

Employee Packet

Date of Completion: _____





Enrollment Forms Overview

Welcome! As your FEA, we look forward to working with you. This Employee Packet has the forms and information you need to become an employee. The participant, who is your employer, can help you complete this packet. The employer's signature is needed on some of the forms. You or your employer need to return the packet when complete. As your FEA, it is our job to make sure you payroll is processed accurately on behalf of your employer, the participant. The participant will be notified when your paperwork has been processed. Once notified, you can begin working!

Phone: 877-901-5827

Fax: 866-463-7589

Email: outreach.nc@outreachfiscalagent.com

Website: outreachhealthnorthcarolina.com

FORM	PURPOSE
Enrollment Checklist	This form lists the forms that are required to enroll. Use this checklist as a guide to ensure all forms are completed.
Employee Application	Basic contact information is recorded on this form.
Criminal Record Check Consent Form	Signing this form allows your FEA to conduct a national criminal history check and receive the results.
Participant-Employee Agreement	This form outlines the roles and responsibilities for each party. It also establishes employee wage and work hours. By signing this form, the employee agrees to follow policies and procedures.
Form I-9	This form confirms your identity and your eligibility to work in the United States. You must complete section 1 of this form. The participant completes section 2 by examining your supporting documents from either list A or lists B and C. Please attach the supporting documents.
Form W-4	This form is for federal tax purposes and taxes are withheld based on how you complete this form.
Form NC-4 or NC4EZ	This form is used for state tax purposes. Depending on how you complete this form, the FEA will withhold taxes according to your selection.
Employee Relationship Forms	Please fill this form out based on your relationship with the participant. This is used for exemptions in payroll taxes if you are related to the participant.
Pay Selection Options Form	This form is 2 pages and is used for pay selection options (Pay Card or Direct Deposit).

Other Information in the Packet:

- Electronic Time Submittal Instructions & Paper Time Sheet if needed
- Payroll Calendar
- Employee Training Materials – Universal Precautions, Safe Lifting, HIPAA and Confidentiality
- Preventing Medicaid Fraud Handout
- Signs and Symptoms of Abuse, Neglect & Exploitation
- NC CAP EVV Attestation Form



New Employee Packet Checklist

Print Participant Name

Print Name of Employee

Please use this checklist to ensure all forms are completed and returned. Call us if you have questions or need assistance. Please also return the initialed form along with the completed packet by email or fax:

Email: Outreach.NC@outreachfiscalagent.com

Fax: 866-463-7589

Participant Employee

1. Employee Application	_____	_____
2. Form I-9 Employment Eligibility Verification	_____	_____
4. Form W-4	_____	_____
4. Form NC4 or NC4-EZ	_____	_____
5. Employee Information Form/ Relationship Disclosure	_____	_____
6. Direct Deposit Authorization/Pay Selection Options	_____	_____
8. Participant-Employee Agreement	_____	_____
9. Criminal Record Check Consent Form	_____	_____
10. CPR Certification.	_____	_____

Participant/Employer Signature

Date

Employee Signature

Date



EMPLOYMENT APPLICATION

Client who you are applying to work for:	Employer Name:
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PERSONAL INFORMATION:

Last Name	First Name	Middle Initial
Street Address	City	State/Zip
Best Contact Phone #	Email Address	
Date of Birth	SSN #	

****A copy of a valid driver's license/ID and a copy of your Social Security Card must be submitted with the application****

EMPLOYMENT ELIGIBILITY:**RESPONSE:**

Are you currently employed:	
Date available for Employment:	
How many hours a week can you work?	
Are you 18 years of age or older?	
Are you a United States citizen or an alien authorized to work in the United States?	
Have you ever been convicted of a crime, which has not been annulled, expunged or sealed by court? (A yes response does not automatically disqualify your application) If so please list the convictions	

EDUCATION:**RESPONSE:**

High School Graduate or Equivalent (GED)	
Certificates or training completed (include expiration dates):	
College Degree:	
Highest Grade completed:	
Degree/Field of Study and completion date:	

LIST PREVIOUS JOBS YOU HAVE HAD (BEGINNING WITH MOST RECENT):

Job Title	Dates Employed	
Reason for leaving		
Employer	Supervisor	Supervisor #
Address	Starting Salary	Ending Salary
Duties and Responsibilities		

You ____ can ____ cannot contact my current/former employer. If not, reason:

Job Title	Dates Employed	
Reason for leaving		
Employer	Supervisor	Supervisor #
Address	Starting Salary	Ending Salary
Duties and Responsibilities		
You ____ can ____ cannot contact my current/former employer. If not, reason:		

ACKNOWLEDGEMENT:

I, _____ (print name), the applicant, certify that the *information provided is true and correct* to the best of my knowledge. I understand that any false statement, omission, or misrepresentation on this application is sufficient cause for refusal to hire, or dismissal if employer has employed me, no matter when discovered by employer. I also acknowledge that **a background check is required** and that some convictions prevent employment.

I authorize this potential employer to investigate all statements contained in this application, and I authorize my former employers and references to disclose information regarding my former employment, character, and general reputation, without giving me prior notice of such disclosure.

I understand and agree that nothing contained in this application, or conveyed during any interview, is intended to create an employment contract. I further understand and agree that if I am hired, my employment will be “at will” and without fixed term, and may be terminated at any time, with or without cause and without prior notice, at the option of either myself or this employer. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon this employer unless made in writing.

Applicant Signature

Date



IMPORTANT DISCLOSURE

FCRA Required
Clear and Conspicuous Notice

Please read before completing and signing the Employment ProFile Form.

I HAVE BEEN INFORMED IN WRITING AND ACKNOWLEDGE THAT A "CONSUMER REPORT" AND/OR AN "INVESTIGATIVE CONSUMER REPORT" MAY BE OBTAINED ON ME FOR EMPLOYMENT PURPOSES. I UNDERSTAND THAT SUCH REPORTS MAY INCLUDE INFORMATION REGARDING MY CREDIT HISTORY, CRIMINAL RECORD, EDUCATION HISTORY, WORK HISTORY, AS WELL AS MY CHARACTER, GENERAL REPUTATION, PERSONAL CHARACTERISTICS, OR MODE OF LIVING. AN "INVESTIGATIVE CONSUMER REPORT" INVOLVES PERSONAL INTERVIEWS OF SOURCES SUCH AS YOUR NEIGHBORS, FRIENDS, OR ASSOCIATES TO OBTAIN INFORMATION AS TO YOUR CHARACTER, GENERAL REPUTATION, PERSONAL CHARACTERISTICS, AND MODE OF LIVING.

I FURTHER UNDERSTAND THAT THIS "CONSUMER REPORT" AND/OR "INVESTIGATIVE CONSUMER REPORT" WILL BE COMPLETED BY HUMAN RESOURCE PROFILE AND PROVIDED TO MY PROSPECTIVE/CURRENT EMPLOYER FOR EMPLOYMENT PURPOSES. I ALSO UNDERSTAND THAT I HAVE CERTAIN RIGHTS THAT ALLOW ME TO DISPUTE ANY ERRONEOUS INFORMATION CONTAINED IN MY REPORT.

I FURTHER UNDERSTAND THAT WITH RESPECT TO ANY "INVESTIGATIVE CONSUMER REPORT" THAT MAY BE REQUESTED BY MY PROSPECTIVE/CURRENT EMPLOYER, I HAVE THE RIGHT TO REQUEST FROM MY PROSPECTIVE/CURRENT EMPLOYER DISCLOSURE OF THE NATURE AND SCOPE OF THE "INVESTIGATIVE CONSUMER REPORT" AS WELL AS A WRITTEN SUMMARY OF THE RIGHTS OF CONSUMERS TO OBTAIN AND DISPUTE INFORMATION IN CONSUMER REPORTS.

I ALSO ACKNOWLEDGE THAT I HAVE READ AND UNDERSTAND THIS STATEMENT.

Signature _____ **Date** _____

STATE LAW NOTICES AND DISCLOSURES – BACKGROUND INVESTIGATION

Pursuant to state law, the following disclosures are provided to state residents.

CALIFORNIA applicants or employees only: By signing below, you acknowledge receipt of this NOTICE – BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check the box if you would like to receive a copy of the investigative consumer report, free of charge, if one is obtained by my prospective employer or its subsidiaries.

YES, I am a California Applicant and I request to receive a free copy of any investigative consumer report ordered on me by checking this box.

YES, I am a California Applicant and I hereby waive my right to obtain a copy of the consumer report by checking this box.

NEW YORK applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by my prospective employer or its subsidiaries by contacting Human Resource ProFile, Inc., 8506 Beechmont Avenue, Cincinnati, OH 45255, Phone: 800-969-4300.

NEW YORK applicants or employees only: By signing below, you acknowledge receipt of a copy of [Article 23-A](#) of the New York Correction Law.

WASHINGTON applicants or employees only: You have the right to request from Human Resource ProFile, Inc. a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

MAINE, MASSACHUSETTS, MINNESOTA, NEW JERSEY, and OKLAHOMA applicants or employees only: Please check the box if you would like to receive a copy of your consumer report, free of charge, if one is obtained by my prospective employer or its subsidiaries.

Check box to receive report:

VERMONT applicants or employees only:

Pursuant to 9 V.S.A. §§ 2480e and 2480g, no person may request a credit report on you unless it is obtained pursuant to the order of a Court having jurisdiction or it has secured your written consent to do so and is used for the purpose for which you consented. Credit reporting agencies must adopt reasonable procedures to assure maximum compliance with such requirements. The foregoing shall not affect (1) the ability of a person, who has secured such consent, to include in the same request permission to also obtain credit reports, in connection with the same transaction or credit extension, for the purpose of reviewing, increasing the credit line on, taking collection on, or for other legitimate purpose regarding, your account; or (2) the use of credit information for the purpose of prescreening as defined and permitted by the Federal Trade Commission.

Signature: _____

Date: _____

Print Name: _____



Employer/Employee Agreement

Participant/Client Name: _____

Employer Name: _____

Employee Name: _____

This agreement is between (Employer) and (Employee). The purpose of this agreement is to outline roles and responsibilities of each party and describe employee job duties. Please review each item carefully.

1. EMPLOYMENT RELATIONSHIP

The employee is an employee of the employer (named above) and not Acumen Fiscal Agent.

2. AT-WILL EMPLOYMENT

This is an at-will employment agreement. Either the employer or the employee can terminate this agreement at any time, for any reason, with or without cause or notice. If the employee can no longer work, it is essential to give advanced notice (two weeks) to allow the participant to recruit, hire, and train a replacement.

3. ROLES AND RESPONSIBILITIES

a. Employer Responsibilities:

- Hiring, scheduling, orienting, training, supervising, and terminating the employee with respect.
- Providing consistent feedback and coaching to the employee, including termination if necessary.
- Ensuring the employee receives the following training materials:
 1. Signs and Symptoms of Abuse & Neglect and Exploitation
 2. Preventing Medicaid Fraud
 3. Employee Training Booklet: Universal Precautions, Safe Lifting, and HIPAA & Confidentiality
- Reviewing the Plan of Care with the employee, as provided by NC Medicaid.
- Accurately and timely submitting employee payroll in the Direct Care Innovations (DCI) portal.
- Monitoring compliance with approved hours according to the Plan of Care.
- Immediately notifying the FEA upon employee termination.
- Reviewing the Employment Resource Guide with the employee, available on the FEA website.
- Fulfilling other responsibilities as outlined in the Participant Agreement.

b. Employee Responsibilities:

- Providing safe and excellent care to the participant.
- Timely submission of time worked in the DCI portal or DCI mobile APP
- Adhering to the hours and tasks approved in the participant's Plan of Care.
- Reporting any concerns of abuse, neglect, or exploitation to appropriate authorities.
- Reporting concerns of Medicaid Fraud to the proper authorities.
- Promptly reporting all incidents, accidents, and workplace injuries.
- Notifying the FEA of any changes in personal information or criminal convictions post-hire.
- Addressing customer service concerns or complaints with the FEA.
- Maintaining active CPR certification and competency validations as required.



c. FEA Responsibilities:

- Providing necessary employee paperwork and assistance in completing it.
- Processing employee paperwork, eligibility, and background checks.
- Providing workers' compensation for employees
- Processing employee payments and taxes for approved hours as per the Plan of Care.
- Handling payment discrepancies and outlining repayment plans if necessary.
- Ensuring adherence to payroll schedules and processing time worked submissions.
- Managing delays in Medicaid or service eligibility that may affect employee payment.

ACKNOWLEDGMENT

By signing below, the participant and employee acknowledge and accept the terms and conditions outlined in this agreement.

Employer Signature: _____

Date: _____

Employee's Signature: _____

Date: _____



Employee Wage and Hours Agreement Form

Employer Name _____

Participant/Client Name _____

Employee Name _____

Service Codes and Wage Information

Please indicate the employee's wage per hour for the following service codes:

1. Personal Care Services (PCS): \$_____ per hour
2. Respite Care Services: \$_____ per hour

Estimated Weekly Hours

As the employer, provide an estimate of the number of hours per week the employee will work for each service:

1. Personal Care Services: _____ hours per week
2. Respite Care Services: _____ per client/household

Total estimated hours per week for both services combined: _____ hours per week

Work Hours Limitations and Conditions

Please read and acknowledge the following conditions regarding work hours for employees:

- Employees who do not reside in the same household as the CAP Medicaid recipient (client) are limited to a combined total of 40 hours per week.
- The 40-hour limit per week is inclusive of all services provided; employees may not work 40 hours in one service and 40 hours in another within the same week.
- Employees who live in the same household as the CAP Medicaid recipient (client) and are considered live-in employees may work over 40 hours per week (if applicable to clinical coverage policy). However, live-in employees are not eligible for overtime wages.

By signing below, both the employer and the employee acknowledge and agree to adhere to the work hours limitations and conditions as stated above.

Employer Signature: _____ Date: _____

Employee Signature: _____ Date: _____



**Please pay close attention to
the following Federal form.**

**This form is detailed and needs your
close attention to complete correctly.**

Incomplete forms may result in penalties.

Call for assistance if needed. We are here to help!



Employment Eligibility Verification

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

USCIS

Form I-9

OMB No.1615-0047

Expires 05/31/2027

START HERE: Employers must ensure the form instructions are available to employees when completing this form. Employers are liable for failing to comply with the requirements for completing this form. See below and the [Instructions](#).

ANTI-DISCRIMINATION NOTICE: All employees can choose which acceptable documentation to present for Form I-9. Employers cannot ask employees for documentation to verify information in **Section 1**, or specify which acceptable documentation employees must present for **Section 2** or Supplement B, Reverification and Rehire. Treating employees differently based on their citizenship, immigration status, or national origin may be illegal.

Section 1. Employee Information and Attestation: Employees must complete and sign Section 1 of Form I-9 no later than the **first day of employment**, but not before accepting a job offer.

Last Name (Family Name)	First Name (Given Name)	Middle Initial (if any)	Other Last Names Used (if any)	
Address (Street Number and Name)		Apt. Number (if any)	City or Town State ZIP Code	
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number	Employee's Email Address		Employee's Telephone Number
I am aware that federal law provides for imprisonment and/or fines for false statements, or the use of false documents, in connection with the completion of this form. I attest, under penalty of perjury, that this information, including my selection of the box attesting to my citizenship or immigration status, is true and correct.		Check one of the following boxes to attest to your citizenship or immigration status (See page 2 and 3 of the instructions.): <input type="checkbox"/> 1. A citizen of the United States <input type="checkbox"/> 2. A noncitizen national of the United States (See Instructions.) <input type="checkbox"/> 3. A lawful permanent resident (Enter USCIS or A-Number.) <input type="checkbox"/> 4. A noncitizen (other than Item Numbers 2. and 3. above) authorized to work until (exp. date, if any) _____		
Signature of Employee		Today's Date (mm/dd/yyyy)		

If a preparer and/or translator assisted you in completing Section 1, that person **MUST** complete the [Preparer and/or Translator Certification](#) on Page 3.

Section 2. Employer Review and Verification: Employers or their authorized representative must complete and sign **Section 2** within three business days after the employee's first day of employment, and must physically examine, or examine consistent with an alternative procedure authorized by the Secretary of DHS, documentation from List A OR a combination of documentation from List B and List C. Enter any additional documentation in the Additional Information box; see Instructions.

List A		OR	List B	AND	List C
Document Title 1					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 2 (if any)			Additional Information		
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 3 (if any)					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
<input type="checkbox"/> Check here if you used an alternative procedure authorized by DHS to examine documents.					

Certification: I attest, under penalty of perjury, that (1) I have examined the documentation presented by the above-named employee, (2) the above-listed documentation appears to be genuine and to relate to the employee named, and (3) to the best of my knowledge, the employee is authorized to work in the United States.

First Day of Employment (mm/dd/yyyy):

Last Name, First Name and Title of Employer or Authorized Representative	Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	
Employer's Business or Organization Name		Employer's Business or Organization Address, City or Town, State, ZIP Code	

For reverification or rehire, complete [Supplement B, Reverification and Rehire](#) on Page 4.

LISTS OF ACCEPTABLE DOCUMENTS

All documents containing an expiration date must be unexpired.

* Documents extended by the issuing authority are considered unexpired.

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

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

LIST A Documents that Establish Both Identity and Employment Authorization	OR	LIST B Documents that Establish Identity AND	LIST C Documents that Establish Employment Authorization
1. U.S. Passport or U.S. Passport Card	OR	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. A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	2. Certification of report of birth issued by the Department of State (Forms DS-1350, FS-545, FS-240)
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa		3. School ID card with a photograph	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
4. Employment Authorization Document that contains a photograph (Form I-766)		4. Voter's registration card	4. Native American tribal document
5. For an individual temporarily authorized to work for a specific employer because of his or her status or parole: a. Foreign passport; and b. Form I-94 or Form I-94A that has the following: (1) The same name as the passport; and (2) An endorsement of the individual's status or parole as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.		5. U.S. Military card or draft record	5. U.S. Citizen ID Card (Form I-197)
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		6. Military dependent's ID card	6. Identification Card for Use of Resident Citizen in the United States (Form I-179)
		7. U.S. Coast Guard Merchant Mariner Card	7. Employment authorization document issued by the Department of Homeland Security
		8. Native American tribal document	For examples, see Section 7 and Section 13 of the M-274 on uscis.gov/i-9-central .
		9. Driver's license issued by a Canadian government authority	The Form I-766, Employment Authorization Document, is a List A, Item Number 4 , document, not a List C document.
		For persons under age 18 who are unable to present a document listed above:	
		10. School record or report card	
		11. Clinic, doctor, or hospital record	
		12. Day-care or nursery school record	

Acceptable Receipts

May be presented in lieu of a document listed above for a temporary period.

For receipt validity dates, see the M-274.

• Receipt for a replacement of a lost, stolen, or damaged List A document.	OR	Receipt for a replacement of a lost, stolen, or damaged List B document.	Receipt for a replacement of a lost, stolen, or damaged List C document.
• Form I-94 issued to a lawful permanent resident that contains an I-551 stamp and a photograph of the individual.			
• Form I-94 with "RE" notation or refugee stamp issued to a refugee.			

*Refer to the Employment Authorization Extensions page on [I-9 Central](#) for more information.



Supplement A, Preparer and/or Translator Certification for Section 1

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

USCIS
Form I-9
Supplement A
OMB No. 1615-0047
Expires 05/31/2027

Last Name (<i>Family Name</i>) from Section 1 .	First Name (<i>Given Name</i>) from Section 1 .	Middle initial (if any) from Section 1 .
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Instructions: This supplement must be completed by any preparer and/or translator who assists an employee in completing Section 1 of Form I-9. The preparer and/or translator must enter the employee's name in the spaces provided above. Each preparer or translator must complete, sign, and date a separate certification area. Employers must retain completed supplement sheets with the employee's completed Form I-9.

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator		Date (mm/dd/yyyy)	
Last Name (<i>Family Name</i>)	First Name (<i>Given Name</i>)	Middle Initial (if any)	
Address (<i>Street Number and Name</i>)	City or Town	State	ZIP Code

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator		Date (mm/dd/yyyy)	
Last Name (<i>Family Name</i>)	First Name (<i>Given Name</i>)	Middle Initial (if any)	
Address (<i>Street Number and Name</i>)	City or Town	State	ZIP Code

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator		Date (mm/dd/yyyy)	
Last Name (<i>Family Name</i>)	First Name (<i>Given Name</i>)	Middle Initial (if any)	
Address (<i>Street Number and Name</i>)	City or Town	State	ZIP Code

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator		Date (mm/dd/yyyy)	
Last Name (<i>Family Name</i>)	First Name (<i>Given Name</i>)	Middle Initial (if any)	
Address (<i>Street Number and Name</i>)	City or Town	State	ZIP Code



Supplement B, Reverification and Rehire (formerly Section 3)

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

USCIS
Form I-9
Supplement B
OMB No. 1615-0047
Expires 05/31/2027

Last Name (Family Name) from Section 1 .	First Name (Given Name) from Section 1 .	Middle initial (if any) from Section 1 .
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Instructions: This supplement replaces Section 3 on the previous version of Form I-9. Only use this page if your employee requires reverification, is rehired within three years of the date the original Form I-9 was completed, or provides proof of a legal name change. Enter the employee's name in the fields above. Use a new section for each reverification or rehire. Review the Form I-9 instructions before completing this page. Keep this page as part of the employee's Form I-9 record. Additional guidance can be found in the [Handbook for Employers: Guidance for Completing Form I-9 \(M-274\)](#)

Date of Rehire (if applicable)	New Name (if applicable)		
Date (mm/dd/yyyy)	Last Name (Family Name)	First Name (Given Name)	Middle Initial

Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below.

Document Title	Document Number (if any)	Expiration Date (if any) (mm/dd/yyyy)
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I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it.

Name of Employer or Authorized Representative	Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)
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Additional Information (Initial and date each notation.)

Check here if you used an alternative procedure authorized by DHS to examine documents.

Date of Rehire (if applicable)	New Name (if applicable)		
Date (mm/dd/yyyy)	Last Name (Family Name)	First Name (Given Name)	Middle Initial

Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below.

Document Title	Document Number (if any)	Expiration Date (if any) (mm/dd/yyyy)
----------------	--------------------------	---------------------------------------

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it.

Name of Employer or Authorized Representative	Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)
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Additional Information (Initial and date each notation.)

Check here if you used an alternative procedure authorized by DHS to examine documents.

Date of Rehire (if applicable)	New Name (if applicable)		
Date (mm/dd/yyyy)	Last Name (Family Name)	First Name (Given Name)	Middle Initial

Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below.

Document Title	Document Number (if any)	Expiration Date (if any) (mm/dd/yyyy)
----------------	--------------------------	---------------------------------------

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it.

Name of Employer or Authorized Representative	Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)
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Additional Information (Initial and date each notation.)

Check here if you used an alternative procedure authorized by DHS to examine documents.

Employee's Withholding Certificate

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

Give Form W-4 to your employer.

Your withholding is subject to review by the IRS.

2025

Step 1: Enter Personal Information Physical Address Required (No P.O. Box)	(a) First name and middle initial	Last name	(b) Social security number
	Address		
	City or town, state, and ZIP code		
	(c) <input type="checkbox"/> Single or Married filing separately <input type="checkbox"/> Married filing jointly or Qualifying surviving spouse <input type="checkbox"/> 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.)		

TIP: Consider using the estimator at www.irs.gov/W4App to determine the most accurate withholding for the rest of the year if: you are completing this form after the beginning of the year; expect to work only part of the year; or have changes during the year in your marital status, number of jobs for you (and/or your spouse if married filing jointly), dependents, other income (not from jobs), deductions, or credits. Have your most recent pay stub(s) from this year available when using the estimator. At the beginning of next year, use the estimator again to recheck your withholding.

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, and when to use the estimator at www.irs.gov/W4App.

Step 2: Multiple Jobs or Spouse Works	Complete this step if you (1) hold more than one job at a time, or (2) are married filing jointly and your spouse also works. The correct amount of withholding depends on income earned from all of these jobs. Do only one of the following. (a) Use the estimator at www.irs.gov/W4App for the most accurate withholding for this step (and Steps 3-4). If you or your spouse have self-employment income, use this option; or (b) Use the Multiple Jobs Worksheet on page 3 and enter the result in Step 4(c) below; 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 generally more accurate than (b) if pay at the lower paying job is more than half of the pay at the higher paying job. Otherwise, (b) is more accurate
If applicable --> <input type="checkbox"/>

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: Claim Dependent and Other Credits	If your total income will be \$200,000 or less (\$400,000 or less if married filing jointly): Multiply the number of qualifying children under age 17 by \$2,000 \$ _____ Multiply the number of other dependents by \$500 \$ _____ Add the amounts above for qualifying children and other dependents. You may add to this the amount of any other credits. Enter the total here \$ _____	Required field even if "0". 3 \$ _____
Step 4 (optional): Other Adjustments	(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 include interest, dividends, and retirement income (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 enter the result here (c) Extra withholding. Enter any additional tax you want withheld each pay period	4(a) \$ _____ 4(b) \$ _____ 4(c) \$ _____

If filing exempt, leave Steps 2, 3 & 4 blank. Write EXEMPT here -->

Step 5: Sign Here	Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete.		
	Employee's signature (This form is not valid unless you sign it.)		Date
Employers Only	Employer's name and address	First date of employment	Employer identification number (EIN)
Employer Name Here			

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future Developments

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

Purpose of Form

Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. If too little is withheld, you will generally owe tax when you file your tax return and may owe a penalty. If too much is withheld, you will generally be due a refund. Complete a new Form W-4 when changes to your personal or financial situation would change the entries on the form. For more information on withholding and when you must furnish a new Form W-4, see Pub. 505, Tax Withholding and Estimated Tax.

Exemption from withholding. You may claim exemption from withholding for 2025 if you meet both of the following conditions: you had no federal income tax liability in 2024 **and** you expect to have no federal income tax liability in 2025. You had no federal income tax liability in 2024 if (1) your total tax on line 24 on your 2024 Form 1040 or 1040-SR is zero (or less than the sum of lines 27, 28, and 29), or (2) you were not required to file a return because your income was below the filing threshold for your correct filing status. If you claim exemption, you will have no income tax withheld from your paycheck and may owe taxes and penalties when you file your 2025 tax return. To claim exemption from withholding, certify that you meet both of the conditions above by writing "Exempt" on Form W-4 in the space below Step 4(c). Then, complete Steps 1(a), 1(b), and 5. Do not complete any other steps. You will need to submit a new Form W-4 by February 17, 2026.

Your privacy. Steps 2(c) and 4(a) ask for information regarding income you received from sources other than the job associated with this Form W-4. If you have concerns with providing the information asked for in Step 2(c), you may choose Step 2(b) as an alternative; if you have concerns with providing the information asked for in Step 4(a), you may enter an additional amount you want withheld per pay period in Step 4(c) as an alternative.

When to use the estimator. Consider using the estimator at www.irs.gov/W4App if you:

1. Are submitting this form after the beginning of the year;
2. Expect to work only part of the year;
3. Have changes during the year in your marital status, number of jobs for you (and/or your spouse if married filing jointly), or number of dependents, or changes in your deductions or credits;
4. Receive dividends, capital gains, social security, bonuses, or business income, or are subject to the Additional Medicare Tax or Net Investment Income Tax; or
5. Prefer the most accurate withholding for multiple job situations.

TIP: Have your most recent pay stub(s) from this year available when using the estimator to account for federal income tax that has already been withheld this year. At the beginning of next year, use the estimator again to recheck your withholding.

Self-employment. Generally, you will owe both income and self-employment taxes on any self-employment income you receive separate from the wages you receive as an employee. If you want to pay these taxes through withholding from your wages, use the estimator at www.irs.gov/W4App to figure the amount to have withheld.

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

Step 1(c). Check your anticipated filing status. This will determine the standard deduction and tax rates used to compute your withholding.

Step 2. Use this step if you (1) have more than one job at the same time, or (2) are married filing jointly and you and your spouse both work. Submit a separate Form W-4 for each job.

Option **(a)** most accurately calculates the additional tax you need to have withheld, while option **(b)** does so with a little less accuracy.

Instead, if you (and your spouse) have a total of only two jobs, you may check the box in option **(c)**. The box must also be checked on the Form W-4 for the other job. If the box is checked, the standard deduction and tax brackets will be cut in half for each job to calculate withholding. This option is accurate for jobs with similar pay; otherwise, more tax than necessary may be withheld, and this extra amount will be larger the greater the difference in pay is between the two jobs.

 **Multiple jobs.** Complete Steps 3 through 4(b) on only one Form W-4. Withholding will be most accurate if you do this on the Form W-4 for the highest paying job.

Step 3. This step provides instructions for determining the amount of the child tax credit and the credit for other dependents that you may be able to claim when you file your tax return. To qualify for the child tax credit, the child must be under age 17 as of December 31, must be your dependent who generally lives with you for more than half the year, and must have the required social security number. You may be able to claim a credit for other dependents for whom a child tax credit can't be claimed, such as an older child or a qualifying relative. For additional eligibility requirements for these credits, see Pub. 501, Dependents, Standard Deduction, and Filing Information. You can also include **other tax credits** for which you are eligible in this step, such as the foreign tax credit and the education tax credits. To do so, add an estimate of the amount for the year to your credits for dependents and enter the total amount in Step 3. Including these credits will increase your paycheck and reduce the amount of any refund you may receive when you file your tax return.

Step 4 (optional).

Step 4(a). Enter in this step the total of your other estimated income for the year, if any. You shouldn't include income from any jobs or self-employment. If you complete Step 4(a), you likely won't have to make estimated tax payments for that income. If you prefer to pay estimated tax rather than having tax on other income withheld from your paycheck, see Form 1040-ES, Estimated Tax for Individuals.

Step 4(b). Enter in this step the amount from the Deductions Worksheet, line 5, if you expect to claim deductions other than the basic standard deduction on your 2025 tax return and want to reduce your withholding to account for these deductions. This includes both itemized deductions and other deductions such as for student loan interest and IRAs.

Step 4(c). Enter in this step any additional tax you want withheld from your pay **each pay period**, including any amounts from the Multiple Jobs Worksheet, line 4. Entering an amount here will reduce your paycheck and will either increase your refund or reduce any amount of tax that you owe.

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. To be accurate, submit a new Form W-4 for all other jobs if you have not updated your withholding since 2019.

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 www.irs.gov/W4App.

1 Two jobs. 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, **skip** 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

2a \$ _____

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.)



1 Enter an estimate of your 2025 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: { • \$30,000 if you're married filing jointly or a qualifying surviving spouse
• \$22,500 if you're head of household
• \$15,000 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 \$ _____

4 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 territories 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.

Married Filing Jointly or Qualifying Surviving Spouse

Higher Paying Job Annual Taxable Wage & Salary	Lower Paying Job Annual Taxable Wage & Salary											
	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$0	\$0	\$700	\$850	\$910	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020
\$10,000 - 19,999	0	700	1,700	1,910	2,110	2,220	2,220	2,220	2,220	2,220	2,220	3,220
\$20,000 - 29,999	700	1,700	2,760	3,110	3,310	3,420	3,420	3,420	3,420	3,420	4,420	5,420
\$30,000 - 39,999	850	1,910	3,110	3,460	3,660	3,770	3,770	3,770	3,770	4,770	5,770	6,770
\$40,000 - 49,999	910	2,110	3,310	3,660	3,860	3,970	3,970	3,970	4,970	5,970	6,970	7,970
\$50,000 - 59,999	1,020	2,220	3,420	3,770	3,970	4,080	4,080	5,080	6,080	7,080	8,080	9,080
\$60,000 - 69,999	1,020	2,220	3,420	3,770	3,970	4,080	5,080	6,080	7,080	8,080	9,080	10,080
\$70,000 - 79,999	1,020	2,220	3,420	3,770	3,970	5,080	6,080	7,080	8,080	9,080	10,080	11,080
\$80,000 - 99,999	1,020	2,220	3,420	4,620	5,820	6,930	7,930	8,930	9,930	10,930	11,930	12,930
\$100,000 - 149,999	1,870	4,070	6,270	7,620	8,820	9,930	10,930	11,930	12,930	14,010	15,210	16,410
\$150,000 - 239,999	1,870	4,240	6,640	8,190	9,590	10,890	12,090	13,290	14,490	15,690	16,890	18,090
\$240,000 - 259,999	2,040	4,440	6,840	8,390	9,790	11,100	12,300	13,500	14,700	15,900	17,100	18,300
\$260,000 - 279,999	2,040	4,440	6,840	8,390	9,790	11,100	12,300	13,500	14,700	15,900	17,100	18,300
\$280,000 - 299,999	2,040	4,440	6,840	8,390	9,790	11,100	12,300	13,500	14,700	15,900	17,100	18,300
\$300,000 - 319,999	2,040	4,440	6,840	8,390	9,790	11,100	12,300	13,500	14,700	15,900	17,170	19,170
\$320,000 - 364,999	2,040	4,440	6,840	8,390	9,790	11,100	12,470	14,470	16,470	18,470	20,470	22,470
\$365,000 - 524,999	2,790	6,290	9,790	12,440	14,940	17,350	19,650	21,950	24,250	26,550	28,850	31,150
\$525,000 and over	3,140	6,840	10,540	13,390	16,090	18,700	21,200	23,700	26,200	28,700	31,200	33,700

Single or Married Filing Separately

Higher Paying Job Annual Taxable Wage & Salary	Lower Paying Job Annual Taxable Wage & Salary											
	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$200	\$850	\$1,020	\$1,020	\$1,020	\$1,370	\$1,870	\$1,870	\$1,870	\$1,870	\$1,870	\$2,040
\$10,000 - 19,999	850	1,700	1,870	1,870	2,220	3,220	3,720	3,720	3,720	3,720	3,890	4,090
\$20,000 - 29,999	1,020	1,870	2,040	2,390	3,390	4,390	4,890	4,890	4,890	5,060	5,260	5,460
\$30,000 - 39,999	1,020	1,870	2,390	3,390	4,390	5,390	5,890	5,890	6,060	6,260	6,460	6,660
\$40,000 - 59,999	1,220	3,070	4,240	5,240	6,240	7,240	7,880	8,080	8,280	8,480	8,680	8,880
\$60,000 - 79,999	1,870	3,720	4,890	5,890	7,030	8,230	8,930	9,130	9,330	9,530	9,730	9,930
\$80,000 - 99,999	1,870	3,720	5,030	6,230	7,430	8,630	9,330	9,530	9,730	9,930	10,130	10,580
\$100,000 - 124,999	2,040	4,090	5,460	6,660	7,860	9,060	9,760	9,960	10,160	10,950	11,950	12,950
\$125,000 - 149,999	2,040	4,090	5,460	6,660	7,860	9,060	9,950	10,950	11,950	12,950	13,950	14,950
\$150,000 - 174,999	2,040	4,090	5,460	6,660	8,450	10,450	11,950	12,950	13,950	15,080	16,380	17,680
\$175,000 - 199,999	2,040	4,290	6,450	8,450	10,450	12,450	13,950	15,230	16,530	17,830	19,130	20,430
\$200,000 - 249,999	2,720	5,570	7,900	10,200	12,500	14,800	16,600	17,900	19,200	20,500	21,800	23,100
\$250,000 - 399,999	2,970	6,120	8,590	10,890	13,190	15,490	17,290	18,590	19,890	21,190	22,490	23,790
\$400,000 - 449,999	2,970	6,120	8,590	10,890	13,190	15,490	17,290	18,590	19,890	21,190	22,490	23,790
\$450,000 and over	3,140	6,490	9,160	11,660	14,160	16,660	18,660	20,160	21,660	23,160	24,660	26,160

Head of Household

Higher Paying Job Annual Taxable Wage & Salary	Lower Paying Job Annual Taxable Wage & Salary											
	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$0	\$450	\$850	\$1,000	\$1,020	\$1,020	\$1,020	\$1,020	\$1,870	\$1,870	\$1,870	\$1,890
\$10,000 - 19,999	450	1,450	2,000	2,200	2,220	2,220	3,180	4,070	4,070	4,090	4,290	
\$20,000 - 29,999	850	2,000	2,600	2,800	2,820	2,820	4,780	5,670	5,670	5,890	6,090	
\$30,000 - 39,999	1,000	2,200	2,800	3,000	3,020	3,980	4,980	5,980	6,890	7,090	7,290	7,490
\$40,000 - 59,999	1,020	2,220	2,820	3,830	4,850	5,850	6,850	8,050	9,130	9,330	9,530	9,730
\$60,000 - 79,999	1,020	3,030	4,630	5,830	6,850	8,050	9,250	10,450	11,530	11,730	11,930	12,130
\$80,000 - 99,999	1,870	4,070	5,670	7,060	8,280	9,480	10,680	11,880	12,970	13,170	13,370	13,570
\$100,000 - 124,999	1,950	4,350	6,150	7,550	8,770	9,970	11,170	12,370	13,450	13,650	14,650	15,650
\$125,000 - 149,999	2,040	4,440	6,240	7,640	8,860	10,860	12,860	14,860	16,740	17,740	18,940	20,240
\$150,000 - 174,999	2,040	4,440	6,240	7,640	8,860	10,860	12,860	14,860	16,910	19,090	20,390	22,990
\$175,000 - 199,999	2,040	4,440	6,640	8,840	10,860	12,860	14,860	16,910	19,090	20,390	21,690	22,960
\$200,000 - 249,999	2,720	5,920	8,520	10,960	13,280	15,580	17,880	20,180	22,360	23,660	24,960	26,260
\$250,000 - 449,999	2,970	6,470	9,370	11,870	14,190	16,490	18,790	21,090	23,280	24,580	25,880	27,180
\$450,000 and over	3,140	6,840	9,940	12,640	15,160	17,660	20,160	22,660	25,050	26,550	28,050	29,550

NC-4 EZ Employee's Withholding Allowance Certificate

Filing Status (Check one box only) Single or Married Filing Separately Head of Household Married Filing Jointly or Surviving Spouse

Social Security Number

____ - ____ - _____

First Name

M.I.

Last Name

Address

County (Enter first five letters)

City

State

Zip Code

Country (If not U.S.)

Instructions - Use Form NC-4 EZ if you:

- Plan to claim the N.C. standard deduction
- Plan to claim the N.C. child deduction amount (but no other N.C. deductions)
- Do not plan to claim N.C. tax credits
- Qualify to claim exempt status (See Lines 3, 4, or 5 below)

Important - If you plan to claim N.C. itemized deductions or plan to claim other N.C. deductions (other than the N.C. child deduction amount), you must complete Form NC-4. If you are a nonresident alien, you must complete Form NC-4 NRA. In general, a nonresident alien is an alien (not a U.S. citizen) who has not passed the green card test or the substantial presence test. (For more information on the green card test and the substantial presence test, see Publication 519, U.S. Tax Guide for Aliens.)

If you plan to claim the N.C. child deduction amount, use the table below for your filing status, amount of income, and number of children under age 17 to determine the number of allowances to enter on Line 1. For married taxpayers, only one spouse may claim the allowance for the N.C. child deduction amount for each child.

Single & Married Filing Separately		Head of Household										Married Filing Jointly & Surviving Spouse														
Income	# of Children under age 17	Income	# of Children under age 17	Income	# of Children under age 17	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	12
# of Allowances												# of Allowances														
0 - 20,000	1 2 3 4 6 7 8 9 10 12	0 - 30,000	1 2 3 4 6 7 8 9 10 12	0 - 40,000	1 2 3 4 6 7 8 9 10 12	1	2	3	4	5	6	7	8	9	10	1	2	3	4	6	7	8	9	10	12	
20,001 - 30,000	1 2 3 4 5 6 7 8 9 10	30,001 - 45,000	1 2 3 4 5 6 7 8 9 10	40,001 - 60,000	1 2 3 4 5 6 7 8 9 10	40,001 - 60,000	1 2 3 4 5 6 7 8 9 10	60,001 - 80,000	0 1 2 3 4 4 5 6 7 8	60,001 - 80,000	0 1 2 3 4 4 5 6 7 8	80,001 - 100,000	0 1 1 2 3 3 4 4 5 6	80,001 - 100,000	0 1 1 2 3 3 4 4 5 6	100,001 - 120,000	0 0 1 1 2 2 2 3 3 4	100,001 - 120,000	0 0 0 0 1 1 1 1 1 2	120,001 - 140,000	0 0 0 0 0 0 0 0 0 0	120,001 - 140,000	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	
30,001 - 40,000	0 1 2 3 4 4 5 6 7 8	45,001 - 60,000	0 1 2 3 4 4 5 6 7 8	60,001 - 75,000	0 1 1 2 3 3 4 4 5 6	75,001 - 90,000	0 0 1 1 2 2 2 3 3 4	90,001 - 105,000	0 0 0 0 1 1 1 1 1 2	90,001 - 105,000	0 0 0 0 1 1 1 1 1 2	105,000 and over	0 0 0 0 0 0 0 0 0 0	105,000 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0				
40,001 - 50,000	0 1 1 2 3 3 4 4 5 6	60,001 - 75,000	0 1 1 2 3 3 4 4 5 6	75,001 - 90,000	0 0 1 1 2 2 2 3 3 4	90,001 - 105,000	0 0 0 0 1 1 1 1 1 2	105,000 and over	0 0 0 0 0 0 0 0 0 0	105,000 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0					
50,001 - 60,000	0 0 1 1 2 2 2 3 3 4	60,001 - 75,000	0 0 1 1 2 2 2 3 3 4	75,001 - 90,000	0 0 1 1 2 2 2 3 3 4	90,001 - 105,000	0 0 0 0 1 1 1 1 1 2	105,000 and over	0 0 0 0 0 0 0 0 0 0	105,000 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0					
60,001 - 70,000	0 0 0 0 1 1 1 1 1 2	75,001 - 90,000	0 0 0 0 1 1 1 1 1 2	90,001 - 105,000	0 0 0 0 1 1 1 1 1 2	105,000 and over	0 0 0 0 0 0 0 0 0 0	105,000 and over	0 0 0 0 0 0 0 0 0 0	105,000 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0					
70,001 and over	0 0 0 0 0 0 0 0 0 0	75,001 - 90,000	0 0 0 0 0 0 0 0 0 0	90,001 - 105,000	0 0 0 0 0 0 0 0 0 0	105,000 and over	0 0 0 0 0 0 0 0 0 0	105,000 and over	0 0 0 0 0 0 0 0 0 0	105,000 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	140,001 and over	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0					

1. Total number of allowances you are claiming (Enter zero (0), or the number of allowances from the table above) _____

2. Additional amount, if any, you want withheld from each pay period (Enter whole dollars) .00

3. I certify that I am exempt from North Carolina withholding because I meet both of the following conditions:

- Last year, I was entitled to a refund of all State income tax withheld because I had no tax liability; and
- This year, I expect a refund of all State income tax withheld because I expect to have no tax liability.

Check Here

4. I certify that I am exempt from North Carolina withholding because I meet the requirements set forth in the Servicemembers Civil Relief Act. (For more information, see Form D-401, North Carolina Individual Income Tax Instructions.)

Check Here

5. I certify that I am exempt from North Carolina withholding because I am an enrolled member of a federally recognized Indian tribe and meet the requirements set forth in G.S. 105-153.5(b)(6). (For more information, see Form D-401, North Carolina Individual Income Tax Instructions.)

Check Here

If you selected an exemption on Lines 3, 4, or 5 above, enter the year the exemption became effective YYYY

6. I certify that I no longer meet the requirements for an exemption on Line 3 Line 4 or Line 5 (Check applicable box)

Therefore, I revoke my exemption and request that my employer withhold North Carolina income tax based on the number of allowances entered on Line 1 and any additional amount entered on Line 2.

Check Here

CAUTION: All NC-4 EZ forms are subject to review by the North Carolina Department of Revenue. Your employer may be required to send this form to the Department. If you furnish your employer with an Employee's Withholding Allowance Certificate that contains information which has no reasonable basis and results in a lesser amount of tax being withheld than would have been withheld had you furnished reasonable information, you are subject to a penalty of 50% of the amount not properly withheld.

Employee's Signature _____ Date _____
I certify, under penalties provided by law, that I am entitled to the number of withholding allowances claimed on Line 1 above, or if claiming exemption from withholding, that I am entitled to claim the exempt status on Lines 3, 4, or 5, whichever applies.

NC-4 Employee's Withholding Allowance Certificate

PURPOSE - Complete Form NC-4 so your employer can withhold the correct amount of State income tax from your wages. **If you do not submit Form NC-4 to your employer, your employer must withhold as if your filing status is "Single" with no allowances.**

FORM NC-4 EZ - You may use Form NC-4 EZ if you plan to claim the N.C. standard deduction, plan to claim the N.C. child deduction amount (but no other N.C. deductions), do not plan to claim N.C. tax credits, or qualify to claim exempt status.

FORM NC-4 NRA - If you are a nonresident alien, you must use Form NC-4 NRA. In general, a nonresident alien is an alien (not a U.S. citizen) who has not passed the green card test or the substantial presence test. (*For more information on the green card test and the substantial presence test, see Publication 519, U.S. Tax Guide for Aliens.*)

FORM NC-4 BASIC INSTRUCTIONS - Complete the **NC-4 Allowance Worksheet**. The worksheet will help you determine your withholding allowances based on federal and N.C. adjustments to income including the N.C. child deduction amount, N.C. itemized deductions, and N.C. tax credits. However, you may claim fewer allowances than you are entitled to if you wish to increase the amount of State income tax withheld during the tax year. If your withholding allowances decrease, you must file a new NC-4 with your employer within 10 days after the change occurs. **Exception:** When an individual ceases to be "Head of Household" after maintaining the household for the major portion of the year, a new NC-4 is not required until the first day of the first pay period that ends on or after January 1 of the following calendar year.

TWO OR MORE JOBS - If you have more than one job, determine the total number of allowances you are entitled to claim on all jobs using one Form NC-4 Allowance Worksheet. Your withholding will usually be most accurate when all allowances are claimed on the NC-4 filed for the higher paying job and zero allowances are claimed for the other. You should also refer to the "Multiple Jobs Table" to determine any additional amount to be withheld on Form NC-4, Line 2 (See page 4).

NONWAGE INCOME - If you receive nonwage income, such as interest or

dividends, you may be required to make estimated income tax payments using **Form NC-40, Individual Estimated Income Tax**, to avoid owing interest on the underpayment of estimated income tax. Form NC-40 is available on the Department's website at ncdor.gov.

HEAD OF HOUSEHOLD - Generally, you may claim "Head of Household" filing status if you are unmarried or considered unmarried on the last day of the year, paid more than half of the cost of keeping up a home for the year, and had a qualifying person live with you in the home for more than half the year.

SURVIVING SPOUSE - Generally, you may claim "Surviving Spouse" filing status only if your spouse died in either of the two preceding tax years and you meet the following requirements:

1. Your home is maintained as the main household of a child or stepchild whom you can claim as a dependent; and
2. You were entitled to file a joint return with your spouse in the year of your spouse's death.

MARRIED TAXPAYERS - For married taxpayers, both spouses must agree as to whether they will complete the NC-4 Allowance Worksheet based on the filing status, "Married Filing Jointly" or "Married Filing Separately."

- Married taxpayers who complete the worksheet based on the filing status, "Married Filing Jointly" should consider the sum of both spouses' income, federal and N.C. adjustments to income, and N.C. tax credits to determine the number of allowances.
- Married taxpayers who complete the worksheet based on the filing status, "Married Filing Separately" should consider only his or her portion of income, federal and N.C. adjustments to income, and N.C. tax credits to determine the number of allowances.

CAUTION: All NC-4 forms are subject to review by the North Carolina Department of Revenue. Your employer may be required to send this form to the Department. If you furnish your employer with an Employee's Withholding Allowance Certificate that contains information which has no reasonable basis and results in a lesser amount of tax being withheld than would have been withheld had you furnished reasonable information, you are subject to a penalty of 50% of the amount not properly withheld.

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

NCDOR | NC-4 Employee's Withholding Allowance Certificate

1. Total number of allowances you are claiming

(Enter zero (0), or the number of allowances from Page 2, Line 17 of the NC-4 Allowance Worksheet)

2. Additional amount, if any, you want withheld from each pay period (Enter whole dollars)

.00

Social Security Number	Filing Status		
— — —	<input type="radio"/> Single or Married Filing Separately	<input type="radio"/> Head of Household	<input type="radio"/> Married Filing Jointly or Surviving Spouse
First Name (USE CAPITAL LETTERS FOR YOUR NAME AND ADDRESS)	M.I.	Last Name	
Address	State	Zip Code (5 Digit)	County (Enter first five letters)
City			

Employee's Signature

Date

I certify, under penalties provided by law, that I am entitled to the number of withholding allowances claimed on Line 1 above.

NC-4 Allowance Worksheet

Part I

Answer **all** of the following questions for your filing status.

Single -

1. Will your N.C. itemized deductions from Page 3, Schedule 1 exceed \$15,249?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
2. Will your N.C. child deduction amount from Page 3, Schedule 2 exceed \$2,499?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
3. Will you have federal adjustments or N.C. deductions from income?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4. Will you be able to claim any N.C. tax credits or tax credit carryovers?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

If you answered "No" to all of the above, **STOP HERE** and enter **ZERO (0)** as total allowances on Form NC-4, Line 1. If you answered "Yes" to any of the above, you may choose to go to Page 2, Part II to determine if you qualify for additional allowances. Otherwise, enter **ZERO (0)** on Form NC-4, Line 1.

Married Filing Jointly -

1. Will your N.C. itemized deductions from Page 3, Schedule 1 exceed \$27,999?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
2. Will your N.C. child deduction amount from Page 3, Schedule 2 exceed \$2,499?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
3. Will you have federal adjustments or N.C. deductions from income?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4. Will you be able to claim any N.C. tax credits or tax credit carryovers?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
5. Will your spouse receive combined wages and taxable retirement benefits of less than \$10,250 or only retirement benefits not subject to N.C. income tax?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

If you answered "No" to all of the above, **STOP HERE** and enter **ZERO (0)** as total allowances on Form NC-4, Line 1. If you answered "Yes" to any of the above, you may choose to go to Page 2, Part II to determine if you qualify for additional allowances. Otherwise, enter **ZERO (0)** on Form NC-4, Line 1.

Married Filing Separately -

1. Will your portion of N.C. itemized deductions from Page 3, Schedule 1 exceed \$15,249?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
2. Will your N.C. child deduction amount from Page 3, Schedule 2 exceed \$2,499?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
3. Will you have federal adjustments or N.C. deductions from income?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4. Will you be able to claim any N.C. tax credits or tax credit carryovers?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

If you answered "No" to all of the above, **STOP HERE** and enter **ZERO (0)** as total allowances on Form NC-4, Line 1. If you answered "Yes" to any of the above, you may choose to go to Page 2, Part II to determine if you qualify for additional allowances. Otherwise, enter **ZERO (0)** on Form NC-4, Line 1.

Head of Household -

1. Will your N.C. itemized deductions from Page 3, Schedule 1 exceed \$21,624?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
2. Will your N.C. child deduction amount from Page 3, Schedule 2 exceed \$2,499?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
3. Will you have federal adjustments or N.C. deductions from income?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4. Will you be able to claim any N.C. tax credits or tax credit carryovers?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

If you answered "No" to all of the above, **STOP HERE** and enter **ZERO (0)** as total allowances on Form NC-4, Line 1. If you answered "Yes" to any of the above, you may choose to go to Page 2, Part II to determine if you qualify for additional allowances. Otherwise, enter **ZERO (0)** on Form NC-4, Line 1.

NC-4 Allowance Worksheet

Surviving Spouse -

1. Will your N.C. itemized deductions from Page 3, Schedule 1 exceed \$27,999?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
2. Will your N.C. child deduction amount from Page 3, Schedule 2 exceed \$2,499?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
3. Will you have federal adjustments or N.C. deductions from income?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
4. Will you be able to claim any N.C. tax credits or tax credit carryovers?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

If you answered "No" to all of the above, **STOP HERE** and enter **FIVE (5)** as total allowances on Form NC-4, Line 1. If you answered "Yes" to any of the above, you may choose to go to Part II to determine if you qualify for additional allowances. Otherwise, enter **FIVE (5)** on Form NC-4, Line 1.

NC-4 Part II

1. Enter your total estimated N.C. itemized deductions from Page 3, Schedule 1 1. \$
2. Enter the applicable N.C. standard deduction based on your filing status.
 {

\$12,750 if Single	2. <u>\$</u>
\$25,500 if Married Filing Jointly or Surviving Spouse	
\$12,750 if Married Filing Separately	
\$19,125 if Head of Household	
3. Subtract Line 2 from Line 1. If Line 1 is less than Line 2, enter ZERO (0) 3. \$
4. Enter an estimate of your total N.C. child deduction amount from Page 3, Schedule 2 4. \$
5. Enter an estimate of your total federal adjustments to income and N.C. deductions from federal adjusted gross income 5. \$
6. Add Lines 3, 4, and 5 6. \$
7. Enter an estimate of your nonwage income (such as interest or dividends) 7. \$
8. Enter an estimate of your N.C. additions to federal adjusted gross income 8. \$
9. Add Lines 7 and 8 9. \$
10. Subtract Line 9 from Line 6 (*Do not enter less than zero*) 10. \$
11. Divide the amount on Line 10 by \$2,500. Round down to whole number 11.
Ex. $\$3,900 \div \$2,500 = 1.56$ rounds down to 1
12. Enter the amount of your estimated N.C. tax credits 12. \$
13. Divide the amount on Line 12 by \$109. Round down to whole number 13.
Ex. $\$200 \div \$109 = 1.83$ rounds down to 1
14. If filing as Single, Head of Household, or Married Filing Separately, enter zero (0) on this line.
If filing as Surviving Spouse, enter 5.
If filing as Married Filing Jointly, enter the appropriate number from either (a), (b), (c), (d), (e), or (f) below.
 - (a) Your spouse expects to have combined wages and taxable retirement benefits of less than or equal to \$250 for N.C. purposes, enter 5. (Taxable retirement benefits do not include: *Bailey, Certain Military Retirement, Social Security, and Railroad retirement*)
 - (b) Your spouse expects to have combined wages and taxable retirement benefits of more than \$250 but less than or equal to \$2,750, enter 4.
 - (c) Your spouse expects to have combined wages and taxable retirement benefits of more than \$2,750 but less than or equal to \$5,250, enter 3.
 - (d) Your spouse expects to have combined wages and taxable retirement benefits of more than \$5,250 but less than or equal to \$7,750, enter 2.
 - (e) Your spouse expects to have combined wages and taxable retirement benefits of more than \$7,750 but less than or equal to \$10,250, enter 1.
 - (f) Your spouse expects to have combined wages and taxable retirement benefits of more than \$10,250, enter 0 14.
15. Add Lines 11, 13, and 14, and enter the total here 15.
16. If you completed this worksheet on the basis of Married Filing Jointly, the total number of allowances determined on Line 15 may be split between you and your spouse, however, you choose. Enter the number of allowances from Line 15 that your spouse plans to claim 16.
17. Subtract Line 16 from Line 15 and enter the total number of allowances here and on Line 1 of your **Form NC-4, Employee's Withholding Allowance Certificate** 17.

NC-4 Allowance Worksheet Schedules

Important: If you cannot reasonably estimate the amount to enter in the schedules below, you should enter ZERO (0) on Form NC-4, Line 1.

Schedule 1

Estimated N.C. Itemized Deductions

Home Mortgage Interest	\$ _____
Real Estate Property Taxes	\$ _____
Total Home Mortgage Interest and Real Estate Property Taxes*	\$ _____
Charitable Contributions (Same as allowed for federal purposes)	\$ _____
Medical and Dental Expenses (Same as allowed for federal purposes)	\$ _____
Repayment of Claim of Right Income	\$ _____
Total Estimated N.C. Itemized Deductions. Enter on Page 2, Part II, Line 1	\$ _____

*The sum of your home mortgage interest and real estate property taxes may not exceed \$20,000. For married taxpayers, the \$20,000 limitation applies to the combined total of home mortgage interest and real estate property taxes claimed by both spouses, rather than to each spouse separately.

Schedule 2

Estimated N.C. Child Deduction Amount

A taxpayer who is allowed a federal child tax credit under section 24 of the Internal Revenue Code is allowed a deduction for each qualifying child unless adjusted gross income exceeds the threshold amount shown below.

The N.C. child deduction amount can be claimed only for a child who is under 17 years of age on the last day of the year.

Filing Status	Adjusted Gross Income	No. of Children	Deduction Amount per Qualifying Child	Estimated Deduction
Single	Up to \$ 20,000		\$ 3,000	
	Over \$ 20,000	Up to \$ 30,000	\$ 2,500	
	Over \$ 30,000	Up to \$ 40,000	\$ 2,000	
	Over \$ 40,000	Up to \$ 50,000	\$ 1,500	
	Over \$ 50,000	Up to \$ 60,000	\$ 1,000	
	Over \$ 60,000	Up to \$ 70,000	\$ 500	
	Over \$ 70,000		\$ -	
MFJ or SS	Up to \$ 40,000		\$ 3,000	
	Over \$ 40,000	Up to \$ 60,000	\$ 2,500	
	Over \$ 60,000	Up to \$ 80,000	\$ 2,000	
	Over \$ 80,000	Up to \$ 100,000	\$ 1,500	
	Over \$ 100,000	Up to \$ 120,000	\$ 1,000	
	Over \$ 120,000	Up to \$ 140,000	\$ 500	
	Over \$ 140,000		\$ -	
HOH	Up to \$ 30,000		\$ 3,000	
	Over \$ 30,000	Up to \$ 45,000	\$ 2,500	
	Over \$ 45,000	Up to \$ 60,000	\$ 2,000	
	Over \$ 60,000	Up to \$ 75,000	\$ 1,500	
	Over \$ 75,000	Up to \$ 90,000	\$ 1,000	
	Over \$ 90,000	Up to \$ 105,000	\$ 500	
	Over \$ 105,000		\$ -	
MFS	Up to \$ 20,000		\$ 3,000	
	Over \$ 20,000	Up to \$ 30,000	\$ 2,500	
	Over \$ 30,000	Up to \$ 40,000	\$ 2,000	
	Over \$ 40,000	Up to \$ 50,000	\$ 1,500	
	Over \$ 50,000	Up to \$ 60,000	\$ 1,000	
	Over \$ 60,000	Up to \$ 70,000	\$ 500	
	Over \$ 70,000		\$ -	

Multiple Jobs Table

Find the amount of your estimated annual wages from your lowest paying job(s) in the left hand column. Follow across to find the amount of additional State income tax to be withheld for each pay period. Enter the additional State income tax amount to be withheld on **Form NC-4, Line 2**.

Additional Withholding for Single, Married, or Surviving Spouse with Jobs

Estimated Annual Wages		Pay Period			
At Least	But Less Than	Monthly	Semimonthly	Biweekly	Weekly
0	1000	2	1	1	0
1000	2000	5	3	3	1
2000	3000	9	5	4	2
3000	4000	13	6	6	3
4000	5000	16	8	8	4
5000	6000	20	10	9	5
6000	7000	24	12	11	5
7000	8000	27	14	13	6
8000	9000	31	15	14	7
9000	10000	34	17	16	8
10000	11000	38	19	18	9
11000	12000	42	21	19	10
12000	12750	45	22	21	10
12750	Unlimited	46	23	21	11

Additional Withholding for Head of Household Filers with Jobs

Estimated Annual Wages		Pay Period			
At Least	But Less Than	Monthly	Semimonthly	Biweekly	Weekly
0	1000	2	1	1	0
1000	2000	5	3	3	1
2000	3000	9	5	4	2
3000	4000	13	6	6	3
4000	5000	16	8	8	4
5000	6000	20	10	9	5
6000	7000	24	12	11	5
7000	8000	27	14	13	6
8000	9000	31	15	14	7
9000	10000	34	17	16	8
10000	11000	38	19	18	9
11000	12000	42	21	19	10
12000	13000	45	23	21	10
13000	14000	49	24	23	11
14000	15000	53	26	24	12
15000	16000	56	28	26	13
16000	17000	60	30	28	14
17000	18000	63	32	29	15
18000	19000	67	34	31	15
19000	Unlimited	69	34	32	16



Acumen Fiscal Agent
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Employee/Employer Relationship Disclosure for Tax Exemptions

Based on Age, Student Status, and Family Relationship

Employee Name _____ Employee SSN _____

Employer Name _____

Participant Name _____

Employees providing domestic services, such as respite or nursing, may be exempt from paying certain federal and state taxes based on the employee's age, student status, or family relationship to the employer. In some cases, the employer may also be exempt based on the employee's status. If you and your employer qualify for these exemptions, **you must take them**. Acumen Fiscal Agent will determine the tax exemptions that apply to you and to your employer based upon your answers below. Please answer all the following questions based on your age, student status, and relationship to the employer.

Relationship Questionnaire	
1. Are you a non-resident alien temporarily in the United States on an F-1, J-1, M-1, or Q-1 visa admitted to the US for providing domestic services?	
<input type="checkbox"/> YES, that description fits my visa status.	<input type="checkbox"/> NO, that description does not fit my visa status.
2. Are you the child of the employer (includes adopted children)?	
<input type="checkbox"/> YES, my employer is my parent (mother or father).	<input type="checkbox"/> NO, my employer is not my parent.
3. Are you the spouse of the employer?	
<input type="checkbox"/> YES, my employer is my spouse (husband, wife domestic partner, or other in footnote #3).	<input type="checkbox"/> NO, my employer is not my spouse.
4. Are you the parent of the employer (includes adopted children)?	
<input type="checkbox"/> YES, my employer is my child (son or daughter).	<input type="checkbox"/> NO, my employer is not my child.
5. If you answered, "<u>YES</u>," to Question 4, check any of the following that apply.	
<input type="checkbox"/> YES, I also provide care for my grandchild or step-grandchild in my child's home.	
<input type="checkbox"/> YES, my grandchild or step-grandchild is under 18, or has a physical or mental condition that requires personal care of an adult for at least four weeks in a row during the calendar quarter in which services are performed.	
<input type="checkbox"/> YES, my child (son or daughter) is widowed, divorced, not remarried or living with a spouse who has a mental or physical condition so the spouse cannot care for my grandchild for at least four weeks in a row during the calendar quarter in which services are performed.	
<input type="checkbox"/> NO, none of the above apply.	
6. Are you under the age of 18 or do you turn 18 before December 31?	
<input type="checkbox"/> YES, I am under 18 or am turning 18 before December 31	<input type="checkbox"/> NO, I am over 18.
<i>If you answered, "<u>YES</u>," to Question 6, answer the following question. If you answered, "<u>NO</u>," skip the question below.</i>	
Is this job of performing household services your principal occupation?	
NOTE: Do not answer, "YES," if you are a student.	
<input type="checkbox"/> YES, this is my main job.	<input type="checkbox"/> NO, this is not my main job.

IMPORTANT: You must notify Acumen Fiscal Agent if your status changes.

Employee Signature _____

Date _____

Employee/Employer Relationship Disclosure for Tax Exemptions

Employee Copy – Keep for your records

Employees providing domestic services such as personal assistance may be exempt from paying certain federal and state taxes based on the employee's age, student status or family relationship to the employer. In some cases, the employer may also be exempt from paying certain taxes based on the employee's status.

IMPORTANT: Please see IRS Publication: #926 – Household Employer's Tax Guide, and IRS website article: "Foreign Student Liability for Social Security and Medicare Taxes" for additional information.

IMPORTANT:

- **These exemptions are not optional.** If the employee and employer qualify for these tax exemptions they must be taken.
- If the employee's earnings are exempt from these taxes, the employee may not qualify for the related benefits, such as retirement benefits and unemployment compensation.
- The questions regarding family relationship refer to the relationship between the employee and the employer of record (common law employer). In some cases, the program participant is the employer of record. In other cases, the employer of record may be someone other than the program participant. Check program rules.
- Program rules may prohibit some types of employees. For example, most Medicaid-funded programs do not permit a spouse to be paid as an employee for providing services to a spouse. Check program rules.
- Acumen Fiscal Agent LLC will determine the tax exemptions that apply to the employee and employer based on the information provided by the employee. Acumen Fiscal Agent LLC cannot provide tax advice.

Question #1: Tax Exemptions for Non-Resident Students

For a non-resident student in the United States on an F-1, J-1, M-1, or Q-1 visa admitted to the US for the purpose of providing domestic services, the employer and employee are exempt from paying FICA (Social Security and Medicare taxes) and the employer is exempt from paying FUTA (Federal Unemployment Tax) on wages paid to this employee. The employer may also be exempt from paying State Unemployment Insurance, depending on the rules in the state. See footnote #1.

Question #2: Tax Exemptions for Children under 21 years old Employed by Parent

For a child (**does not include step-child.**) under 21 employed by his or her parent, the employer and employee are exempt from paying FICA (Social Security and Medicare taxes) and the employer is exempt from paying FUTA (Federal Unemployment Tax) on wages paid to this employee until the child (employee) turns 21 years of age. The employer may also be exempt from paying State Unemployment Insurance, depending on the rules in the state. See footnote #2.

Question #3: Tax Exemptions for Spouses Employed Spouses

For a spouse (husband, wife, or domestic partner in some states) employed by his or her spouse, the employer and employee are exempt from paying FICA (Social Security and Medicare taxes) and the employer is exempt from paying FUTA (Federal Unemployment Tax) on wages paid to this employee. The employer may also be exempt from paying State Unemployment Insurance, depending on the rules in the state. See footnote #3.

Question #4 & #5: Tax Exemptions for Parents Employed by Children

For a parent (**does not include step-parent,**) employed by his or her child and answering "No" to any of the additional questions under Question #5 regarding caring for a grandchild or step grandchild, the employer and employee are exempt from paying FICA (Social Security and Medicare taxes) and the employer is exempt from paying FUTA (Federal Unemployment Tax) on wages paid to this employee. The employer may also be exempt from paying State Unemployment Insurance, depending on the rules in the state.

For a parent (**does not include step-parent.**) employed by his or her child and answering "Yes" to all of the additional questions under Question #5 regarding caring for a grandchild or step grandchild, the employer is exempt from paying Federal Unemployment Tax (FUTA) on wages paid to this employee. The employer may also be exempt from paying State Unemployment Insurance, depending on the rules in the state. See footnote #4

For Question #5, the term calendar quarter means January-March, April-June, July-September, October-December

Question #6: Tax Exemptions for Employee under Age 18 at any point during the calendar year

For employees under the age of 18 or turning 18 in the calendar year: If the employee is a student, domestic services are deemed not to be the employee's principle occupation and the employer and employee are exempt from paying FICA (Social Security and Medicare taxes).

Employment Relationship Status	Federal Insurance Contributions Act - Social Security and Medicare Taxes (FICA)	Federal Unemployment Tax Act (FUTA)	State Unemployment Insurance (SUTA)
Foreign Student on VISA in US for Purpose of Providing Domestic Service	FICA exempt	FUTA exempt	See footnote #1
Child (does not include step-child) while employers by Parent	FICA exempt only until 21st birthday	FUTA exempt only until 21st birthday	See footnote #2
Spouse Employed by Spouse	FICA exempt	FUTA exempt	SUTA exempt. See footnote #3
Parent (does not include step-parent) Employed by Child	FICA Exempt only if not also caring for dependent child (including step-child) of the employer (employee's grandchild)	FUTA exempt	SUTA exempt except in NY and WA, See footnote #4
Employee Under 18 or Turning Age 18 in the Calendar Year	FICA exempt through year of 18th birthday only if enrolled as a full-time student	Not Applicable	Not Applicable

FOOTNOTES:

- (1) A foreign student in the United States on an F-1 or J-1 visa is exempt from SUTA in PA and WA. MT and WI exempt F-1, J-1, M-1 and Q-1 visas from SUTA tax.
- (2) A child under age 18 employed by his or her parent is exempt from SUTA in the following states: CA, IL, MA, ME, MN, NJ, NV, OH, OR, PA, SC, TN, WA, WV. A child under age 21 employed by his or her parent is exempt from SUTA in the following states: AL, AZ, GA, HI, ID, IN, KS, LA, MO, NC, NY, OK, TX, UT, VA, WY and the District of Columbia. GA defines a child as "natural, legally adopted, step, and foster except that foster must be living in the same home as the employer". MO and WY define a child as "natural, legally adopted, foster, and step". MT exempts anyone classified as a dependent
- (3) AL exempts common law marriages created prior to 1/1/2017.
CA, NV, and WA exempt a domestic partner employed by his or her domestic partner.
GA exempts common law marriages created prior to 1/1/1997.
HI exempts reciprocal beneficiary relationships and civil unions.
ID exempts common law marriages created prior to 1/1/1996.
IN exempts common law marriages created before 1/1/1958.
KS, MT and TX exempt all common law marriages.
NJ exempts civil unions.
OH exempts common law marriages created prior to 10/10/1991.
SC exempts common law marriages created prior to 07/24/2019
All states recognize common law marriages created in a different state.
- (4) A parent employed by his or her child is exempt from SUTA in the District of Columbia and all states except NY and WA. MO defines parents as natural, foster, or step".



Acumen Fiscal Agent
Innovation • Opportunity • Freedom



LEARN, SHOP, CUSTOMIZE & ENROLL

with



A free insurance resource made available exclusively to all Acumen Fiscal Agent members and their family members.

Major Medical
Short-Term Medical
Dental
Vision
Critical Illness

Accident
Auto & Home
Life
Disability
Free Prescription Card

Customized Coverage from Carriers You Know

Allstate

Ameritas

United Healthcare

Anthem

vsp
vision care

OSCAR

Humana

**BlueCross
BlueShield**

OPEN ENROLLMENT HAS ENDED, BUT YOU STILL HAVE OPTIONS

Here's How We Can Help:

Special Enrollment Period

Does your life change qualify you for a special enrollment period? A licensed agent can help you decide. If you qualify, you can enroll into the major medical plan of your choosing.

Visit our online Insurance Resource Center at acumen.augeobenefits.com for a full list of qualifications.

Short Term Medical Coverage

If you haven't experienced a qualifying life change, you and your family can still get covered by enrolling into a Short-Term Medical plan. Our licensed agents will go through your options and enroll you into the best plan for your situation.



Individual plans from \$60.60/mo*



Family plans from \$123.02/mo*

*Dates subject to change. Sample rates were calculated on 11/2024 using the zip code 85050. Actual rates may vary. All eligibles were non-smokers.

WHO WE ARE

Powered by Augeo Benefits, our health insurance marketplace provides an insurance resource to all **Acumen Fiscal Agent members and their family members.**



With one call to Augeo Benefits, you will be able to shop, compare and enroll in health insurance plans both on and off the federal and state marketplaces; allowing you to find the individualized coverage that fits your specific situation.

DID YOU MISS THE OPEN ENROLLMENT DEADLINE? We Can Help.

866.248.9991

acumen.augeobenefits.com

Our Online Insurance Resource Center provides 24/7 access to all things insurance, including an Affordable Care Act (ACA) overview, important dates to remember, a tax credit calculator and much more.



FAQS

Q Who is eligible?

A All Acumen Fiscal Agent members and their family members are eligible for this service.

Q How is Augeo Benefits different than the federal and state health insurance marketplaces/exchanges?

A We have created a one-stop shop for you and your family members to receive professional assistance in shopping for, comparing, and enrolling in health insurance plans, both on and off the federal and state marketplaces. Our goal is to expand your options by giving you access to plans located on the government marketplaces as well as options off of those marketplaces.

Q Do I need to purchase a federal or state marketplace health insurance plan?

A No. We offer access to qualified insurance plans, both on and off the government marketplaces.

Q What if I have pre-existing conditions?

A Pre-existing conditions no longer limit your Major Medical Insurance. It's the same plans, at the same rates, as those without pre-existing conditions.

Q Can I apply for a subsidy or tax credit through Augeo Benefits?

A Yes. If you qualify to purchase a health insurance plan from a federal or state marketplace, you can apply for a subsidy/tax credit through Augeo Benefits.

WE'VE GOT YOU COVERED

866.248.9991

acumen.augeobenefits.com



Augeo Benefits is a division of Augeo Affinity Insurance Services, Inc. The Augeo Benefits plan is only available in the 50 United States, Washington D.C., Puerto Rico and U.S. territories. Due to state regulations, some products may not be available in all areas.

CA license #: OG38852



Pay Selection Options

Below are the options employees have for receiving their paychecks through Acumen. Please read the information about each option and select the one that is right for you. Paystubs will be sent through DCI Message Center. Your login information will be provided on your Good to Go. **You will need to provide additional information based on your selection; please read the instructions below and return all the necessary forms.**

Direct Deposit

With this option, your paycheck will be automatically deposited into your bank account on payday. There is no charge from Acumen to receive your pay via direct deposit. You won't have to wait for the mail or make a trip to the bank. On payday, paystubs will be sent via DCI messaging. You can have your paycheck deposited into one or two accounts, and you may change your account information at any time. **Please note:** You have the option to deposit a flat dollar amount **or** a percentage amount of your check to the primary account. If you choose to have a flat dollar amount deposited into your primary account, you will need to provide a secondary account in which the remainder of the funds will be deposited to. If you choose to have a percentage amount of your check deposited into two accounts, you must indicate the percentage to be deposited to each. The percentage total must be 100%. If no amounts are indicated, 100% will be deposited into the primary account. To enroll, fill out the information on the Authorization for Direct Deposit section of the form and return it, along with the additional requested items, to Acumen. You will receive paper checks by mail until your bank information is verified – usually within two pay periods.

Pay Card

Pay cards – also called pre-paid debit cards – work just like a regular debit card but are used only for payroll deposits. Acumen does not charge for this option, although the card provider may charge fees for certain transactions. Pay cards are up to 80% less expensive to use than check cashing services. Paystubs will be delivered via DCI messaging on payday. To enroll, complete the Authorization for Pay Card section of the form and return it to Acumen. Money Network will send you an information kit. You will need to activate the card with Money Network and then contact Acumen with your account information. You will receive paper checks by mail until this process is complete. For a complete fee schedule, see:
<https://docs.moneynetwork.com/moneynetwork/prepaid-fees.html>

Please return the completed form to Acumen. You may send by email, fax, or mail listed below:

Email: nccapagents@acumen2.net

Fax: (877)-901-5827

Mail: 5416 E Baseline Rd, Suite 200, Mesa, AZ 85206

Note: if you do not select one of the options, Acumen will send your paycheck via regular mail, according to the established pay schedule you have received. We make every effort to get your check to you by payday; however, it is impossible to guarantee the date that paper checks will arrive. Acumen is not responsible for any delays or misdirected mail after checks have been submitted to the U.S. Postal Service. If your paper check does not arrive within 5 business days of payday, you can call Acumen to issue a stop payment and have a new check issued. A processing fee of \$35.00 will be deducted from the new check for each stop payment request. This fee may be waived by signing up for direct deposit or pay card.

I choose to receive my pay by (please check one box below):

Check Direct Deposit Pay Card

DIRECT DEPOSIT INFORMATION

Please attach a voided check or bank letter for checking or savings account(s). For savings accounts, please send a printout from your bank that provides the routing number and account information. Submit any changes to your account(s) immediately!

Primary Account 1 Account Type: <input type="checkbox"/> Checking (attach a voided check) <input type="checkbox"/> Savings (attach routing & account information printout)	Secondary Account 2 (Mandatory for Flat dollar option) Account Type: <input type="checkbox"/> Checking (attach a voided check) <input type="checkbox"/> Savings (attach routing & account information printout)
<input type="checkbox"/> Flat Dollar Amount <input type="checkbox"/> Percentage	<input type="checkbox"/> Remainder account. (Used if percentage is less than 100% or net pay exceeds the flat dollar amount listed for Primary Account 1)
Financial Institution Name	Financial Institution Name
Financial Institution Address	Financial Institution Address
Routing Number	Routing Number
Account Number	Account Number
Flat dollar amount or % of check to be deposited:	All remaining funds exceeding Primary Account 1 allocations will deposit into this account.

Are you the account holder for the account(s) listed above? Yes No

If "no," what is the name of the account holder? _____

If "no," employee agrees to have their funds deposited into this account. _____

Employee Signature

AUTHORIZATION FOR DIRECT DEPOSIT or PAY CARD or PAPER CHECK

I hereby authorize Acumen Fiscal Agent, LLC (herein after "Company") to deposit any amount owed to me for wages and/or reimbursements by initiation of credit entries to my account at the financial institution (hereinafter "Bank") handling my choice indicated above. Further, I authorize Bank to accept and credit any credit entries indicated by Company to my account. In the event that Company deposits funds erroneously into my account, I authorize Company to debit my account for an amount not to exceed the original amount of the erroneous credit. This authorization is to remain in full force and effect until Company receives written notice from me of its termination in such time and in such a manner as to afford a reasonable opportunity to act on it. If my method of payment is pay card, as the pay card holder, it is my responsibility to close this account should I no longer choose to have payments deposited in this manner. If I selected Paper Check, I understand that Acumen will make every effort to ensure my check will arrive by payday; however, it is impossible to guarantee the date that my paper check will arrive. Acumen is not responsible for any delays or misdirected mail after checks have been submitted to the U.S. Postal Service. If my paper check does not arrive within 5 business days of payday, I can call Acumen to issue a stop payment and have a new check issued. I understand that if I request a stop payment, a processing fee of \$35.00 will be deducted from my new check. If I require that this fee be waived, I must sign up for either direct deposit or a Pay Card. I understand that the Money Network pay card will have fees for transactions, and that I will be responsible for these fees if I choose this option. I understand that I may elect to have direct deposit to an existing pay card that is already in my name, as long as I provide supporting documentation to verify the routing & account number and name on the account. I understand that Acumen is not liable for any pay card fraudulent activity related to third party transactions. I understand that upon my request, Acumen may attempt a payment reversal. However, if the reversal is not successful, I understand that Acumen is not responsible and I will need to work with my institution to rectify said payment.

Print Name _____

Social Security Number _____

Date of Birth _____

Email Address _____

Signature _____

Date _____



Attestation to the Employee Live-in Exemption

Under the U.S. Department of Labor Fair Labor Standards Act (FLSA) – Home Care Rule revised regulations, I confirm that my employee listed below qualifies as a live-in domestic service worker and is exempt from the Fair Labor Standards Act overtime requirements.

I attest to the following:

- **My worker resides on my premises either “permanently” or for “extended periods of time”:**
 - “Permanently” – My worker resides on my premises permanently by living, working and sleeping on my premises seven days per week and therefore has NO home of his or her own; OR
 - “Extended Periods of Time” – My worker resides on my premises for an extended period of time by living, working and sleeping on my premises for five days a week (120 hours or more) OR My worker spends less than 120 hours per week working and sleeping on my premises, but spends five consecutive days or nights residing on my premises.
- **My worker is/will be paid at least minimum wage for all hours worked.**
- **There is a written agreement signed by my worker and myself to determine the number of hours that my worker will work.**
 - Sleep time, meal time and other periods of time of complete freedom from work duties are excluded from work hours.
 - If any of the designated freedom of time periods are interrupted, I must pay for that time worked.
 - My worker may either leave the premises or stay on the premises during the designated freedom time periods.
 - If there is ANY deviation to the written agreement, a new agreement must be made.

By signing below, I acknowledge that I am the employer for this stated employee and that by declaring this exemption, I have complied with the requirements for this exemption and accept any and all legal responsibility including but not limited to any cost associated with litigation or fines that may result by falsely claiming this exemption. I understand that this attestation form does not constitute the written agreement between me and my worker.

Participant/Client Name (Please print): _____

State: _____

Employer Name (Please print): _____

Employer Signature: _____ Date: _____

Employee/Worker Name (Please print): _____

Employee/Worker Signature: _____ Date: _____

Email: nccapagents@acumen2.net

Acumen Fiscal Agent, LLC
5416 E. Baseline Rd., Suite 200
Mesa, Arizona, 85206

North Carolina CAP/C and CAP/DA

Electronic Visit Verification (EVV) Live-In Caregiver Attestation Form

Per North Carolina Medicaid Policy issued March 23, 2021 titled *Electronic Visit Verification for CAP/C and CAP/DA Waiver Beneficiaries*, waiver recipients who can demonstrate that their employee is a paid live-in caregiver are exempt from having to submit their shifts for payment according to EVV mandates.

This form and supporting documentation must be provided to the Fiscal Agent annually to prove that your employee (live-in caregiver) resides with the waiver recipient. Service dates either before or after the expiration of this form are subject to EVV compliance, per state rule. This form will not be made retroactive, nor will annual renewals of the live-in status be processed retroactively due to the real-time nature of EVV reporting. Please allow a minimum of 5 business days for processing.

If you have an employee who resides with the waiver participant (i.e. a paid live-in caregiver), you must provide the following items annually to be exempt:

- 1) A signed attestation form;
- 2) A drivers' license OR another valid photo identification;
- 3) One additional piece of supporting documentation showing the paid live-in caregiver shares the same address as the waiver recipient. This can be a:
 - a. Current Utility Bill
 - b. Current Credit Card Statement
 - c. Residential Lease Agreement
 - d. School enrollment forms (date must be within 3 months of submittal)

**Other documents require the approval of NC Medicaid.*

Waiver Recipient: _____

Employer Name: _____

Employee/Live-in Caregiver: _____

Shared Address: _____

By signing this document I attest that, to the best of my knowledge, this information is true and correct; and that the above named employee is a paid live-in caregiver for the waiver recipient. I understand that providing false or inaccurate information will be reported and may be considered Medicaid Fraud and subject to consequences, including recoupment of paid claims.

Employer Signature: _____ Date: _____



NC CAP Payment Schedule Effective July 1, 2025

To ensure that your employees are paid on time, please confirm that all entries are approved by the "Entry Approval Due Date". Time approved after the due date will be processed in the next pay cycle, even if the deadline falls on a weekend or holiday.

To access the DCI Employer and Employee Portal, go to: <http://outreach.dcisoftware.com>

If you would like to review a webinar on how to use either the mobile app or online portal, visit www.acumenfiscalagent.com and click on the Events tab. If you have any questions, please contact our Customer Call Center at 877-901-5827.

Pay Cycle Start Date	Pay Cycle End Date	Entry Approval Due Date	Payment Date
6/22/25	7/5/25	7/7/25	7/18/25
7/6/25	7/19/25	7/21/25	8/1/25
7/20/25	8/2/205	8/4/25	8/15/25
8/3/25	8/16/25	8/18/25	8/29/25
8/17/25	8/30/25	9/1/25	9/12/25
8/31/25	9/13/25	9/15/25	9/26/25
9/14/25	9/27/25	9/29/25	10/10/25
9/28/25	10/11/25	10/13/25	10/24/25
10/12/25	10/25/25	10/27/25	11/7/25
10/26/25	11/8/25	11/10/25	11/21/25
11/9/25	11/22/25	11/24/25	12/5/25
11/23/25	12/6/25	12/8/25	12/19/25
12/7/25	12/20/25	12/22/25	1/2/26
12/21/25	1/3/26	1/5/26	1/16/26
1/4/26	1/17/26	1/19/26	1/30/26
1/18/26	1/31/26	2/2/26	2/13/26
2/1/26	2/14/26	2/16/26	2/27/26
2/15/26	2/28/26	3/2/26	3/13/26
3/1/26	3/14/26	3/16/26	3/27/26
3/15/26	3/28/26	3/30/26	4/10/26
3/29/26	4/11/26	4/13/26	4/24/26
4/12/26	4/25/26	4/27/26	5/8/2026
4/26/26	5/9/26	5/11/26	5/22/26
5/10/26	5/23/26	5/25/26	6/5/26
5/24/26	6/6/26	6/8/26	6/18/26
6/7/26	6/20/26	6/22/26	7/3/26

Please share this schedule with your employees and keep a copy in a safe place for easy reference.
Acumen Fiscal Agent 5416 E. Baseline Rd., Suite 200 Mesa, AZ 85206



Worker's Compensation Claim Reporting Guidelines for Employees

If there has been a workplace injury or accident, please take the following action:

- If the injury or accident is of a serious nature, seek medical attention immediately.
- Employees must report the injury immediately to their employer.
- Employers must report the injury as soon as possible even if it is a weekend or holiday to the Acumen Workers' Compensation Department.
- To report to Acumen, call 866-472-2297. If you get voicemail when you call, leave a message with your name, call back number, state you are located in, a brief description of the incident and if the injury is of a serious nature (including hospitalization (not ER room & home release), immediate surgery status, critical care or death).
- Messages of injuries of a serious nature will be returned even on a weekend or holiday. All other messages will be returned the following business day.

Timely reporting of any injury that goes beyond First Aid treatment to Acumen's Workers' Compensation Department is important. When reporting, be prepared with the following information:

- Time & place the incident occurred as well as how it occurred.
- Explain in as much detail as possible what happened to cause the injury.
- Take pictures of the area where the incident occurred, if you are able to do so, and any other photos you are able to obtain that may be helpful to the claim.

Contact Acumen's Workers' Compensation Administrator. Direct line is 866-472-2297.



What is Medicaid Fraud?

Medicaid fraud involves knowingly misrepresenting the truth about services provided.

Fraud includes:

- * Abuse of Medicaid dollars resulting in increased costs.
- * Waste which is overusing resources and receiving inaccurate payments for services.

The following are typical schemes used to defraud the Medicaid program:

Billing for Services Not Provided

A caregiver records time worked for services not performed, such as recording time worked preparing and cooking a meal for a participant when the caregiver did not.

Doubling Billing

A participant approves time worked for two caregivers at the same time or approves time worked for a caregiver when the participant was in the hospital.

Billing for Phantom Visits

A participant falsely bills the Medicaid program for caregiver visits that never take place.

Billing for More Hours Than Worked

Inflating the amount of time a caregiver spends with the participant, for example submitting a time sheet that records the caregiver having worked five hours in a day when the caregiver actually worked three.

Unapproved Tasks

Asking a caregiver to perform tasks, like walking a dog, that is not an approved Medicaid task and submitting the time spent on a time sheet.

Non-Eligible Employee

Submitting a time sheet using the name of an employee who is approved to work but a different person actually did the work and receives payment.

Committing Fraud is a Crime. Consequences: Those committing Medicaid fraud can be charged with a felony or misdemeanor and if convicted, they will be required to pay back all money received falsely, and possibly serve time in prison. If you recognize that you have made a mistake on a time sheet, call right away so it can be corrected: **877.901.5827**

If you are concerned that fraud is occurring, call the NC Division of Medical Assistance at **1.800.662.7030** and inform your FEA at **877.901.5827**

SIGNS OF ABUSE, NEGLECT, AND EXPLOITATION

The law protects the health and safety of “vulnerable adults” and children from abuse, neglect, and exploitation. It is important for participants and employees to know signs and symptoms of abuse, neglect and exploitation for health and safety reasons. A vulnerable adult is someone over the age of 65 with a long-term disability. If you have concerns that a “vulnerable adult” or child is being harmed, please report it right away.



www.outreachhealthnorthcarolina.com
outreach.NC@outreachfiscalagent.com
1-877-901-5827

What is Abuse, Neglect, & Exploitation?

ABUSE is the willful infliction of injury, unreasonable confinement, intimidation, or punishment which results in physical harm, pain or mental anguish. It also includes the deprivation of food, water, shelter, etc. (Includes emotional, physical and sexual abuse).

NEGLECT is the refusal or failure to fulfill any part of a person's obligations to another person, such as the provision of food, clothing, medicine, comfort, or personal safety.

FINANCIAL OR MATERIAL ABUSE or exploitation is the illegal or improper use of a person's funds, property, or assets.

SELF-NEGLECT is an adult's inability, due to physical or mental impairment or diminished capacity, to perform essential self-care tasks including providing for one's own food, clothing, shelter, and medical care. Choice of lifestyle or living arrangement is not, in itself, evidence of self-neglect.



WHAT IS ABANDONMENT?

“Abandonment” is when a person or agency with a duty to care for a vulnerable adult or child acts (or fails to act) in a way that leaves the vulnerable adult unable to get needed food, clothing, shelter, or health care.

INDICATORS OF ABUSE, NEGLECT, OR EXPLOITATION

The following descriptions are not necessarily proof of abuse, neglect, or exploitation. But maybe clues that a problem exists, and that a report needs to be made to law enforcement or Adult Protective Services or Child Protective Services.

To report concerns of Abuse, Neglect and Exploitation, contact the Department of Social Services in the county in which you live. If the vulnerable adult is in immediate danger, please call 911

BEHAVIORAL SIGNS

- Fear
- Anxiety
- Agitation
- Acting out
- Anger
- Isolation/withdrawal
- Depression
- Contradictory statements
- Implausible stories
- Hesitation to talk openly
- Confusion or disorientation

PHYSICAL SIGNS

- Forced isolation
- Skin discoloration
- Sunken eyes or cheeks
- Pain from touching
- Soiled clothing or bed
- Inappropriate administration of medication
- Injury that has not been cared for properly
- Injury that is inconsistent with explanation for its cause
- Cuts, puncture wounds, burns, bruises, welts
- Frequent use of hospital or health care/doctor shopping
- Lack of necessities such as food, water, or utilities
- Dehydration or malnutrition without illness-related cause
- Lack of personal effects, pleasant living environment, personal items

FINANCIAL ABUSE

- Unexplained sudden transfer of assets,
- Providing unnecessary services,
- A complaint of financial exploitation,
- Unexplained missing funds or valuables
- Providing substandard care
- Unpaid bills despite having enough money
- Sudden changes in bank account or banking practice
- Adding additional names on a bank signature card
- Unapproved withdrawal of funds using an ATM card
- Sudden changes in a will or other financial documents
- Forged signature for financial transactions or for the titles of property
- Sudden appearance of previously uninvolved relatives claiming their rights to a person's affairs and possessions
- Unexplained withdrawal of a lot of money by person accompanying the victim

Your Information. Your Rights. Our Responsibilities.

Your Rights

You have the right to:

- Get a copy of your paper or electronic medical record
- Correct your paper or electronic medical record
- Request confidential communication
- Ask us to limit the information we share
- Get a list of those with whom we've shared your information
- Get a copy of this privacy notice
- Choose someone to act for you
- File a complaint if you believe your privacy rights have been violated

► **See page 2 for more information on these rights and how to exercise them**

Your Choices

You have some choices in the way that we use and share information as we:

- Tell family and friends about your condition
- Provide disaster relief
- Include you in a hospital directory
- Provide mental health care
- Market our services and sell your information
- Raise funds

► **See page 3 for more information on these choices and how to exercise them**

Our Uses and Disclosures

We may use and share your information as we:

- Treat you
- Run our organization
- Bill for your services
- Help with public health and safety issues
- Do research
- Comply with the law
- Respond to organ and tissue donation requests
- Work with a medical examiner or funeral director
- Address workers' compensation, law enforcement, and other government requests
- Respond to lawsuits and legal actions

► **See pages 3 and 4 for more information on these uses and disclosures**

Your Rights

When it comes to your health information, you have certain rights.

This section explains your rights and some of our responsibilities to help you.

Get an electronic or paper copy of your medical record

- You can ask to see or get an electronic or paper copy of your medical record and other health information we have about you. Ask us how to do this.
- We will provide a copy or a summary of your health information, usually within 30 days of your request. We may charge a reasonable, cost-based fee.

Ask us to correct your medical record

- You can ask us to correct health information about you that you think is incorrect or incomplete. Ask us how to do this.
- We may say “no” to your request, but we’ll tell you why in writing within 60 days.

Request confidential communications

- You can ask us to contact you in a specific way (for example, home or office phone) or to send mail to a different address.
- We will say “yes” to all reasonable requests.

Ask us to limit what we use or share

- You can ask us **not** to use or share certain health information for treatment, payment, or our operations. We are not required to agree to your request, and we may say “no” if it would affect your care.
- If you pay for a service or health care item out-of-pocket in full, you can ask us not to share that information for the purpose of payment or our operations with your health insurer. We will say “yes” unless a law requires us to share that information.

Get a list of those with whom we've shared information

- You can ask for a list (accounting) of the times we've shared your health information for six years prior to the date you ask, who we shared it with, and why.
- We will include all the disclosures except for those about treatment, payment, and health care operations, and certain other disclosures (such as any you asked us to make). We'll provide one accounting a year for free but will charge a reasonable, cost-based fee if you ask for another one within 12 months.

Get a copy of this privacy notice

- You can ask for a paper copy of this notice at any time, even if you have agreed to receive the notice electronically. We will provide you with a paper copy promptly.

Choose someone to act for you

- If you have given someone medical power of attorney or if someone is your legal guardian, that person can exercise your rights and make choices about your health information.
- We will make sure the person has this authority and can act for you before we take any action.

File a complaint if you feel your rights are violated

- You can complain if you feel we have violated your rights by contacting us using the information on page 1.
- You can file a complaint with the U.S. Department of Health and Human Services Office for Civil Rights by sending a letter to 200 Independence Avenue, S.W., Washington, D.C. 20201, calling 1-877-696-6775, or visiting www.hhs.gov/ocr/privacy/hipaa/complaints/.
- We will not retaliate against you for filing a complaint.

Your Choices

For certain health information, you can tell us your choices about what we share. If you have a clear preference for how we share your information in the situations described below, talk to us. Tell us what you want us to do, and we will follow your instructions.

In these cases, you have both the right and choice to tell us to:

- Share information with your family, close friends, or others involved in your care
- Share information in a disaster relief situation
- Include your information in a hospital directory

If you are not able to tell us your preference, for example if you are unconscious, we may go ahead and share your information if we believe it is in your best interest. We may also share your information when needed to lessen a serious and imminent threat to health or safety.

In these cases we never share your information unless you give us written permission:

- Marketing purposes
- Sale of your information
- Most sharing of psychotherapy notes

In the case of fundraising:

- We may contact you for fundraising efforts, but you can tell us not to contact you again.

Our Uses and Disclosures

How do we typically use or share your health information?

We typically use or share your health information in the following ways.

Treat you

- We can use your health information and share it with other professionals who are treating you.

Example: A doctor treating you for an injury asks another doctor about your overall health condition.

Run our organization

- We can use and share your health information to run our practice, improve your care, and contact you when necessary.

Example: We use health information about you to manage your treatment and services.

Bill for your services

- We can use and share your health information to bill and get payment from health plans or other entities.

Example: We give information about you to your health insurance plan so it will pay for your services.

continued on next page

How else can we use or share your health information? We are allowed or required to share your information in other ways – usually in ways that contribute to the public good, such as public health and research. We have to meet many conditions in the law before we can share your information for these purposes. For more information see: www.hhs.gov/ocr/privacy/hipaa/understanding/consumers/index.html.

Help with public health and safety issues	<ul style="list-style-type: none">• We can share health information about you for certain situations such as:<ul style="list-style-type: none">• Preventing disease• Helping with product recalls• Reporting adverse reactions to medications• Reporting suspected abuse, neglect, or domestic violence• Preventing or reducing a serious threat to anyone's health or safety
Do research	<ul style="list-style-type: none">• We can use or share your information for health research.
Comply with the law	<ul style="list-style-type: none">• We will share information about you if state or federal laws require it, including with the Department of Health and Human Services if it wants to see that we're complying with federal privacy law.
Respond to organ and tissue donation requests	<ul style="list-style-type: none">• We can share health information about you with organ procurement organizations.
Work with a medical examiner or funeral director	<ul style="list-style-type: none">• We can share health information with a coroner, medical examiner, or funeral director when an individual dies.
Address workers' compensation, law enforcement, and other government requests	<ul style="list-style-type: none">• We can use or share health information about you:<ul style="list-style-type: none">• For workers' compensation claims• For law enforcement purposes or with a law enforcement official• With health oversight agencies for activities authorized by law• For special government functions such as military, national security, and presidential protective services
Respond to lawsuits and legal actions	<ul style="list-style-type: none">• We can share health information about you in response to a court or administrative order, or in response to a subpoena.

Instruction C: Insert any special notes that apply to your entity's practices such as "we do not create or manage a hospital directory" or "we do not create or maintain psychotherapy notes at this practice."

Instruction D: The Privacy Rule requires you to describe any state or other laws that require greater limits on disclosures. For example, "We will never share any substance abuse treatment records without your written permission." Insert this type of information here. If no laws with greater limits apply to your entity, no information needs to be added.

Our Responsibilities

- We are required by law to maintain the privacy and security of your protected health information.
- We will let you know promptly if a breach occurs that may have compromised the privacy or security of your information.
- We must follow the duties and privacy practices described in this notice and give you a copy of it.
- We will not use or share your information other than as described here unless you tell us we can in writing. If you tell us we can, you may change your mind at any time. Let us know in writing if you change your mind.

For more information see: www.hhs.gov/ocr/privacy/hipaa/understanding/consumers/noticepp.html.

Changes to the Terms of this Notice

We can change the terms of this notice, and the changes will apply to all information we have about you. The new notice will be available upon request, in our office, and on our web site.

Original Effective Date: 11/06/03 Rev. 09/01/2017, Rev. 03/22/2022

This Notice of Privacy Practices applies to the following organizations.

Outreach Health Services of North Carolina, LLC. and its Affiliates

Outreach Health Services of North Carolina, LLC. Attention: HIPAA Privacy Officer, 5416 E. Baseline Rd., Suite 200, Mesa, AZ 85206, Corporate Office: 877-901-5827.



EMPLOYEE SAFETY TRAINING

Back Safety

As a home care worker, you are exposed to more ergonomic (body movement) hazards than other jobs. These hazards may include bending, twisting, lifting, pushing and pulling and other movements that are repetitive. If these motions are not done correctly, they can lead to injury. It is important to learn proper technique to prevent back and other problems.

You can protect your back by following some simple procedures and by using good decision making. Always remember to:

- Maintain good body posture
- Use safe body mechanics
- ACT safely during transfers and lifts
- Keep in good shape.

Use good posture:

Standing up straight, with shoulders back and your pelvis tucked in, aligns your vertebrae and surrounding muscles. Keep your head up, shoulders back, chest out, stomach in and buttocks tucked. You do not want to hold your body tensely but neutrally.

Safe Body Mechanics:

- Bend at your hips and knees not your waist. Bending at the waist strains the back.
- Use the force of your leg muscles to do the lifting.
- Tilt your pelvis in and contract your stomach muscles when lifting.
- Carry things close to your body. When you carry items away from your body it increases the weight to your back.
- Try to avoid twisting your body when carrying. Instead move your whole body in the direction you need to go.
- Do not lift a load that is too heavy for you by yourself. Get someone to help you.
- Use equipment to move items when possible. For example, use a dolly to take the trash can out if it is heavy.
- Keep your work surface higher than waist level to avoid straining your back.

Protective Devices for Lifting:

Using devices to lift or transfer participants will reduce back stress and prevent worker injury. Limiting manual lifting and transferring, the amount of times you move the participant and confining the transfer to a specific space, like the bathroom where there are grab bars, all reduce worker injury.

Protective devices include:

- Hoists

- Transfer belts (can make once with a sheet. You have something to hold onto when transferring)
- Shower chairs
- Grab bars
- Walking belts with handles
- Repositioning devices

ACT Safely (Assess, Create, Transfer)

Assess the situation:

- Identify hazards before you begin. For example, a crowded area.
- Can the participant help with the transfer at all? What is his health condition? The participant's assistance can help overload you.
- Talk to the participant when lifting or transferring. The participant can anticipate what is going to occur and will be less anxious and rigid.

Create a safe workplace:

- Make sure you have plenty of room to lift or transfer. Get rid of clutter. Remove loose rugs.
- Have any equipment you need within reach.
- Secure the bed and chair you are moving the participant too.

Transferring the participant:

- Outline the steps of transferring with the participant
- Move the participant to the head of the bed so you can be aligned.
- Put a transfer belt on the participant.
- Make sure the participant has good shoes or non-slip slippers on.
- Move the chair close to the person.
- If transferring to a wheelchair, move the armrest nearest the participant, remove both footrests and lock the wheels.
- First move the participant to the edge of the bed, chair, or couch.
- Move one body part at a time starting with the head, then shoulders, the buttocks and the legs and feet last.
- Stay low. Bend your knees and hips, keep your head up and tuck in your pelvis.
- On the count of three or another signal, move to a standing position by pulling on the transfer belt and straightening your knees.
- If the participant really struggles, have him rock back and forth.
- Once the patient is standing, pivot him toward the chair taking small steps. DO NOT TWIST.

- Bend your knees and lower the participant to the chair. The participant can hold onto your waist or shoulders but not your neck.

Staying Fit:

Keeping in shape is one of the best prevention strategies for protecting your back. Fitness involves:

- Aerobic activity (brisk walking, running, swimming, etc.). 20 minutes, 3x weekly
- Muscle strengthening (sit-ups, leg squats, lifting weights, etc)
- Flexibility exercises (yoga, stretching)

It is best to consult your physician before taking on new activities, especially if you have had previous injuries.

As a provider of home care you are at risk for back injury due to lifting and transferring. ACT wisely to avoid back injury and maintain your fitness. Using lifting devices and maintaining good posture will also help you at your own home.

Slips, Trips and Falls

The number one leading cause of injury are slips, trips and falls. Injuries are caused by:

- Wet floors or other slippery surfaces (be very careful on ice!)
- Debris
- Loose carpets
- Throw rugs
- Electrical cords
- Poor lighting or glare from lighting
- Small dogs in the home

These are also hazards for participants and ways to improve safety in the home should be discussed.

To avoid injury:

- Watch where you are going
- Take your time and do not rush
- Keep your knees slightly bent
- Take shorter steps
- Wear supportive shoes
- Remove hazards when possible

Assessing the environment, removing hazards and proceeding cautiously when conditions are not ideal is the best way to prevent slips, trips and falls for yourself and the participant.

Infectious Diseases (Infectious Disease Control Center reference)

An infectious disease or communicable disease is caused by a biological agent such as a virus, bacterium or parasite. Infectious diseases are the invasion of a host organism (human) by a foreign replicator, generally microorganisms, often called **microbes** that are invisible to the naked eye.

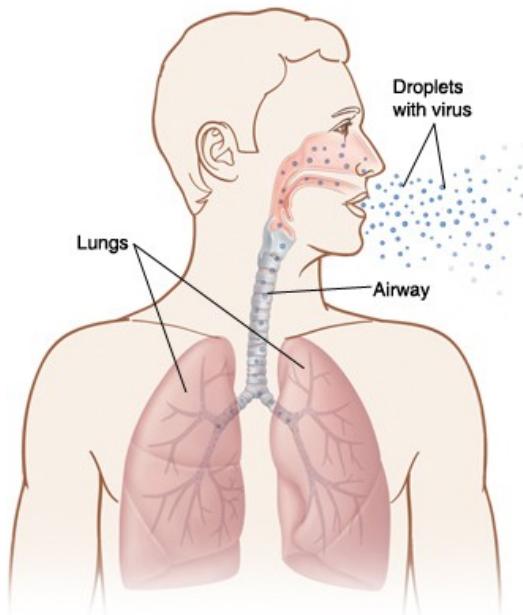
Microbes that cause illness are also known as pathogens. The most common pathogens are various **bacteria** and **viruses**, though a number of other microorganisms, including some kinds of **fungi** and **protozoa**, also cause disease. An infectious disease is termed *contagious* if it is easily transmitted from one person to another.

The common viruses that caregivers may be exposed to are discussed below:

Influenza

Influenza ("the flu") is an infection that affects the respiratory tract (the mouth, nose, and lungs, and the passages between them). Unlike a cold, the flu can make a person very ill. And it can lead to pneumonia, a serious lung infection. For some people, especially older adults, young children, and people with certain chronic conditions, the flu can have serious complications and even be fatal.

What Are the Risk Factors for the Flu?



Viruses that cause influenza spread through the air in droplets when someone who has the flu coughs, sneezes, laughs, or talks.

Anyone can get the flu. But you're more likely to become infected if the person:

- Has a weakened immune system.
- Works in a health care setting where they may be exposed to flu germs.
- Lives or works with someone who has the flu.
- Hasn't received an annual flu shot.

How Does the Flu Spread?

The flu is caused by viruses. The viruses spread through the air in droplets when someone who has the flu coughs, sneezes, laughs, or talks. People can become infected when they inhale these viruses directly. They also become infected when you touch a surface on which the droplets have landed and then transfer the germs to their eyes, nose, or mouth. Touching used tissues, or sharing utensils, drinking glasses, or a toothbrush with an infected person can expose a person to flu viruses, too.

What Are the Symptoms of the Flu?

Flu symptoms tend to come on quickly and may last a few days to a few weeks. They include:

- Fever usually higher than 101°F (38.3°C) and chills
- Sore throat and headache
- Dry cough
- Runny nose
- Tiredness and weakness
- Muscle aches

Factors That Can Make Flu Worse

For some people, the flu can be very serious. The risk of complications is greater for:

- Children under age 5.
- Adults 65 years of age and older.
- People with a chronic illness, such as diabetes or heart, kidney, or lung disease.
- People who live in a nursing home or long-term care facility.

How Is the Flu Treated?

Influenza usually improves after 7 days or so. In some cases, the person's health care provider may prescribe an antiviral medication. This may help the person get well sooner. For the medication to help, the person needs to take it as soon as possible (ideally within 48

hours) after your symptoms start. If the person develops pneumonia or other serious illness, hospital care may be needed.

Easing Flu Symptoms

- Drink lots of fluids such as water, juice, and warm soup. A good rule is to drink enough so that the person urinates your normal amount.
- Get plenty of rest.
- Ask the health care provider what to take for fever and pain.
- Call the provider if your fever rises over 101°F (38.3°C) or the person becomes dizzy, lightheaded, or short of breath.

Taking Steps to Protect Others

- Wash your hands often, especially after coughing or sneezing. Or, clean your hands with an alcohol-based hand cleaner containing at least 60 percent alcohol.
- Cough or sneeze into a tissue. Then throw the tissue away and wash your hands. If you don't have a tissue, cough and sneeze into the crook of your elbow.
- Stay home until at least 24 hours after you no longer have a fever or chills. Be sure the fever isn't being hidden by fever-reducing medication.
- Don't share food, utensils, drinking glasses, or a toothbrush with others.
- Ask your health care provider if others in your household should receive antiviral medication to help them avoid infection.

How Can the Flu Be Prevented?

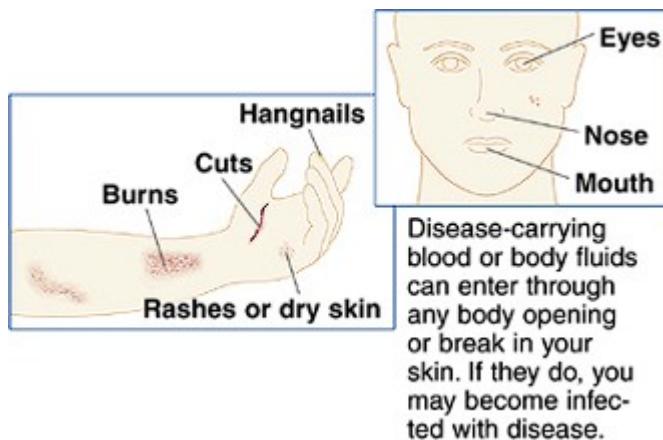
- One of the best ways to avoid the flu is to get a flu vaccination each year. Viruses that cause the flu change from year to year. For that reason, doctors recommend getting the flu vaccine each year, as soon as it's available in your area. The vaccine may be given as a shot or as a nasal spray. Your health care provider can tell you which vaccine is right for you.
- Wash your hands often. Frequent handwashing is a proven way to help prevent infection.
- Carry an alcohol-based hand gel containing at least 60 percent alcohol. Use it when you don't have access to soap and water. Then wash your hands as soon as you can.

- Avoid touching your eyes, nose, and mouth.
- At home and work, clean phones, computer keyboards, and toys often with disinfectant wipes.

If possible, avoid close contact with others who have the flu or symptoms of the flu.

Understanding Bloodborne Pathogens

Blood or body fluids may contain pathogens (germs) that can cause disease. If there is an accident at work involving blood or body fluids, these germs can be spread. The most common and serious bloodborne pathogens are the **hepatitis B virus (HBV)**, **hepatitis C virus (HCV)**, and **human immunodeficiency virus (HIV)**. Once these germs infect a person, they may become sick. In turn, the germs may spread to others. The 3 bloodborne germs described below are the most common causes of infections in the workplace.



Hepatitis B virus (HBV)

- Hepatitis B can cause severe damage to the liver and can even lead to death.
- A vaccine is available to help prevent hepatitis B infection. This vaccine is given as 3 injections over a period of time.
- Adults who aren't vaccinated and are exposed at work to another person's blood or body fluids can be given medicine or a vaccine after the exposure. This helps prevent infection from developing.

Hepatitis C virus (HCV)

- Like hepatitis B, hepatitis C can cause severe damage to the liver and can lead to death.
- There is no known vaccine for HCV.

Human immunodeficiency virus (HIV)

- HIV makes it harder for the body to fight infection. HIV causes **acquired immune deficiency syndrome (AIDS)**, which is a serious illness that can lead to death.
- There is no known vaccine for HIV.

How you could get infected at work

Bloodborne diseases can infect you when:

- You help an injured person without using a protective barrier between you and the infected person's blood or body fluids.
- An object or surface with infected blood or body fluids on it touches your broken skin.
- Contaminated body fluids on your unwashed hands come in contact with your eyes, nose, or mouth.
- You are pricked or scratched by a sharp object (such as broken glass, or a needle) that has infected blood or body fluids on it.

Universal Precautions (Primary Home Care reference)

Practices issued by the CDC (Center For Disease Control) in 1987 to reduce the spread of AIDS, Hepatitis B and other infections we may not even know of from one person to another, especially people who take care of other people.

Universal Precautions are rules about how you protect yourself from touching the bodily fluids from another person. This is important, because bodily fluids are how diseases like Hepatitis and AIDS are transmitted to another person.

When to Use them?

The rule is to **ALWAYS** use the Universal Precautions, because you often have no way of knowing if a person has a life threatening disease that you could catch.

Why Are Universal Precautions Important?

You are taking care of someone who may have chronic (ongoing) illnesses, or who may be contagious (as in the case of the flu) meaning you could "catch" what they have.

WEAR GLOVES: By gloves we mean latex or vinyl hand protection. They can be bought at most pharmacies. Gloves **MUST** be worn anytime you **MAY** come into contact with blood, body fluids, or mucous membranes. Case Managers for Participants may help supply gloves.

Example of when to wear gloves would include helping client blow nose or use the toilet.

Wash your hands or use hand sanitizer before you put on gloves...and of course after you remove them!

You should also wear gloves when:

- To cover your hands if you have cuts, scrapes or broken skin
- There is possible contact with soiled linen, feces, vomit, dressings or wound drainage, or you need to touch soiled clothing.

How to Safely Remove Gloves

1. Remove a glove by grasping it below the cuff—and pulling it off, while wearing the other glove....do not touch your bare skin.
2. Pull the glove down over your hand so it is inside out.
3. Hold the glove you removed with the other glove.
4. Reach inside the other glove and pull it down over the first glove.
5. Discard gloves and wash your hands. This process can be confusing at first, if you have any questions ask us!

Review

Wearing gloves is your best protection against bloodborne pathogens. They are to be worn anytime a worker may come into contact with bodily fluids of another person. Gloves are a barrier between YOU and the potentially infected client and will help prevent the spread of viruses.

Universal precautions were developed in 1987 to prevent the further spread of the AIDS virus, and also Hepatitis. Today, they prevent us from contracting these and other unknown diseases.

Remember: Hands and any other part of your body which comes into contact with blood or bodily fluids **MUST** be washed immediately. Wash your hands completely after removing and disposing of your gloves. If you work with more than one participant, wash your hands after finishing work with each.

NOTE: Use clean gloves for each task, or set of related tasks.

MANAGING SHARPS: If you are working with someone who is diabetic or takes injectable medication, DISPOSE OF SHARPS PROPERLY. IF THERE IS NO SHARPS DISPENSER AT THE HOME, MAKE ONE USING AN EMPTY METAL COFFEE CAN WITH A TIGHT FITTING LID, OR PLASTIC MILK JUG W/CAP.

Do not touch a client's skin if they have open wounds or lesions.

If you are shaving the individual or brushing his/her teeth, be very careful not to nick them, and avoid touching the cut.

Caregiver's Role:

Other things you can do:

- Double glove if you suspect a person is infected with hepatitis, HIV or AIDS.
- Properly dispose of sharps
- Always be aware of your surroundings, and what you come into contact with.
- It is important to exercise, eat right and get good sleep to keep your immunity strong so you do not get sick and pass on illness to those you are working with.

HANDWASHING

Germs are everywhere around us. Normally, we live with germs without getting sick. In certain circumstances, harmful germs cause us to get sick with an infection. We also can spread harmful germs to others and cause them to get sick. Keeping your hands clean is the best way to prevent getting or spreading germs that cause infection. Wash your hands with soap and water or use an alcohol-based hand cleaner.



When to Clean Your Hands

It is easy to come into contact with many harmful germs. To help prevent infection, wash your hands often, especially:

- After using the bathroom
- Before and after eating
- After coughing or sneezing

- After using a tissue
- After touching or changing a dressing or bandage
- After touching any object or surface that may be contaminated
- After contact with blood or body fluids
- After touching or changing the person's bed linens or towels
- After removing protective gloves

Tips for Good Handwashing

Steps for Washing Hands:

- Use warm water and plenty of soap. Work up a good lather.
- Clean the whole hand, under your nails, between your fingers, and up the wrists.
- Wash for at least 20 seconds to 30 seconds. Don't just wipe. Scrub well (Sing Happy Birthday or recite the Alphabet).
- Rinse, letting the water run down your fingers, not up your wrists.
- Dry your hands well. Use a paper towel to turn off the faucet and open the door.

Steps for using Hand Sanitizers:

Alcohol-based hand cleaners may kill more germs than soap and water. Use them when your hands aren't visibly dirty. You do not want to overuse using sanitizers though because some amount of germs help your defense. For best results, follow these steps:

- Choose a gel or spray that contains at least 60 percent alcohol. Products with less alcohol may not kill germs.
- Spread about a tablespoon of cleaner in the palm of one hand.
- Rub your hands together briskly, cleaning the backs of your hands, the palms, between your fingers, and up the wrists.
- Rub until the cleaner is gone, and your hands are completely

CONCLUSION: You are considered a health care provider and work with vulnerable adults and children who are may have or are more susceptible to infectious diseases, trips and falls and need assistance with moving. Please follow the prevention ideas in this Handbook to protect yourself and the person you serve from injury and viruses.