 (\$101,401 if married filing jointly), enter "4" for each eligible child.	
	<ul> <li>If your total incoments</li> </ul>	ome will be from \$69,801 to \$175,550 (\$101,401 to \$339,000 if married filing jointly), enter "2" for each	1
	eligible child.		
	<ul> <li>If your total inc</li> </ul>	ome will be from \$175,551 to \$200,000 (\$339,001 to \$400,000 if married filing jointly), enter "1" for	•
	each eligible child	1.	
	<ul> <li>If your total inco</li> </ul>	ome will be higher than \$200,000 (\$400,000 if married filing jointly), enter "-0-"	E
F	Credit for other	dependents.	
	<ul> <li>If your total inco</li> </ul>	ome will be less than \$69,801 (\$101,401 if married filing jointly), enter "1" for each eligible dependent.	
	<ul> <li>If your total inco</li> </ul>	ome will be from \$69,801 to \$175,550 (\$101,401 to \$339,000 if married filing jointly), enter "1" for every	/
	two dependents	(for example, "-0-" for one dependent, "1" if you have two or three dependents, and "2" if you have	)
	four dependents)		
	<ul> <li>If your total inco</li> </ul>	ome will be higher than \$175,550 (\$339,000 if married filing jointly), enter "-0-"	F
G	Other credits. If	you have other credits, see Worksheet 1-6 of Pub. 505 and enter the amount from that worksheet here	G
н	Add lines A throu	gh G and enter the total here $\ldots$	н
	(	<ul> <li>If you plan to itemize or claim adjustments to income and want to reduce your withholding, or if you</li> </ul>	
	For accuracy,	have a large amount of nonwage income and want to increase your withholding, see the <b>Deductions</b> Adjustments, and Additional Income Worksheet below.	,
	complete all	• If you have more than one job at a time or are married filing jointly and you and your spouse both	n in the second s
	worksheets	work, and the combined earnings from all jobs exceed \$52,000 (\$24,000 if married filing jointly), see the	
	that apply.	Two-Earners/Multiple Jobs Worksheet on page 4 to avoid having too little tax withheld.	
	l	<ul> <li>If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 above.</li> </ul>	1
		Deductions, Adjustments, and Additional Income Worksheet	
Note	u Lloo thio workeho	et only if you plan to itemize deductions, claim certain adjustments to income, or have a large amount	of populaça
	income.	et only it you plan to itemize deductions, claim certain adjustments to income, or have a large amount	ornonwage
1	charitable contrib	e of your 2018 itemized deductions. These include qualifying home mortgage interest, butions, state and local taxes (up to \$10,000), and medical expenses in excess of 7.5% of	
		Pub. 505 for details $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $\ldots$ $1$	
	( \$24.0	00 if you're married filing jointly or qualifying widow(er)	
2		00 if you're head of household <b>2</b> \$	
		00 if you're single or married filing separately	
3		om line 1. If zero or less, enter "-0-"	
4		e of your 2018 adjustments to income and any additional standard deduction for age or	
		ıb. 505 for information about these items)	
5	Add lines 3 and 4	and enter the total	
6		e of your 2018 nonwage income (such as dividends or interest)	
7		om line 5. If zero, enter "-0-". If less than zero, enter the amount in parentheses 7	
8		nt on line 7 by \$4,150 and enter the result here. If a negative amount, enter in parentheses.	
	Drop any fraction		
9	Enter the number	from the <b>Personal Allowances Worksheet,</b> line H above	
10	Add lines 8 and 9	9 and enter the total here. If zero or less, enter "-0-". If you plan to use the <b>Two-Earners</b> /	
	Multiple Jobs W	orksheet, also enter this total on line 1, page 4. Otherwise, stop here and enter this total	
	on Form W-4, line	e 5, page 1	

Page **3** 

orm W-4	4 (2018)	Pa
	Two-Earners/Multiple Jobs Worksheet	
Note:	Use this worksheet only if the instructions under line H from the Personal Allowances Worksheet direct you here	re.
	Enter the number from the <b>Personal Allowances Worksheet</b> , line H, page 3 (or, if you used the <b>Deductions, Adjustments, and Additional Income Worksheet</b> on page 3, the number from line 10 of that worksheet)	1
	Find the number in <b>Table 1</b> below that applies to the <b>LOWEST</b> paying job and enter it here. <b>However,</b> if you're married filing jointly and wages from the highest paying job are \$75,000 or less and the combined wages for you and your spouse are \$107,000 or less, don't enter more than "3"	2
	If line 1 is <b>more than or equal to</b> line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. <b>Do not</b> use the rest of this worksheet	3
	If line 1 is <b>less than</b> line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4 through 9 below to figure the additional withholding amount necessary to avoid a year-end tax bill.	

- 4 Enter the number from line 2 of this worksheet
- 5 Enter the number from line 1 of this worksheet
- 6 Subtract line 5 from line 4 . . . . . . . . .
- 7 Find the amount in Table 2 below that applies to the HIGHEST paying job and enter it here
- 8 Multiply line 7 by line 6 and enter the result here. This is the additional annual withholding needed .
- 9 Divide line 8 by the number of pay periods remaining in 2018. For example, divide by 18 if you're paid every 2 weeks and you complete this form on a date in late April when there are 18 pay periods remaining in 2018. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck

	Table 1			Table 2						
Married Filing Jointly		All Others		Married Filing Jointly All Others		Married Filing Jointly All Others		All Others Married Filing Jointly All Others		′S
If wages from <b>LOWEST</b> paying job are—	Enter on line 2 above	If wages from <b>LOWEST</b> paying job are—	Enter on line 2 above	If wages from <b>HIGHEST</b> paying job are—	Enter on line 7 above	If wages from <b>HIGHEST</b> paying job are—	Enter on line 7 above			
$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$	0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	\$0 - \$24,375 24,376 - 82,725 82,726 - 170,325 170,326 - 320,325 320,326 - 405,325 405,326 - 605,325 605,326 and over	\$420 500 910 1,000 1,330 1,450 1,540	\$0 - \$7,000 7,001 - 36,175 36,176 - 79,975 79,976 - 154,975 154,976 - 197,475 197,476 - 497,475 497,476 and over	\$420 500 910 1,000 1,330 1,450 1,540			

**Privacy Act and Paperwork Reduction** Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. Internal Revenue Code sections 3402(f)(2) and 6109 and their regulations require you to provide this information; your employer uses it to determine your federal income tax withholding. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation; to cities, states, the District of Columbia, and

U.S. commonwealths and possessions for use in administering their tax laws; and to the Department of Health and Human Services for use in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

You aren't required to provide the information requested on a form that's 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.

6 7

\$ 8 \$

9 \$

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.



I Accept Direct De	IORIZATION AGREEMENT FC		
(Must Complete All Inf			
	Metropolitan State University of Denver	COMPANY ID NUMBER:	84-0559160
entries and adjustments	Denver, hereinafter called COMPANY, to i for any credit entries in error to my ( ) Ch low, hereinafter called DEPOSITORY, to c	necking () Savings ac	count (select one) indicated below
BANK DEPOSITORY NAME:			
ROUTING NUMBER	A		
	main in full force and effect until COMPA and such manner as to afford COMPANY		
	9 PLEASE PRINT)	00 Number	
Work Telephone Number:	Home/Ce Number:	ll Telephone	
DATE	SIGNED		
	CREDIT AUTHORIZATIONS SHOU RIZATION ONLY BY NOTIFYING TH THORIZATION.	-	-
	ΑΤΤΑΟ	н	
Voide	d Personal Check or Ban HERE	king Institutio	onal Letter
Volue			

### I Decline Direct Deposit

(Paycheck available for pickup in the Cashiers Office – Student Success Bldg.)

Print Name

# **REQUIRED: PLEASE INCLUDE WITH THE PACKET!**

# **CLASS SCHEDULE:**

- STUDENT DETAIL SCHEDULE FROM STUDENT HUB OR
- SFAREGS/SFARGSQ BANNER PRINTOUT



### AND IF APPLICABLE

# WORK-STUDY AWARD:

- AWARD HISTORY FROM STUDENT HUB OR
- AID BY YEAR-OVERVIEW TAB FROM STUDENT HUB OR
- RPAAWRD BANNER PRINTOUT

	laintenance Award S	thedule	Disbursement Schedu	ie Direct Loan Infe	sitace			
Fund /	Awards		Amounts	Overrides L	ocks/ indicators			
Fund	Description	Status	Offered	Accepted	Declined or Cancelled	Memoed or Authorized	Paid	Schedule
372	CO Work Study	A	4,910.0	4,910.0	0		1,427.0	
501,	Federal Direct Subsid Loan	с			1,850.00			
UOL	Federal Direct Unsub Loan	0	5,884.0	0				
		_						
_								16
		Total	·			<u> </u>		
		10030	L					
ummary	Packaging Group Pai	Loans						
Offeres	•	00	Aid Period	ASPR	Budget	EFC	Gross Need	Unmet Nee