

# Acumen Fiscal Agent Acumen Fiscal Agent Online Enrollment Frequently Asked Questions (FAQs): *Employee Enrollment*

Below you will find a brief summary and FAQs about each of the forms required in order to establish your selected Self Directed Habilitation Training Specialist as your employee.

# <u>Form I-9</u>

The Federal law requires every employer to fill out a *Form I-9* for each employee. The purpose of this form is to document that each new employee (both citizen and noncitizen) hired after November 6, 1986, is authorized to work in the United States.

### Q: What do I need to fill out? A:

- Employee Citizenship status (Section1)
- Employee Signature and Date (Section2)
- List A <u>or</u> List B and List C (Section 2)
- The employee's hire date in the small field under the "Certification" section (Section 2)
- Print your name as the employer, sign, and date at the bottom of the page.

# **Q:** Do I need to fill out the "Preparer and/or Translator Certification"?

A: If you did not require a translator in order to read this document, then this section does not apply. Leave this section blank.

# **Q:** Do I need to fill out Section 3?

A: Section 3 is not required at this time because you are enrolling your employee for the first time.

Porter!

You must review your employee's identification documents in order to fill out this form. Read the instructions to know which documents are acceptable forms of identification. You must then make copies of the IDs and send them to Acumen Fiscal Agent with your employee paperwork

Page 12 Mark       States and Mark 12 Mark         Read instructions carefully before completing this form. The instructions must be available during completion of this form.       The refusal to hire an individual because the documents have a mark 12
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(state) and that to the best of my knowledge the employee is authorized to work in the United States. (State
employment agencies may omit the date the employee began employment.)
Signature of Employer or Authorized Representative Print Name Title DOMESTIC EMPLOYER
Business or Organization Name and Address (Street Name and Number, City, State, Zip Code) Date (worth/dat/year)
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Section 3. Updating and Reverification (To be completed and signed by employer i
A. New Name (of applicable) B. Date of Rehire (manufoldsy/year) (if applicable)
C. If employee's previous grant of work authorization has expired, provide the information below for the document that establishes current employment authorization.
Document Title: Document #: Expiration Date (if any):
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List A	OR	List B	AND	List C
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suing authority:		State of Arizona		SSA or Social Security Admin
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Expiration Date (if any):	E	Exp: 12/31/2013		
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ignature of Employer or Authorized Representati	ve	Print Name		Title
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Jane Smith Business or Organization Name and Address (Stre	et Name and N			Domestic Employer Date (month/day/year)



# Form W-4

*Form W-4* is used to identify the correct amount of federal income tax withholding to deduct from the employee's paychecks. The form allows the employee to calculate how many allowances they expect to be eligible for that year. The more allowances claimed, the less income tax is withheld from the paychecks. Employees may want to review their withholding every year especially after finishing their tax return.

# Q: What do I need to fill out?

A: The employee needs to complete fields 1-7 and sign and date in order for Acumen Fiscal Agent to accept the form. The signature and date are located at the bottom of the form. If they do not complete all fields, their income tax withholding will be defaulted to "Single" status with "0" allowances which corresponds to the highest amount of income tax withheld from each paycheck.



An employee <u>may not</u> indicate any allowances in Line 5 and also claim "EXEMPT" on Line 7.

# Q: How does my employee find out how many allowances they should claim?

**A:** Use the *Personal Allowances Worksheet* in the middle of form to help calculate this number. The instructions on the top of the form are very useful as well.

# **Q:** How can my employee change their withholding after it has been submitted during their enrollment with Acumen Fiscal Agent?

A: Simply fill out the form and submit it. The changes will go into effect immediately.



#### Form W-4 (2011)

Purpose. Complete FormW-4 so that your employer can withhold the correct lederal information from pray Consister completing a new Firm Wi-4 such year and when your personal or financial situation changes. Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate in Your assessments for 2011 exprise February 16, 2013. See Pub. 505. Tac Withholding and Estimated Tax.

Note, if another person can claim you as a dependent on his or her tax return, you cannel riam assumption from suthinding if your inverse exceeds \$950 and includes more than \$300 at uncerned income if or example, interest and dividenda).

Basic instructions. If you are not exempt, complete the Personnal Advances whethere also below. The worksheets or page 2 further adjust your withholding allowances based on itemized becaucions, canada create, adjustments to income, or two-exemptimizing joins shuations. Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular veges, withholding must be based on allowances you claimed and may not be a hat amount ar percentage of wages.

Hoad of household, Concelly, you may claim head of tousehold filing status on your tax return only if you are unmarried and pay more than sure, of the costs of xeeping up a mome for yourself and your dependent(s) or other causilying individuals. See Fub. S01. Exemption. Standard Deduction, and Filing Information, for information.

Information. Tak creats, You can take projected tax creditl into account in figuring your allowable number of withinsking allowances. Credits for child or dependint care expenses and the child tax credit may be claimed using the Personal Allowances. Warksheets index. Ear Pust, 016, How Dol Adjust My Tax Withioting, for information on converting your other credits into withiolong allowances.

Nonwage income. If you have a large amount of monwage income, such as interest or childrends, consider making estimated tax payments using Perm 10.9 ES, Extinated Tar for Individuals. Otherwise, you may owe additional tax. If you have persion or annulty income, see Pub. 919 to throe out ryou should adjust your withnording on Form W-4 or W-4P.

To the correct or where, Two corrects or methyle joits. If you have a working spouse or more than one job, figure the table number of allowances you are entitled to dam on an jobs using worksheets from enry one Form W-4. Your withholding sussity will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 010 for statute.

Nonresident alien. If you are a nonresident alien, see Notice 1282. Supplemental Form W-4 Instructions for Nonresident aliens, before completing this form.

Check your waterooleng. Atter your Horn W-4 bakes effect, use Pub. 919 bases how the sensor in your are handing withheld ecorepanes to your projected total tax for 2411. See Pub. 919, separately from earnings enceed \$130,000 (3hight) or 3180,000 (Mini Ied.)

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152 NA	IN STREET	Note. If married, but leadly separated, or spose is a nonvesident alian check the "Sincle" box.
	City or town, state and ZIP cocle	4. If your last name differs from that shown on your social security card.
ноли	IIY, AZ 85040	ofesti here. Yes must call 1-800-712-1212 for a replacement card
5	Total number of allowances you are claiming (from line H ab	ove or from the applicable worksheet on page 2) 5 2
	Additional amount, if any, you want withheld from each pays	
	I claim exemption from withholding for 2011, and I certify the	
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	<ul> <li>This year I excect a refund of all federal income tax withhe if you meet both conditions, write "Exempt" here.</li> </ul>	
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	ee's signature m is not valid urless you sign it.) it	Date >
	Employer's name and address (Employer: Complete lines 8 and 10 only 1	f sending to the IRS.) 9 Office cede (optional) 19 Employer Identification number (EIN)
	acy Act and Paperwork Reduction Act Notice, see page 2.	Grt. No. 102200 Form W-4 (2011)



## **Employee Rate Sheet:**

The *Employee Rate Sheet* form is required in order for Acumen Fiscal Agent to know how much you want to pay your employee. The pay rate must match exactly to the authorization Acumen Fiscal Agent has on file issued by Oklahoma Department of Human Services. If the rate indicated on your form does not match the authorization exactly, Acumen Fiscal Agent must reject this rate sheet and request a revised one.

### Q: Can I pay my employee any amount that I choose?

A: You must select a pay rate from the *Show Me the Money* chart and get it approved by your Case Manager. This will ensure that the pay rate indicated on the authorization matches the rate you have chosen.

### Q: What do I need to fill out?

A: Employer needs to complete the entire form. Please be sure to sign and date at the bottom of the page.



Please be sure to indicate the "Effective Date" which is the date you would expect the employee to receive their first paycheck at this rate. (Enter the month you want your employee's rate to start and circle the 1<sup>st</sup> or 2<sup>nd</sup> half of the month.)



#### OKLAHOMA IN-HOME SUPPORT WAIVER SELF DIRECTED PROGRAM

EMPLOYEE RATE SHEET

EMPLOYEE NAME (PRINT)	EMPLOYEE ID#	
Lisa Thomas		
SERVICE RECIPENT NAME (PRINT)	EFFECTIVE DATE	Please Circle
Steven Smith	Month	1 <sup>st</sup> half or 2 <sup>nd</sup> half

#### In efforts to ensure proper payment, please provide Acumen with the rate your employee is to be paid for Self-Directed Habilitation Training.

- Please complete this form for each new employee
- · Please complete a new form for any employee you wish to have the payroll rate changed
- Rate changes must be received by Acumen 1 week prior to the pay period for which they are to take effect
- The below pay rate match exactly to the authorization issued by Oklahoma Department of Human Services and that Acumen has on file. If this request does not match the authorization exactly, we will reject this rate sheet.
- Remember, OKDHS is unable to pay for HTS services using different rates for the same day of service. If you decide to pay different wages for HTS's, you will need be sure they never work on the same day. OKDHS has no vehicle to pay for the second HTS service on the same day at a different rate. HTS's who make the same wage, may work on the same day.

	Please circle
□ HTS Habilitation Training Services → \$	6/hr New or Change
Employer Name (please print): John Smith	
Employer Signature	Date
FAX (toll free) to: 1-877-364-2837 Or mail to: Acumen Fiscal Agent 4542 Inverness Ave Suite 210 Mesa, AZ 85206	Oklahoma IHSW-SD March 2011
7	



#### **Pay Selection Agreement:**

The *Pay Selection Agreement* tells Acumen Fiscal Agent how the employee prefers to receive their payments.

### Q: What do I need to fill out?

A: Employee needs to sign and date this Form.

#### PAY SELECTION AGREEMENT

#### A cumen Fiscal Agent offers two pay receipt options. You may choose either paycard or personal direct deposit.

Pay cards are available to every employee and are a convenient way to access your pay and ensure that your pay will be available each payday morning without being at work to pick up a paper check. To take advantage of the safety, dependability and convenience of pay cards, check the paycard option below and sign the authorization statement.

#### Pay Card Option

I choose to have my pay deposited directly to my paycard. My Money Network Visa pay card and information kit will be mailed to my home address. My net pay will be deposited onto the pay card each payday.

#### Direct Deposit Option

\_\_\_\_\_ I choose to have my paycheck deposited directly into my checking/savings account. I will complete the Authorization for Automatic Deposits and return to payroll along with this Pay Selection Agreement.

I hereby authorize Acumen Fiscal Agent, LLC. (here in after "Company") to deposit any amount owed to me for wages 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.

Employee Signature		Date	
Name Lisa Thomas			
Address 852 Main Street			
City Phoenix	State AZ	Zip 85040	
Social Security Number000	-00-000		
Birth date 01/04/1972			
Home Phone # 602-456-8	791 н	ome Fax #	
ALWAYS CHECK YOUR PAY DEPOSIT HAS POSTED.	Y STUB OR YOUR A	CCOUNT TO VERIFY THAT YOU	R
Paycard ABA # 084003997			



Authorization for Direct Deposit:

The Authorization for Direct Deposit form is only required if your employee chooses Direct Deposit as their preferred method of payment.

### Q: What do I need to fill out?

A: Employee must provide their banking information in the boxes. They must also print their name, sign, date, and provide their social security number and phone number.

### **Q:** My employee says they only have one bank account, why are there 2 boxes provided?

A: Two boxes are provided so that the employee may request that their paychecks are deposited into two different accounts. The employee must indicate what percentage of the total paycheck they want to be deposited into each account. This is called "partial direct deposit."

### Q: Can anyone access my personal money?

A: No, we do not have access to your personal money or account.



If your employee is doing "partial direct deposit", make sure that the total of each percentage indicated for each bank account equals 100%



#### AUTHORIZATION FOR DIRECT DEPOSIT

Payroll Agent: Acumen Fiscal Agent, LLC 4542 E. Inverness Ave., Suite 210 Mesa, AZ 85206 Phone: 877-364-2835 Fax: 877-364-2837

I hereby authorize Acumen Fiscal Agent, LLC, hereinafter called Company, to initiate credit entries and, if necessary, debit entries for the purpose of correcting an erroneous credit previously initiated to my account indicated below. I further authorize the Financial Institution named below to accept such entries and to credit or debit the amount thereof to such account.

You can have your check deposited into more than one account, Please be sure to indicate the percentage of your check you want deposited to each account. Attach a voided check for checking account(s) or contact your bank for the routing number on savings accounts. Please note: When depositing to multiple accounts, the percentage total must be 100%. Any changes to your account(s) must be submitted immediately! When you submit a change, please be aware the next 1-2 paychecks will not be direct deposited to your old account. Paper checks will mailed to your address of record until the new account is authorized.

New Account	Change of Account	Cancellation	
<ul> <li>checking (attach a voided check)</li> <li>savings (Please contact your bank for the</li> </ul>	ne routing number. Do not use a deposit slip)		
CHASE BANK			
Financial Institution Name	Branch Name and Phone Number	r	
Address	City	State	Zip
987456321	78995444111 100		
Account Routing Number	Account Number % of check to be	e deposited	

□ New Account	Change of Account		Cancellation	
<ul> <li>checking (attach a voided check)</li> <li>savings (Please contact your bank for</li> </ul>	the routing number. Do not u	ise a deposit slip)		
Financial Institution Name	Branch Name a	and Phone Number		
Address	Cit	y	State	Zip
Account Routing Number	Account Number	% of check to be	deposited	

This authority is to remain in full force and effect until Company and Financial Institution have received written notification from me of its termination in such time and manner as to afford Company and Financial Institution a reasonable opportunity to act upon it.

Print Name Social Security Number 602-456-8791 Signature Date Phone Number Authorization will take effect not less than 10 days after acceptance by Financial Institution. Oklahoma IHSW-SD May 2010	
Signature Authorization will take effect not less than 10 days after acceptance by Financial Institution.	
Authorization will take effect not less than 10 days after acceptance by Financial Institution.	
Oklahoma IHSW-SD	
	SD
	-SD



### **Employee Information Form:**

The purpose of the *Employee Information Form* is to obtain employee's general information and identify if certain tax exemptions are applicable based on the employer/employee relationship.

### Q: What do I need to fill out?

A: The employee needs to sign and date this form. The signature and date are located at the bottom of the page.



**Employee Information** 

Man		
Nan		
	Self-Directed Habilitation Training Specialist	
Phy	852 Main Street	
	852 Main Street Provider Agreement Form:	
M:		
Mai		
	The $Calf$	
City	Phoenix, AZ 85040 The Self- Maricopa	
	Directed Services Habilitation Training Specialist (SD HTS)	
Pho	Directed Services Indonination Iraining Spectatist (5D-1115)	
Pno	Directed Services Habilitation Training Specialist (SD-HTS) Provider Agreement is between the Oklahoma Department of	
	° .	
Em	Human Services, Developmental Disabilitiese Services Division,	
1	· · · · · ·	
The	and employee.	
The		na
any	of the below boxes if the relationship exists.	

Is the employee the:

Parent,
Spouse, or
Child, under the age of 21

of the employee? Note: This is the relationship between the employee and the employer, not the employee and the service recipient.

The fine print - under IRS guidelines, Publication 15 (Circular E) Section 3, employees are not subject to Social Security, Medicare and Federal Unemployment Tax (FUTA) if these relationships exist. The exemptions are as follows:

- A. Child employed by parents Payments for work other than in a trade or business, such as domestic work in the parent's private home, are not subject to Social Security, Medicare, and FUTA tax until the child reaches age 21. (*IRS Pub.15, Section 3, Paragraph 1*)
- B. One spouse employed by another Payments for services of one spouse employed by another in other than a trade or business, such as domestic service in a private home, are not subject to Social Security, Medicare, and FUTA tax. (*IRS Pub.15, Section 3, Paragraph 2*)
- C. Parent employed by child Payments for the services of a parent employed by his or her child in other than a trade or business, such as domestic services, are not subject to Social Security, Medicare and FUTA tax. (*IRS Pub.15, Section 3, Paragraph 4*)

In Oklahoma, services performed by a parent, spouse or child under the age of 21, also do not constitute employment and are exempt from SUTA.

If the employee falls into any of the three categories outlined above, Social Security and Medicare tax will not be withheld from the employee's checks.

Employee Signature:	1	Date:	Oklahoma IHSW-SD Oct 2010



### **Q:** What do I need to fill out?

A: The Employer needs to fill out the effective date and termination date on Page 2 The Employer and Employee need to sign and date on the bottom of page 4 in the left corner. The Case Manager needs to sign and date at the bottom of page 4 in the left corner.



#### Page 2

All SD-HTS shall be provided pursuant to the Service Recipient's Individual Plan, Plan of Care and budget.

AGREEMENT PERIOD: This Agreement is effective on \_\_\_\_\_ and terminates on \_\_\_\_\_, unless terminated in accordance with the terms and conditions of this Agreement.

Payment does not include room and board or maintenance, upkeep and improvements to the Service Recipient's or family's residence.

Self-Directed Habilitation Training Specialists will be limited to a maximum of 40 hours per week regardless of number of Service Recipients served.

\* More than one SD-HTS may provide care to a Service Recipient on the same day. However, payment cannot be made for services provided by two or more SD-HTS to the same Service Recipient during the same hours of a day.

#### Page 4

As SD-HTS, my signature acknowledges that I have read, understand, and agree to the terms of this Agreement Including all of the rights and responsibilities outlined in the Agreement.

In consideration of these promises and representations, and IN WITNESS WHEREOF, the parties have executed this Agreement as of the effective date set forth above.

Self-Directed Habilitation Training Specialist (SD-HTS)

<b></b>
4
<b>—</b>
4



### **<u>Certificate of Competency Form:</u>**

The *Certificate of Competency* form must be submitted when a friend, neighbor, family member, or other person will be providing the services and has already completed the required trainings and certifications.

### Q: What do I need to fill out?

A: The Employer needs to fill in the "Relationship to Service Recipient" field and sign and date in the middle of this form.



#### OKLAHOMADEPARTMENT OF HUMAN SERVICES



#### In-Home Supports Waiver



#### Certificate of Competency

Lisa Thomas

Name of habilitation training specialist (HTS)/direct support staff

I want the above named person employed as HTS/direct support staff, and I certify the above named person hasdemonstrated competency in the care of <u>Steven Smith</u>, prior to employment.

I am assuring the above named person has been trained and demonstrated the skills necessary to meet the service recipient's needs. First aid, cardio-pulmonary resuscitation (CPR), and individual-specific training identified in service recipient's Individual Plan are required. Medication administration training (MAT) is required when staff is responsible for administering medication. Neither OKDHS nor the provider agency will be held liable in the event of harm to <u>Steven Smith</u> while in the care of the above named person attributable to lack of training or for any other reason.

Steven Smith

Print service recipient name or legal guardian name

Signature of service recipient or legal guardian

Date

This certificate is valid for one year, and may be revoked at any time by providing written notice to the Developmental Disabilities Services Division (DDSD) case manager and provider agency.

This certificate is required when a service recipient, legal guardian, or parent(s) of a minor service recipient requests to exempt a proposed HTS/direct support staff from the additional OKDHS DDSD required training, per OAC 240:100-3-38.5, or when the choice is made to self-direct HTS. The proposed support staff must have demonstrated competency in meeting the service recipient's service requirements prior to employment. When the service recipient is an adult without a legal guardian, Form 06IS038E, In-Home Supports Waiver – Family Member's Statement, is required as training requirements are not waived without concurrence of a parent or family member closest to service recipient. **OKDHS may withdraw this exemption from training at any time.** 

- Certification is available for service recipients receiving services through In Home Supports Waiver for Children or In Home Supports Waiver for Adults and is valid only for the named service recipient and named HTS/direct support staff.
- The DDSD case manager provides the certificate to the service recipient, legal guardian, or parent(s) of a minor service recipient when the request is made for a friend, neighbor, family member, or other person

06IS037E (DDS-37) v.3

08/02/2012

Page 1 of 2



#### OKLAHOMA IN-HOME SUPPORT WAIVER SELF DIRECTED PROGRAM

#### EMPLOYEE RATE SHEET

EMPLOYEE NAME (PRINT)	EMPLOYEE ID#
Lisa Thomas	
SERVICE RECIPENT NAME (PRINT)	EFFECTIVE DATE Please Circle
	Please Circle
Steven Smith	Month 1 <sup>st</sup> half or 2 <sup>nd</sup> half

#### In efforts to ensure proper payment, please provide Acumen with the rate your employee is to be paid for Self-Directed Habilitation Training.

- Please complete this form for each new employee
- · Please complete a new form for any employee you wish to have the payroll rate changed
- Rate changes must be received by Acumen 1 week prior to the pay period for which they are to take effect
- The below pay rate match exactly to the authorization issued by Oklahoma Department of Human Services and that Acumen has on file. If this request does not match the authorization exactly, we will reject this rate sheet.
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		Please circle
	$\Box \qquad \text{HTS Habilitation Training Services} \implies \$$	/hr New or Change
	Employer Name (please print): John Smith	
i	Employer Signature	Date
-	FAX (toll free) to: 1-877-364-2837 Or mail to: Acumen Fiscal Agent 4542 Inverness Ave Suite 210 Mesa, AZ 85206	Oklahoma IHSW-SD March 2011
.7		



### OK OSBI Record Check Form:

A background check is required in order for your employee to start working. The *Oklahoma State Bureau* of *Investigation Form* is required in order for us to run this background check.

### **Q:** What do I need to fill out?

A: On the Requestors Information Box, the employee's signature is needed. In the Subject Information Box, the employee's need to fill in if they had an Alias/Maiden Name(S).

### Q: Do I need to complete the "Search Results" box?

A: No, these boxes will be completed once the results of the background check are returned.

### Q: Do I need to fill out the "Acceptable Forms of Payment" box?

A: No, please leave this blank. Acumen Fiscal Agent will complete this when we submit the form.

	Acun	nen Fiscal A	gent	
Criminal History Rec 6600 North Harvey F Oklahoma City, OK (405) 848-6724 (405) 879-2503 FAX	73116		tedi: kr - 52.00 9.00 corrd. Line - 52.00 Reguests will ber Mail require should Pax require should	ant Submitted via: Mail In Person narmed in the manner meetived include postage-paid raply envelops which payment by credit and and a Lab for roture of completed sards: 864-2837
	ORMS OF PAYMENT	H	HIER'S CHECK / MO	- A A A A A A A A A A A A A A A A A A A
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CARD HOLDER		the name of the individual card hold		
CARD HOLDER SIG	-			)
REQUESTOR'S	REQUESTOR INFOR		clearly in blue or black in	· ●
STREET ADDRESS	4542 E. Inverness	s Avenue Suite 210 AZ		206
PHONE NUMBER	(877)364-2835	E-MAIL ADDRE	ss_enrollment@ac	umen2.n et
PURPOSE OF REQU	tors outside of the United States are s EST	trongly encouraged to provide an e-n	nail a ddrea for purposes of corra	
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ALIAS/MAIDEN NA	LAST	PRST	MDDER	
DATE OF BIRTH	01/04/1972	(MM/DD/YYYY).	If date of birth is unavailable, i	nclude caact age of subject.
RACE Hispanic SED	F SOCIAL SEC	URITYNUMBER	000-00-00	00)
(0112-02-02-02-02-02-02-02-02-02-02-02-02-02		JLTS (Please du nui nrite la		
Oklahoma State Bureau Computerized Crim		ahoma Department of Correct Sex Offender		partment of Corrections lent Offender
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