



employer solutions staffing group  
Leveraging Resources in a Changing Market

7301 Ohms Lane Suite 405  
Edina, MN 55439  
Tel: 952.835.1288 • Fax: 952.835.1255  
www.esgstaffingsolutions.com

## New Hire Application

### Personal Data-- PLEASE PRINT LEGIBLY IN INK

Last Name Alam First Name Farzana Middle Initial \_\_\_\_\_  
Street Address 483 Pleasant Court Apt/Ste \_\_\_\_\_  
City/State/Zip Chaska, MN, 55318  
Phone Number 612-876-8352 Email Address iabfhr@hotmail.com  
Staffing Agency/Recruitment Partner \_\_\_\_\_

### All offers of employment are conditional upon satisfactory proof of identity and legal ability to work in the U.S.A.

Are you legally authorized to work in the United States of America? ☒ YES ☐ NO

### Applicant Certification and Authorization

I authorize Employer Solutions Staffing Group (ESSG) to use the information and statements contained in this application to determine my qualifications for employment. I authorize ESSG to make inquiries of my former employers, except as indicated in this application, regarding my previous duties, responsibilities, performance, compensation and eligibility for rehire.

I understand that a comprehensive background check may be conducted to determine my eligibility for hire by certain clients of ESSG. This may include but is not limited to, investigations of criminal and/or conviction records, driving records and/or a drug screen test as required by clients, government regulations or by ESSG policies.

I release ESSG and other persons or entities from any claims that might be based on ESSG's decision to conduct a background check.

I certify that all statements made in my application are true and accurate and that I have not omitted any material information or provided false or misleading information. I understand that any material omission or misrepresentation will result in my disqualification from consideration for employment or, if discovered after I begin employment, will result in my termination.

If hired, I agree to abide by the policies and procedures of ESSG.

Farzana Alam  
Name (Print or type)

Farzana Alam  
Applicant's Signature

Digitally signed by Farzana Alam  
DN: cn=Farzana Alam, o=ESSG, email=iabfhr@hotmail.com, c=US  
Date: 2015.01.22 12:58:29 -0500

January 22, 2015  
Date

A copy or facsimile ("fax") will be considered the same as an original signature. Email will ONLY be used for employment correspondence

| For ESSG Office Use Only        |                                  |                             |                                                 |                          |
|---------------------------------|----------------------------------|-----------------------------|-------------------------------------------------|--------------------------|
| DOH _____                       | NHW _____                        | I-9 _____                   | 8850 _____                                      | W4 _____                 |
| Emergency Contact Info<br>_____ | Background Release Form<br>_____ | Background Results<br>_____ | Unemployment Letter<br>(If applicable)<br>_____ | ESC Application<br>_____ |
| For ESSG Client Use             |                                  |                             |                                                 |                          |
| DOH _____                       | ROP _____                        | Work Site Loc. _____        |                                                 | WC Code _____            |

# Form W-4 (2014)

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

**Exemption from withholding.** If you are exempt, complete **only** lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2014 expires February 17, 2015. See Pub. 505, Tax Withholding and Estimated Tax.

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

**Exceptions.** An employee may be able to claim exemption from withholding even if the employee is a dependent, if the employee:

- Is age 65 or older,
- Is blind, or
- Will claim adjustments to income; tax credits; or itemized deductions, on his or her tax return.

The exceptions do not apply to supplemental wages greater than \$1,000,000.

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

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

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

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

**Nonwage income.** If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

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

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

**Check your withholding.** After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2014. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

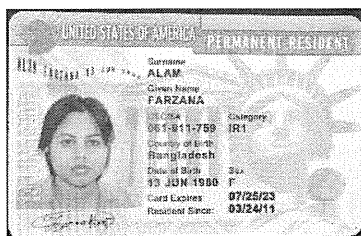
**Future developments.** Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at [www.irs.gov/w4](http://www.irs.gov/w4).

## Personal Allowances Worksheet (Keep for your records.)

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------|
| <b>A</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Enter "1" for <b>yourself</b> if no one else can claim you as a dependent . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>A</b> | <u>1</u>      |
| <b>B</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Enter "1" if: <div><div>• You are single and have only one job; or</div><div>• You are married, have only one job, and your spouse does not work; or</div><div>• Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less.</div></div> . . . . .                                                                                                                                                                                                                                 | <b>B</b> | <u>      </u> |
| <b>C</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Enter "1" for your <b>spouse</b> . But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . .                                                                                                                                                                                                                                                                                          | <b>C</b> | <u>      </u> |
| <b>D</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Enter number of <b>dependents</b> (other than your spouse or yourself) you will claim on your tax return . . . . .                                                                                                                                                                                                                                                                                                                                                                                                     | <b>D</b> | <u>      </u> |
| <b>E</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Enter "1" if you will file as <b>head of household</b> on your tax return (see conditions under <b>Head of household</b> above) . . . . .                                                                                                                                                                                                                                                                                                                                                                              | <b>E</b> | <u>      </u> |
| <b>F</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Enter "1" if you have at least \$2,000 of <b>child or dependent care expenses</b> for which you plan to claim a credit . . . . .                                                                                                                                                                                                                                                                                                                                                                                       | <b>F</b> | <u>      </u> |
| <b>G</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Child Tax Credit</b> (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information.<br>• If your total income will be less than \$65,000 (\$95,000 if married), enter "2" for each eligible child; then <b>less</b> "1" if you have three to six eligible children or <b>less</b> "2" if you have seven or more eligible children.<br>• If your total income will be between \$65,000 and \$84,000 (\$95,000 and \$119,000 if married), enter "1" for each eligible child . . . . . | <b>G</b> | <u>      </u> |
| <b>H</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Add lines A through G and enter total here. ( <b>Note.</b> This may be different from the number of exemptions you claim on your tax return.) ▶                                                                                                                                                                                                                                                                                                                                                                        | <b>H</b> | <u>      </u> |
| <div>For accuracy, complete all worksheets that apply.</div> <div>• If you plan to <b>itemize or claim adjustments to income</b> and want to reduce your withholding, see the <b>Deductions and Adjustments Worksheet</b> on page 2.</div> <div>• If you are <b>single and have more than one job</b> or are <b>married and you and your spouse both work</b> and the combined earnings from all jobs exceed \$50,000 (\$20,000 if married), see the <b>Two-Earners/Multiple Jobs Worksheet</b> on page 2 to avoid having too little tax withheld.</div> <div>• If <b>neither</b> of the above situations applies, <b>stop here</b> and enter the number from line H on line 5 of Form W-4 below.</div> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |               |

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

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |                                                                                                                                                                                                                                                                  |  |                                                     |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------|--|
| <b>Form W-4</b><br>Department of the Treasury<br>Internal Revenue Service                                                                                                                                                                                                                                                                                                                                                                                         |  | <b>Employee's Withholding Allowance Certificate</b>                                                                                                                                                                                                              |  | OMB No. 1545-0074<br><b>2014</b>                    |  |
| ▶ Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.                                                                                                                                                                                                                                                           |  |                                                                                                                                                                                                                                                                  |  |                                                     |  |
| 1 Your first name and middle initial<br><b>Farzana</b>                                                                                                                                                                                                                                                                                                                                                                                                            |  | Last name<br><b>Alam</b>                                                                                                                                                                                                                                         |  | 2 Your social security number<br><b>471-57-1167</b> |  |
| Home address (number and street or rural route)<br><b>483 Pleasant Court</b>                                                                                                                                                                                                                                                                                                                                                                                      |  | 3 <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate.<br><b>Note.</b> If married, but legally separated, or spouse is a nonresident alien, check the "Single" box. |  |                                                     |  |
| City or town, state, and ZIP code<br><b>Chaska, MN, 55318</b>                                                                                                                                                                                                                                                                                                                                                                                                     |  | 4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ▶ <input type="checkbox"/>                                                                                            |  |                                                     |  |
| 5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)                                                                                                                                                                                                                                                                                                                                                      |  | 5                                                                                                                                                                                                                                                                |  | 0                                                   |  |
| 6 Additional amount, if any, you want withheld from each paycheck . . . . .                                                                                                                                                                                                                                                                                                                                                                                       |  | 6                                                                                                                                                                                                                                                                |  | \$                                                  |  |
| 7 I claim exemption from withholding for 2014, and I certify that I meet <b>both</b> of the following conditions for exemption.<br>• Last year I had a right to a refund of <b>all</b> federal income tax withheld because I had <b>no</b> tax liability, <b>and</b><br>• This year I expect a refund of <b>all</b> federal income tax withheld because I expect to have <b>no</b> tax liability.<br>If you meet both conditions, write "Exempt" here . . . . . ▶ |  | 7                                                                                                                                                                                                                                                                |  |                                                     |  |
| Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.                                                                                                                                                                                                                                                                                                       |  |                                                                                                                                                                                                                                                                  |  |                                                     |  |
| Employee's signature<br>(This form is not valid unless you sign it.) ▶ <b>Farzana Alam</b><br><small>Digitally signed by Farzana Alam<br/>DN: cn=Farzana Alam, o=us, email=farzana@home.com, c=US<br/>Date: 2015.01.22 13:38:00 -0500</small>                                                                                                                                                                                                                     |  |                                                                                                                                                                                                                                                                  |  |                                                     |  |
| 8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)                                                                                                                                                                                                                                                                                                                                                                     |  | 9 Office code (optional)                                                                                                                                                                                                                                         |  | 10 Employer identification number (EIN)             |  |





## DISCLOSURE AND CONSENT CONCERNING CONSUMER AND INVESTIGATIVE CONSUMER REPORTS

This form, which you should read carefully, has been provided to you because CMG may request Consumer Reports and/or Investigative Consumer Reports from a consumer reporting agency. The Company will use any such report(s) solely for employment-related purposes. Consumer Reports or Investigative Consumer Reports will be obtained from CSS Test, Inc. ("CSS Test") located at 400 Laurel Oak Road, Suite 102, Voorhees NJ, 08043. They can be contacted at 856-627-5600. Under the provisions of the Fair Credit Reporting Act, 15 USC, Section 1681 et seq., the Americans with Disabilities Act, the Drivers Privacy Protection Act and all other applicable federal, state, and local laws, I hereby authorize and permit CSS Test, Inc., to obtain a consumer report and/or an investigative consumer report which may include the following: Reports may contain information bearing on your character, general reputation, personal characteristics, mode of living and credit standing. The types of information that may be obtained include, but are not limited to: credit reports, social security number, criminal records checks, public court records checks, including civil, driving records, educational records, verification of employment positions held, workers compensation records, personal and professional references, licensing, certification, etc. The information contained in these reports may be obtained by CSS Test from private or public record sources including sources identified by you in your job application or through interviews or correspondence with your past or present coworkers, neighbors, friends, associates, current or former employers, educational institutions or other acquaintances.

**Additional State Law Notices:** If you live or are applying for a job in California, Maine, New York or Washington, please note:

**California** residents, under section 1786.22 of the California Civil Code, you may view the file maintained on you by CSS during normal business hours. You may also obtain a copy of this file upon submitting proper identification and paying the costs of duplication services, by appearing at CSS in person or by mail. You may also receive a summary of the file by telephone. The agency is required to have personnel available to explain your file to you and the agency must explain to you any coded information appearing in your file. If you appear in person, a person of your choice may accompany you, provided that this person furnishes proper identification.

**Maine:** You have the right, upon request, to be informed of whether an investigative consumer report was requested, and if one was requested, the name and address of the consumer reporting agency furnishing the report. You may request and receive from the Company, within five business days of our receipt of your request, the name, address and telephone number of the nearest unit designated to handle inquiries for the consumer reporting agency issuing an investigative consumer report concerning you. You also have the right, under Maine law, to request and promptly receive from all such agencies copies of any such reports.

**New York:** You have the right, upon written request, to be informed of whether or not a consumer report was requested. If a consumer report is requested, you will be provided with the name and address of the consumer reporting agency furnishing the report. You may inspect and receive a copy of the report by contacting that agency.

**Washington State:** If we request an investigative consumer report, you have the right, upon written request made within a reasonable period of time, to receive from us a complete and accurate disclosure of the nature and scope of the investigation. You have the right to request from the consumer reporting agency a summary of your rights and remedies under state law.

### CONSENT

I have carefully read and understand this Disclosure and Consent form and, by my signature below, consent to the release of consumer and/or investigative consumer reports, as defined above, to the Company in conjunction with my application for employment. I further understand that any and all information contained in my job application or otherwise disclosed to the Company by me before, during or after my employment, if any, may be utilized for the purpose of obtaining the consumer reports or investigative consumer reports requested by the Company. I understand that if the Company hires me, it may request a consumer report and/or an investigative consumer report about me, as defined above, for employment-related purposes during the course of my employment. I understand that my consent will apply throughout my employment, to the extent permitted by law, unless I revoke or cancel my consent by sending a signed letter or statement to the Company at any time. This Disclosure and Consent form, in original, faxed, photocopied or electronic form, will be valid for any reports that may be requested by the Company.

Applicant Last Name Alam First Farzana Middle \_\_\_\_\_

Social Security # 471-57-1167 Date of Birth (for ID purposes only) 06/13/1980

Drivers License Number and State of Issue L682117021616

Present Address 483 Pleasant Court

City/State/Zip Chaska, MN, 55318

Applicant Signature Farzana Alam Digitally signed by Farzana Alam  
DN: cn=Farzana Alam, o=, email=farzaphotomail.com, c=US  
Date: 2015.01.22 14:16:54 -0500 Date 01/22/2015

### CALIFORNIA, MINNESOTA AND OKLAHOMA APPLICANTS ONLY:

☒ I wish to receive a free copy of any Consumer Report and/or Investigative Consumer Report on me that is requested.

**CSS Inc.**

400 Laurel Oak Road, Suite 102, Voorhees, NJ 08043 Tel: 1-856-627-5600 Fax: 1-856-627-5699





# Employment Eligibility Verification

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

USCIS

Form I-9

OMB No. 1615-0047

Expires 03/31/2016

► **START HERE.** Read instructions carefully before completing this form. The instructions must be available during completion of this form.

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

**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)<br>Alam                        |                                                      | First Name (Given Name)<br>Farzana   |                        | Middle Initial | Other Names Used (if any)        |                   |
| Address (Street Number and Name)<br>483 Pleasant Court |                                                      | Apt. Number                          | City or Town<br>Chaska |                | State<br>MN                      | Zip Code<br>55318 |
| Date of Birth (mm/dd/yyyy)<br>06/13/1980               | U.S. Social Security Number<br>4 7 1 - 5 7 - 1 1 6 7 | E-mail Address<br>iabfhr@hotmail.com |                        |                | Telephone Number<br>612-876-8352 |                   |

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

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

☐ A citizen of the United States

☐ A noncitizen national of the United States (See instructions)

☒ A lawful permanent resident (Alien Registration Number/USCIS Number): 061-911-759

☐ An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy) \_\_\_\_\_. Some aliens may write "N/A" in this field. (See instructions)

For aliens authorized to work, provide your Alien Registration Number/USCIS Number **OR** Form I-94 Admission Number:

1. Alien Registration Number/USCIS Number: \_\_\_\_\_

**OR**

2. Form I-94 Admission Number: \_\_\_\_\_

If you obtained your admission number from CBP in connection with your arrival in the United States, include the following:

Foreign Passport Number: \_\_\_\_\_

Country of Issuance: \_\_\_\_\_

Some aliens may write "N/A" on the Foreign Passport Number and Country of Issuance fields. (See instructions)

3-D Barcode  
Do Not Write in This Space

|                                                                                                                                                                                             |                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Signature of Employee: Farzana Alam<br><small>Digitally signed by Farzana Alam<br/>DN: cn=Farzana Alam, o=US<br/>email=iabfhr@hotmail.com, c=US<br/>Date: 2015.01.22 13:12:57 -0600</small> | Date (mm/dd/yyyy): 01/22/2015 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|

**Preparer and/or Translator Certification** (To be completed and signed if Section 1 is prepared by a person other than the employee.)

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

|                                      |  |                         |                |
|--------------------------------------|--|-------------------------|----------------|
| Signature of Preparer or Translator: |  | Date (mm/dd/yyyy):      |                |
| Last Name (Family Name)              |  | First Name (Given Name) |                |
| Address (Street Number and Name)     |  | City or Town            | State Zip Code |



Employer Completes Next Page



## **LISTS OF ACCEPTABLE DOCUMENTS**

### **All documents must be UNEXPIRED**

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

| <b>LIST A</b><br><b>Documents that Establish</b><br><b>Both Identity and</b><br><b>Employment Authorization</b>                                                                                                                                                                                                                                                                                                                                                               | <b>OR</b> | <b>LIST B</b><br><b>Documents that Establish</b><br><b>Identity</b>                                                                                                                                               | <b>AND</b> | <b>LIST C</b><br><b>Documents that Establish</b><br><b>Employment Authorization</b>                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. U.S. Passport or U.S. Passport Card                                                                                                                                                                                                                                                                                                                                                                                                                                        |           | 1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address |            | 1. A Social Security Account Number card, unless the card includes one of the following restrictions:<br>(1) NOT VALID FOR EMPLOYMENT<br>(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION<br>(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 Birth Abroad issued by the Department of State (Form FS-545)                                                                                                                                                          |
| 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. Certification of Report of Birth issued by the Department of State (Form DS-1350)                                                                                                                                                      |
| 4. Employment Authorization Document that contains a photograph (Form I-766)                                                                                                                                                                                                                                                                                                                                                                                                  |           | 4. Voter's registration card                                                                                                                                                                                      |            | 4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal                                                                             |
| 5. For a nonimmigrant alien authorized to work for a specific employer because of his or her status:<br><b>a.</b> Foreign passport; and<br><b>b.</b> Form I-94 or Form I-94A that has the following:<br>(1) The same name as the passport; and<br>(2) An endorsement of the alien's nonimmigrant status 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. Native American tribal document                                                                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           | 6. Military dependent's ID card                                                                                                                                                                                   |            | 6. U.S. Citizen ID Card (Form I-197)                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           | 7. U.S. Coast Guard Merchant Mariner Card                                                                                                                                                                         |            | 7. Identification Card for Use of Resident Citizen in the United States (Form I-179)                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           | 8. Native American tribal document                                                                                                                                                                                |            | 8. Employment authorization document issued by the Department of Homeland Security                                                                                                                                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           | 9. Driver's license issued by a Canadian government authority                                                                                                                                                     |            |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           | <b>For persons under age 18 who are unable to present a document listed above:</b>                                                                                                                                |            |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           | 10. School record or report card                                                                                                                                                                                  |            |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           | 11. Clinic, doctor, or hospital record                                                                                                                                                                            |            |                                                                                                                                                                                                                                           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           | 12. Day-care or nursery school record                                                                                                                                                                             |            |                                                                                                                                                                                                                                           |
| 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                                                                                                                                                                                                                     |           |                                                                                                                                                                                                                   |            |                                                                                                                                                                                                                                           |

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

**Refer to Section 2 of the instructions, titled "Employer or Authorized Representative Review and Verification," for more information about acceptable receipts.**

**Section 2. Employer or Authorized Representative Review and Verification**

(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR examine a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents" on the next page of this form. For each document you review, record the following information: document title, issuing authority, document number, and expiration date, if any.)

Employee Last Name, First Name and Middle Initial from Section 1:

| List A<br>Identity and Employment Authorization | OR | List B<br>Identity                                    | AND | List C<br>Employment Authorization    |
|-------------------------------------------------|----|-------------------------------------------------------|-----|---------------------------------------|
| Document Title:                                 |    | Document Title:                                       |     | Document Title:                       |
| Issuing Authority:                              |    | Issuing Authority:                                    |     | Issuing Authority:                    |
| Document Number:                                |    | Document Number:                                      |     | Document Number:                      |
| Expiration Date (if any)(mm/dd/yyyy):           |    | Expiration Date (if any)(mm/dd/yyyy):                 |     | Expiration Date (if any)(mm/dd/yyyy): |
| Document Title:                                 |    | <div>3-D Barcode<br/>Do Not Write in This Space</div> |     |                                       |
| Issuing Authority:                              |    |                                                       |     |                                       |
| Document Number:                                |    |                                                       |     |                                       |
| Expiration Date (if any)(mm/dd/yyyy):           |    |                                                       |     |                                       |
| Document Title:                                 |    |                                                       |     |                                       |
| Issuing Authority:                              |    |                                                       |     |                                       |
| Document Number:                                |    |                                                       |     |                                       |
| Expiration Date (if any)(mm/dd/yyyy):           |    |                                                       |     |                                       |

**Certification**

I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear 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.

The employee's first day of employment (mm/dd/yyyy): \_\_\_\_\_ (See instructions for exemptions.)

|                                                                                                  |  |                         |                                                                                   |                   |
|--------------------------------------------------------------------------------------------------|--|-------------------------|-----------------------------------------------------------------------------------|-------------------|
| Signature of Employer or Authorized Representative                                               |  | Date (mm/dd/yyyy)       | Title of Employer or Authorized Representative                                    |                   |
| Last Name (Family Name)                                                                          |  | First Name (Given Name) | Employer's Business or Organization Name<br>EMPLOYER SOLUTIONS STAFFING GROUP LLC |                   |
| Employer's Business or Organization Address (Street Number and Name)<br>7301 OHMS LANE SUITE 405 |  | City or Town<br>EDINA   | State<br>MN                                                                       | Zip Code<br>55439 |

**Section 3. Reverification and Rehires** (To be completed and signed by employer or authorized representative.)

|                                                                                                                                                                                                                                               |                  |                                       |                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------------------------------------|-------------------------------------------------|
| A. New Name (if applicable) Last Name (Family Name) First Name (Given Name) Middle Initial                                                                                                                                                    |                  |                                       | B. Date of Rehire (if applicable) (mm/dd/yyyy): |
| C. If employee's previous grant of employment authorization has expired, provide the information for the document from List A or List C the employee presented that establishes current employment authorization in the space provided below. |                  |                                       |                                                 |
| Document Title:                                                                                                                                                                                                                               | Document Number: | 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 document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

|                                                     |                    |                                                      |
|-----------------------------------------------------|--------------------|------------------------------------------------------|
| Signature of Employer or Authorized Representative: | Date (mm/dd/yyyy): | Print Name of Employer or Authorized Representative: |
|-----------------------------------------------------|--------------------|------------------------------------------------------|

# DISCLOSURE AND AUTHORIZATION [IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

## DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Employer Solutions Staffing Group LLC (ESSG) may obtain information about you for employment purposes from a third party consumer reporting agency. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" that may include information about your character, general reputation, personal characteristics, and/or mode of living, and that can involve personal interviews with sources, such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security number validation, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying. You have the right, upon written request made within a reasonable time, to request whether a consumer report has been requested and compiled about you, and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by Orange Tree Employment Screening, 7275 Ohms Lane, Minneapolis, MN 55439. Tel.: 800-886-4777 or 952-941-9040. Fax: 800-886-0774 or 952-941-9041. ORANGE TREE EMPLOYMENT SCREENING's website is at [www.orangetreescreening.com](http://www.orangetreescreening.com), or another outside organization. The scope of this notice and authorization is all-encompassing, however, allowing ESSG to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

**New York and Maine applicants or employees only:** You have the right to inspect and receive a copy of any investigative consumer report requested by ESSG by contacting the consumer reporting agency identified above directly. You may also contact ESSG to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which ESSG shall provide within 5 days.

**New York applicants or employees only:** Upon request, you will be informed whether or not a consumer report was requested by ESSG, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.

**Oregon applicants or employees only:** Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that ESSG has not maintained secured records is available to you upon request.

**Washington State applicants or employees only:** You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

## ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of these documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by ESSG at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, company, or insurance company to furnish any and all background information requested by Orange Tree Employment Screening, 7275 Ohms Lane, Minneapolis, MN 55439. Tel.: 800-886-4777 or 952-941-9040. ORANGE TREE EMPLOYMENT SCREENING's website is at: [www.orangetreescreening.com](http://www.orangetreescreening.com), another outside organization acting on behalf of the company, and/or the company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

**New York applicants or employees only:** By signing below, you also acknowledge receipt of Article 23-A of the New York Correction Law.

**Minnesota and Oklahoma applicants or employees only:** Please check this box if you would like to receive a copy of a consumer report if one is obtained by ESSG.

☐ (Must include email address: iabfhr@hotmail.com)

Signature: Farzana Alam

Digitally signed by Farzana Alam  
DN: cn=Farzana Alam, o=ou, email=iabfhr@hotmail.com, c=US  
Date: 2015.01.22 13:15:19 -0600

Date: 01/22/2015

## BACKGROUND INFORMATION

Last Name: Alam First: Farzana Middle: \_\_\_\_\_

Other Names/Alias: \_\_\_\_\_

Social Security #: 471-57-1167 Date of Birth (mm/dd/yyyy)\*: 06/13/1980

Driver's License #: L682117021616 State of Driver's License: L682117021616

Present Address: 483 Pleasant court Telephone # (Primary): 612-876-8352

City/State/Zip: Chaska, MN, 55318

*\*This information will be used for background screening purposes only and will not be used as hiring criteria.*

## A Summary of Your Rights Under the Fair Credit Reporting Act

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The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  - a person has taken adverse action against you because of information in your credit report;
  - you are the victim of identity theft and place a fraud alert in your file;
  - your file contains inaccurate information as a result of fraud;
  - you are on public assistance;
  - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies.

See [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See: [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore).
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit [www.consumerfinance.gov/learnmore](http://www.consumerfinance.gov/learnmore) Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

## EMERGENCY CONTACT INFORMATION

### EMPLOYER SOLUTIONS STAFFING GROUP IN CASE OF AN EMERGENCY - NOTIFICATION INFORMATION

Employee Name: Farzana Alam

Address: 483 Pleasant Court, Chaska, MN, 55318

Home Phone: 612-876-8352

| EMERGENCY CONTACTS                                                                        |                                                                |
|-------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| Please list two people (in priority order) who could be contacted in case of an emergency |                                                                |
| <b>Contact #1</b><br><br>Name: Imrose<br><br>Relationship: Husband                        | Home Phone:<br><br>Cell Phone: 612-232-4010<br><br>Work Phone: |
| <b>Contact #2</b><br><br>Name:<br><br>Relationship:                                       | Home Phone:<br><br>Cell Phone:<br><br>Work Phone:              |

Additional information you want Employer Solutions Staffing Group and our clients to know in the event of an emergency:

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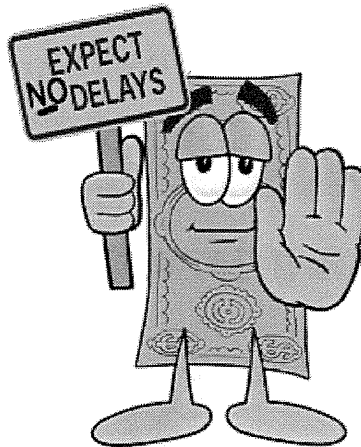
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# RECEIVE YOUR PAY WITHOUT DELAY



In order for you to continue to receive your pay each week without delay we are encouraging all employees to use direct deposit or Global Cash Card. **It is becoming more and more difficult for employees to cash checks without fees or delay due to increased security at all banks. Also, if your check is lost or stolen you will have to wait 3 days for another check.**

## GLOBAL CASH CARD

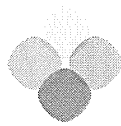
If you don't have a bank account, computer access or don't want to use direct deposit you can use **Global Cash Card** which works like a Visa.

- There are **NO FEES** for the card for your first transaction as a cash withdrawal at an ATM or if you use it like a credit card (not debit) to make individual signature purchases.
- **If you don't have access to a computer you can receive TEXT notifications for your pay check amount on pay day as well as what the current balance is. You can also receive low balance notifications set to the dollar amount that you determine on the attached form.**
- You may call Customer Service 24 hours a day, 7 days a week, 365 days a year at 888-220-4477 for balance inquiries or other questions. (Para Español, apriete dos)
- You can pay bills with the GCC (by phone/internet/in person). You can also set up your online account to make automatic payments.

Please complete the attached form and turn it in to your manager as soon as possible indicating whether you would like direct deposit or Global Cash Card. Please make sure you include an email address.

**Fill Out This Form!**





employer solutions staffing group, inc.

Leveraging Resources in a Changing Market

## Direct Deposit/Payroll Debit Card Authorization

Employees have the option of receiving wages by Direct Deposit and/or Payroll Debit Card.

If you do not provide a written election, wages will be paid by Payroll Debit Card.

### SECTION 1 BASIC INFORMATION

|                                      |                                     |                                               |
|--------------------------------------|-------------------------------------|-----------------------------------------------|
| Employee Name<br><b>Farzana Alam</b> | SSN# (last 4 digits)<br><b>1167</b> | Effective Date<br><b>As soon as possible.</b> |
|--------------------------------------|-------------------------------------|-----------------------------------------------|

### SECTION 2 PAYROLL ELECTION

☒ **Direct Deposit** (Please complete Sections 3 and 5 below)

☐ **Payroll Debit Card** (Please complete Sections 4 and 5 below)

### SECTION 3 DIRECT DEPOSIT

|                                 |                                                                                                                                  |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| A<br>C<br>C<br>O<br>U<br>N<br>T | <input type="checkbox"/> Update Bank Account                                                                                     |
|                                 | Bank Name: <b>Spire Credit Union</b>                                                                                             |
|                                 | Routing# <b>291075116</b>                                                                                                        |
|                                 | Account# <b>638102</b>                                                                                                           |
|                                 | Account Type: <input checked="" type="checkbox"/> Checking <input type="checkbox"/> Savings <input type="checkbox"/> Other _____ |

**I understand and acknowledge that if I do not provide a voided check with this direct deposit form, I am responsible for any delays in payroll or extra costs incurred if the account number that I provide is incorrect.**

Initial **FA** Date **01/22/2015**

- To help us avoid making an error, please attach a copy of a voided check. (a deposit slip will not work)
- If you change banks, do not close your old bank account until your direct deposit has started at the new bank, which may take 2 pay periods.

### SECTION 4 PAYROLL DEBIT CARD (GLOBAL CASH CARD)

Federal law requires all financial institutions to obtain, verify, and record information that identifies each person who opens an account. In order to request a Payroll Debit Card for you, we must provide all of the following information that will enable the financial institution to identify you. If you do not submit a Direct Deposit/Payroll Debit Card Authorization, ESSG will provide the necessary information and issue you a Payroll Debit Card to pay your wages. For your protection, the financial institution may ask you to provide them additional identification information so they can verify your identity.

Except for the routing and account number, ESSG does not have access to any information regarding your Payroll Debit Card account or transactions. On your first payday, you will receive your new Payroll Debit Card, and a packet containing all of the terms and conditions. You will then sign acknowledging that you received the Payroll Debit Card and packet. Your Payroll Debit Card will be reloaded on each payday you receive wages.

#### CARDHOLDER INFORMATION (as you want your Payroll Debit Card to be issued)

|                                        |       |           |                     |
|----------------------------------------|-------|-----------|---------------------|
| First Name                             | M.I.  | Last Name | Date of Birth       |
| Street Address (PO BOX NOT ACCEPTABLE) |       |           | Social Security#    |
| City                                   | State | Zip       | Cell Phone (mobile) |

**GET TEXT ALERTS**, when your paycheck is deposited on your card!

All we need to know your cell phone service provider and mobile number above!

☐ Yes, sign me up, for text alerts

My mobile service provider is: \_\_\_\_\_

#### RECEIPT OF PAYROLL DEBIT CARD (to be completed when you pick up your Payroll Debit Card)

|                                                  |                                       |
|--------------------------------------------------|---------------------------------------|
| Payroll Debit Card Routing #<br><b>073972181</b> | Payroll Debit Card Account #<br>_____ |
|--------------------------------------------------|---------------------------------------|

I have received my Payroll Debit Card, welcome brochure, program fees, program terms, conditions, and disclosures. By activating my Payroll Debit Card, I am agreeing to the program terms, conditions, and disclosures that are included or made available to me from time to time from the financial institution. I authorize the financial institution to debit my Payroll Debit Card account for the fees described in the fee schedule that is part of the program terms, conditions, and disclosures.

Employee's Signature: \_\_\_\_\_

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

### SECTION 5 AUTHORIZATION

I authorize ESSG to directly deposit my periodic wages/compensation payments, net of required tax withholdings, other required withholdings or authorized deductions, into my account(s) as designated above and to initiate, if necessary, debit entries and adjustments for any credit entries made in error to my account(s).

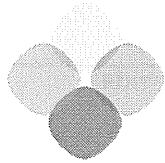
**\* E-mail is required for pay stub information.**

**\*E-mail:** \_\_\_\_\_ **iabfhr@hotmail.com**  
this information will only be used to send your paystubs electronically

Employee's Signature: **Farzana Alam**

Date: **01/22/2015**

Digitally signed by Farzana Alam  
DN: cn=Farzana Alam, o=ESSG, email=iabfhr@hotmail.com, c=US  
Date: 2015.01.22 13:39:23 -0500



employer solutions staffing group<sup>LLC</sup>  
Leveraging Resources in a Changing Market

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**STATEMENT OF CONFIDENTIALITY**

This agreement made this \_\_\_\_\_ day of \_\_\_\_\_, 201\_\_\_\_, between Employer Solutions Staffing Group LLC, hereinafter referred to as "employer", and \_\_\_\_\_ hereafter referred to as "employee".

**WITNESSETH:**

For the duration of my employment and after resignation or termination of this employment with employer, for any reason whatsoever, the employee shall not use or disclose to any other person or company, and confidential or proprietary information or know-how related to the business of the employer.

In view of the difficulty of determining the amount of damages which may result to the employer from a violation of any of the provisions hereof, the employee agrees to pay to the employer the sum of \$10,000 as liquidated damages for every such violation; provided, however, that the payment of such amount as liquidated damages shall not be construed as a release or waiver by the employer of the right to prevent any such violation in equity or otherwise.

Farzana Alam

Digitally signed by Farzana Alam  
DN: cn=Farzana Alam, o, ou,  
email=iabfhr@hotmail.com, c=US  
Date: 2015.01.22 13:41:41 -06'00'

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Employee Signature

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Employer Solutions Staffing Group LLC, Representative

## Pre-Screening Notice and Certification Request for the Work Opportunity Credit

OMB No. 1545-1500

► See separate instructions.

**Job applicant: Fill in the lines below and check any boxes that apply. Complete only this side.**

Your name Farzana Alam Social security number ► 471-57-1167

Street address where you live 483 Pleasant Court

City or town, state, and ZIP code Chaska, MN, 55318

County USA Telephone number 612-876-8352

If you are under age 40, enter your date of birth (month, day, year) 06/13/1980

- 1 ☐ Check here if you received a conditional certification from the state workforce agency (SWA) or a participating local agency for the work opportunity credit.
- 2 ☐ Check here if **any** of the following statements apply to you.
- I am a member of a family that has received assistance from Temporary Assistance for Needy Families (TANF) for any 9 months during the past 18 months.
  - I am a veteran and a member of a family that received Supplemental Nutrition Assistance Program (SNAP) benefits (food stamps) for at least a 3-month period during the past 15 months.
  - I was referred here by a rehabilitation agency approved by the state, an employment network under the Ticket to Work program, or the Department of Veterans Affairs.
  - I am at least age 18 but **not** age 40 or older and I am a member of a family that:
    - a Received SNAP benefits (food stamps) for the past 6 months, **or**
    - b Received SNAP benefits (food stamps) for at least 3 of the past 5 months, **but** is no longer eligible to receive them.
  - During the past year, I was convicted of a felony or released from prison for a felony.
  - I received supplemental security income (SSI) benefits for any month ending during the past 60 days.
  - I am a veteran and I was unemployed for a period or periods totaling at least 4 weeks but less than 6 months during the past year.
- 3 ☐ Check here if you are a veteran and you were unemployed for a period or periods totaling at least 6 months during the past year.
- 4 ☐ Check here if you are a veteran entitled to compensation for a service-connected disability and you were discharged or released from active duty in the U.S. Armed Forces during the past year.
- 5 ☐ Check here if you are a veteran entitled to compensation for a service-connected disability and you were unemployed for a period or periods totaling at least 6 months during the past year.
- 6 ☐ Check here if you are a member of a family that:
- Received TANF payments for at least the past 18 months, **or**
  - Received TANF payments for any 18 months beginning after August 5, 1997, **and** the earliest 18-month period beginning after August 5, 1997, ended during the past 2 years, **or**
  - Stopped being eligible for TANF payments during the past 2 years because federal or state law limited the maximum time those payments could be made.

### Signature — All Applicants Must Sign

Under penalties of perjury, I declare that I gave the above information to the employer on or before the day I was offered a job, and it is, to the best of my knowledge, true, correct, and complete.

Job applicant's signature ► Farzana Alam

Digitally signed by Farzana Alam  
DN: cn=Farzana Alam, o=ou, email=ialbfr@hotmail.com,  
c=US  
Date: 2015.01.22 13:46:10 -0600

Date 01/22/2015

**EMPLOYER SECTION:**

|                 |                          |                   |
|-----------------|--------------------------|-------------------|
| ESG FEIN#:      | ESG Client Name & State: |                   |
| Hiring Manager: | Position:                | Starting Wage: \$ |

**EMPLOYEE SECTION:**

|                |                |                 |                                                          |                   |      |
|----------------|----------------|-----------------|----------------------------------------------------------|-------------------|------|
| Employee Name: |                | Street Address: |                                                          | City/State:       | Zip: |
| SS#:           | Date of Birth: | Age:            | Have you worked for this company before?                 | If yes, location: |      |
| - -            | ___/___/___    |                 | <input type="checkbox"/> Yes <input type="checkbox"/> No |                   |      |

Please complete all questions, and sign and date the form.

Yes No

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                             |                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. Have you or has anyone living with you received Temporary Assistance to Needy Families (TANF) at any time since August 5, 1997?</b> (If yes, please provide information below.)<br>Name of the person receiving benefits: _____ Relationship to you: _____<br>City: _____ County: _____ State: _____                                                                                                                                                                                                                                                                                                                                                                    | <input type="checkbox"/>                                                                                                                                                                                                    | <input checked="" type="checkbox"/>                                                                                                                            |
| <b>2. Have you or has anyone living with you received Food Stamps (SNAP) at any time during the past 15 months?</b> (If yes, please provide information below.)<br>Name of the person receiving benefits: _____ Relationship to you: _____<br>City: _____ County: _____ State: _____                                                                                                                                                                                                                                                                                                                                                                                          | <input type="checkbox"/>                                                                                                                                                                                                    | <input checked="" type="checkbox"/>                                                                                                                            |
| <b>3. Have you received Supplemental Security Income (SSI) at any time within the past 3 months?</b><br>Please note, this is not the same as Social Security benefits (SS) or Social Security Disability (SSDI) benefits.<br><i>*If you checked yes please provide a copy of your SSI documentation.</i>                                                                                                                                                                                                                                                                                                                                                                      | <input type="checkbox"/>                                                                                                                                                                                                    | <input checked="" type="checkbox"/>                                                                                                                            |
| <b>4. Have you received any type of vocational rehabilitation services within the past two years?</b><br>If yes, please indicate which type of agency you worked with and provide their location information below:<br><input type="checkbox"/> Vocational Rehabilitation Agency <input type="checkbox"/> Dept. of Veterans Affairs <input type="checkbox"/> Employment Network (Ticket to Work Program)<br>Name of Agency: _____ Phone #: _____<br>City: _____ County: _____ State: _____<br><i>*If you checked yes please provide a copy of your active Individual Work Plan and Ticket to Work documentation.</i>                                                          | <input type="checkbox"/>                                                                                                                                                                                                    | <input checked="" type="checkbox"/>                                                                                                                            |
| <b>5. Are you a Veteran of the U.S. Military?</b> <i>*If yes, please provide a copy of your DD-214 and letter of separation.</i><br>(If yes, please provide information below. If no, please continue to question #6.)<br>Dates of Service - From: ___/___/___ To: ___/___/___<br>Branch of Service: _____<br><b>Are you entitled to or are you receiving compensation for a service-connected disability?</b><br><b>Have you been unemployed at any time during the last 12 months?</b><br>If yes, dates of unemployment - From: <u>11 / 05 / 2014</u> To: <u>01 / ___ / 2015</u><br><b>Did you receive unemployment compensation at any point during your unemployment?</b> | <input type="checkbox"/><br><input checked="" type="checkbox"/><br><input checked="" type="checkbox"/><br><input checked="" type="checkbox"/><br><input checked="" type="checkbox"/><br><input checked="" type="checkbox"/> | <input checked="" type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| <b>6. Have you been convicted of a felony or released from prison for a felony conviction in the past 12 months?</b><br>Conviction Date: ___/___/___ Release Date: ___/___/___<br>Was this a <input type="checkbox"/> Federal or <input type="checkbox"/> State conviction? If State - County: _____ State: _____                                                                                                                                                                                                                                                                                                                                                             | <input type="checkbox"/>                                                                                                                                                                                                    | <input checked="" type="checkbox"/>                                                                                                                            |

**Additional Tax Credits**

**IEC (Native American):** Are you or your spouse a member of a Native American Tribe? ☐ ☒  
*\*If you checked yes please provide a copy of your CDIB card.*

**CA Residents:** ☐ Are you the child of foster parents? ☐ Do you receive CalWorks? ☐ Workforce Investment Act?  
☐ Are you a migrant or seasonal farm worker? ☐ Have you ever been convicted of a misdemeanor?

**SC Residents:** ☐ Do you receive Family Independence Benefits?

**PLEASE READ, SIGN, AND DATE:**

Under penalties of perjury, I declare the information above to be true and accurate to the best of my knowledge, and I hereby authorize any agency, organization, or individuals to supply such verification or information that may be needed to determine tax credit eligibility to my employer, employer representative (Associated Consultants, Inc. dba Retrotax), or the Department of Labor.

New Employee Signature: Farzana Alam
 Digitally signed by Farzana Alam  
 DN: cn=Farzana Alam, o=ou, email=iaabfhr@hotmail.com, c=US  
 Date: 2015.01.22 13:55:43 -0600
Date: 01/22/2015



# INJURY MANAGEMENT PROGRAM

## Injured Worker's Responsibilities

As your employer, we are concerned about your full recovery. Reasonable and necessary medical care will be paid for any compensable work injury. Medically authorized time away from work will be reimbursed in accordance with the **State of Minnesota workers' compensation laws**. Wherever possible light duty restrictions imposed as a result of your injury will be accommodated.

### RESPONSIBILITIES OF THE INJURED WORKER:

Minnesota Rule Sec. 5221.0430, Subp. 1 requires that you choose one primary health care provider. Subpart 2 places limitations on your right to change primary health care providers. Discuss with your employer any change in health care provider.

Attend all scheduled appointments. While on physical limitations, visits should be a minimum of once every two weeks. Failure to have current medical support for disability may result in termination of benefits. Schedule your next appointment immediately after your doctor visit, before you leave the clinic if possible.

Obtain a Report of Workability from your physician at every appointment, a minimum of once every two weeks. M.R. 5221.0420 requires that your physician cooperate with return to work planning and that you be released to return to work at the earliest appropriate time.

Immediately following your appointment, provide a copy of the report to the designated employer representative. You should deliver this in person so that changes in work restrictions may be addressed and any questions answered.

Follow all physical restrictions at home and at work.

Report to work and perform physically suitable tasks as assigned. These may or may not be in your regular department. The work may or may not be on your usual shift.



Maintain regular, weekly, communication with your employer if you are unable to return to work. Contact your employer a minimum of after every visit with your primary health care provider. Keep the claims representative advised of your status.

Notify your employer immediately of any new injuries or conditions that impact your physical condition.

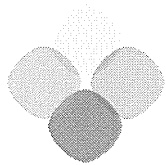
If it is necessary to miss scheduled work due to a work injury, you must be seen by your primary health care provider the same day in order to receive compensation for the time away from work. The physician must complete a Report of Workability.

**I have read my responsibilities and agree to abide by these guidelines.**

**Signed:** Farzana Alam

Digitally signed by Farzana Alam  
DN: cn=Farzana Alam, o, ou, email=labfir@hotmail.com, c=US  
Date: 2015.01.22 13:57:06 -06'00'

**Printed Name:** Farzana Alam



employer solutions staffing group LLC  
Leveraging Resources in a Changing Market

# Important/Importante

## LOST OR STOLEN PAYCHECKS

If a paycheck is **lost** (*missing, misplaced, destroyed, lost in the mail, etc.*), you must notify your staffing recruiter that the check cannot be found. If it can be verified that the check has not been cashed, ESSG will stop payment on the check and re-issue the check to you, deducting a fee of between \$25-\$35.

If your paycheck was **stolen**, you must first file a police report before we can re-issue the check. Once you have done so, you must provide a copy of the policy report to your staffing recruiter that the check was stolen. If the check has not been cashed and if the loss of the check was not your fault, ESSG will issue a new check and no fee will be deducted.

## CHEQUES DE PAGO PERDIDOS O ROBADOS

Si un cheque de pago se pierde (que falta, fuera de lugar, destruido, perdido en el correo, etc), usted debe notificar a su reclutador de personal que el cheque no se puede encontrar. Si se puede verificar que el cheque no ha sido cobrado, ESSG se detendrá el cheque de pago y reemitir el cheque a usted, descontando un cargo de entre \$ 25 - \$ 35.

Si su cheque de pago fue robado, primero debe denunciar el robo a la policía antes de que podamos volver a emitir el cheque. Una vez hecho esto, usted debe proporcionar una copia de la denuncia a su reclutador de personal que el cheque fue robado. Si el cheque no ha sido cobrado y si la pérdida del cheque no fue su culpa, ESSG emitirá un nuevo cheque y no hay cuota se deducirá.

AGREED/SE ACUERDA—

Name/Nombre (con letra de molde): Farzana Alam

Signature/Firma: Farzana Alam

Digitally signed by Farzana Alam  
DN: cn=Farzana Alam, o, ou,  
email=labfhr@hotmail.com, c=US  
Date: 2015.01.22 13:58:54 -06'00'

## Employee Keeps This Form

# Healthcare Notice of Exchange

As your employer, we are required to provide you with the following information under Section 1512 of the Affordable Care Act:

### **What is the Health Insurance Marketplace?**

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

### **Can I Save Money on my Health Insurance Premiums in the Marketplace?**

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

### **Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?**

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.<sup>1</sup>

**Note:** If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution -as well as your employee contribution to employer-offered coverage- is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

**\*\*\*The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area\*\*\***

If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information:

|                                                               |                                                        |
|---------------------------------------------------------------|--------------------------------------------------------|
| Employer Name:<br>Employer Solutions Staffing Group, LLC      | Employer FEIN:<br>20-8084369                           |
| Employer Address:<br>7301 Ohms Lane Suite 405 Edina, MN 55439 | Phone Number for Health<br>Benefits Team: 952-767-9519 |

**Employer Solutions Staffing Group does have an insurance plan that is offered to you upon hire. The Essential StaffCARE Insurance is a fixed indemnity plan and is not a qualifying plan for the exchange. It does not meet the minimum value standard. If you elect to have this insurance *and only have* this insurance, you will be subject to a tax penalty beginning for year 2014.**

For more information about ESSG's Insurance options, contact:

The Health Benefits Team

Employer Solutions Staffing Group

952-767-9519

[health@employersolutionsgroup.com](mailto:health@employersolutionsgroup.com)

# Employee Keeps This Form

## NOTICE: ESSG Electronic Pay Stubs

### ATTENTION

**ESSG provides employees with electronic pay stubs. You are able to view your pay stub by using either of the following methods:**

1. You can view your check stub by logging into the employee portal at [www.MyPayESG.com](http://www.MyPayESG.com)

Your username is the **first four letters of your last name followed by the last four numbers of your SSN**.  
The log-in is case sensitive, so be sure that you capitalize the first letter of your last name.

*For example: John Woods SSN: 111-22-3333 would have a username of Wood3333*

Your password will initially be **Temp1234**, and you will be directed to change it when you first log in. Be sure to write down and keep your log-in information in a secure location. For support please email [MyPayESG@MyPayESG.com](mailto:MyPayESG@MyPayESG.com)

2. You can also receive your check stub **by email** by providing us with your email address on **page 1** of this packet.  
\*\* Your check stub will come from payroll@MyPayESG.com, be sure to check spam folder.

## Empleado Toma Copiar

### ATENCIÓN

**ESSG proporciona a los empleados con los talones de pago electrónicos. Usted puede examinar su talon de pago utilizando cualquiera de los métodos siguientes:**

1. Usted puede ver su talón de cheque por la tala en el portal electrónico del empleados en [www.MyPayESG.com](http://www.MyPayESG.com)

Su nombre de usuario son las cuatro primeras letras de su apellido seguido por los cuatro últimos dígitos de su número de seguro social.

El portal es caso delicado, asegúrese de que la primera letra de su apellido sea mayúscula.

*Por ejemplo: Juan Garcia SSN: 111-22-3333 tendría un nombre de usuario de Garc3333*

Su contraseña inicialmente será **Temp1234**, y usted será dirigido a cambiarla la primera vez que inicie sesión. Asegúrese de anotar y guardar su información de registro en un lugar seguro. para apoyar email: [MyPayESG@MyPayESG.com](mailto:MyPayESG@MyPayESG.com)

2. También puede recibir su talón de cheque por correo electrónico , al proveir su correo electronico en la **pagina 1** de este paquete  
\*\* Su talón de cheque vienen de payroll@MyPayESG.com, asegúrate de revisar la carpeta de spam

# Form W-4 (2015)

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

**Exemption from withholding.** If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2015 expires February 16, 2016. See Pub. 505, Tax Withholding and Estimated Tax.

**Note.** If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$1,050 and includes more than \$350 of unearned income (for example, interest and dividends).

**Exceptions.** An employee may be able to claim exemption from withholding even if the employee is a dependent, if the employee:

- Is age 65 or older,
- Is blind, or
- Will claim adjustments to income; tax credits; or itemized deductions, on his or her tax return.

The exceptions do not apply to supplemental wages greater than \$1,000,000.

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

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

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

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

**Nonwage income.** If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

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

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

**Check your withholding.** After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2015. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

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

## Personal Allowances Worksheet (Keep for your records.)

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
| A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Enter "1" for <b>yourself</b> if no one else can claim you as a dependent . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                    | A | 1 |
| B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Enter "1" if:<br>{ • You are single and have only one job; or<br>• You are married, have only one job, and your spouse does not work; or<br>• Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less. } . . . . .                                                                                                                                                                                                                                                              | B |   |
| C                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Enter "1" for your <b>spouse</b> . But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) . . . . .                                                                                                                                                                                                                                                                                          | C |   |
| D                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Enter number of <b>dependents</b> (other than your spouse or yourself) you will claim on your tax return . . . . .                                                                                                                                                                                                                                                                                                                                                                                                     | D |   |
| E                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Enter "1" if you will file as <b>head of household</b> on your tax return (see conditions under <b>Head of household</b> above) . . . . .                                                                                                                                                                                                                                                                                                                                                                              | E |   |
| F                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Enter "1" if you have at least \$2,000 of <b>child or dependent care expenses</b> for which you plan to claim a credit . . . . .<br>(Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.)                                                                                                                                                                                                                                                                       | F |   |
| G                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Child Tax Credit</b> (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information.<br>• If your total income will be less than \$65,000 (\$100,000 if married), enter "2" for each eligible child; then <b>less "1"</b> if you have two to four eligible children or <b>less "2"</b> if you have five or more eligible children.<br>• If your total income will be between \$65,000 and \$84,000 (\$100,000 and \$119,000 if married), enter "1" for each eligible child . . . . . | G |   |
| H                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) ►                                                                                                                                                                                                                                                                                                                                                                                | H |   |
| For accuracy, complete all worksheets that apply.<br>{ • If you plan to <b>itemize or claim adjustments to income</b> and want to reduce your withholding, see the <b>Deductions and Adjustments Worksheet</b> on page 2.<br>• If you are <b>single and have more than one job</b> or are <b>married and you and your spouse both work</b> and the combined earnings from all jobs exceed \$50,000 (\$20,000 if married), see the <b>Two-Earners/Multiple Jobs Worksheet</b> on page 2 to avoid having too little tax withheld.<br>• If <b>neither</b> of the above situations applies, <b>stop here</b> and enter the number from line H on line 5 of Form W-4 below. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |   |   |

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

|                                                                                                                                                                                                                                                                                                                                                                                                                       |  |                                                                                                                                                                                                                                                           |  |                                                     |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------|--|
| <b>Form W-4</b><br>Department of the Treasury<br>Internal Revenue Service                                                                                                                                                                                                                                                                                                                                             |  | <b>Employee's Withholding Allowance Certificate</b>                                                                                                                                                                                                       |  | OMB No. 1545-0074                                   |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                       |  | ► Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.                                                   |  | <b>2015</b>                                         |  |
| 1 Your first name and middle initial<br><b>Farzana</b>                                                                                                                                                                                                                                                                                                                                                                |  | Last name<br><b>Alam</b>                                                                                                                                                                                                                                  |  | 2 Your social security number<br><b>471-57-1167</b> |  |
| Home address (number and street or rural route)<br><b>483 Pleasant Court</b>                                                                                                                                                                                                                                                                                                                                          |  | 3 <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate.<br>Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box. |  |                                                     |  |
| City or town, state, and ZIP code<br><b>Chaska, MN, 55318</b>                                                                                                                                                                                                                                                                                                                                                         |  | 4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ► <input type="checkbox"/>                                                                                     |  |                                                     |  |
| 5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)                                                                                                                                                                                                                                                                                                          |  | 5                                                                                                                                                                                                                                                         |  | 0                                                   |  |
| 6 Additional amount, if any, you want withheld from each paycheck . . . . .                                                                                                                                                                                                                                                                                                                                           |  | 6                                                                                                                                                                                                                                                         |  | \$ 0                                                |  |
| 7 I claim exemption from withholding for 2015, and I certify that I meet both of the following conditions for exemption.<br>• Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and<br>• This year I expect a refund of all federal income tax withheld because I expect to have no tax liability.<br>If you meet both conditions, write "Exempt" here . . . . . |  | 7                                                                                                                                                                                                                                                         |  |                                                     |  |
| Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.                                                                                                                                                                                                                                                           |  |                                                                                                                                                                                                                                                           |  |                                                     |  |
| Employee's signature<br>(This form is not valid unless you sign it.) ► <b>Farzana Alam</b>                                                                                                                                                                                                                                                                                                                            |  | Digitally signed by Farzana Alam<br>DN: cn=Farzana Alam, o.ou, email=fabthr@hotmail.com, c=US<br>Date: 2015.01.22 12:43:24 -0500                                                                                                                          |  | Date ► <b>01/22/2015</b>                            |  |
| 8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)                                                                                                                                                                                                                                                                                                                         |  | 9 Office code (optional)                                                                                                                                                                                                                                  |  | 10 Employer identification number (EIN)             |  |

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

|           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |           |          |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|
| <b>1</b>  | Enter an estimate of your 2015 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 10% (7.5% if either you or your spouse was born before January 2, 1951) of your income, and miscellaneous deductions. For 2015, you may have to reduce your itemized deductions if your income is over \$309,900 and you are married filing jointly or are a qualifying widow(er); \$284,050 if you are head of household; \$258,250 if you are single and not head of household or a qualifying widow(er); or \$154,950 if you are married filing separately. See Pub. 505 for details . . . . . | <b>1</b>  | \$ _____ |
| <b>2</b>  | Enter: $\left\{ \begin{array}{l} \$12,600 \text{ if married filing jointly or qualifying widow(er)} \\ \$9,250 \text{ if head of household} \\ \$6,300 \text{ if single or married filing separately} \end{array} \right\}$ . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>2</b>  | \$ _____ |
| <b>3</b>  | <b>Subtract</b> line 2 from line 1. If zero or less, enter "-0-" . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>3</b>  | \$ _____ |
| <b>4</b>  | Enter an estimate of your 2015 adjustments to income and any additional standard deduction (see Pub. 505) . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>4</b>  | \$ _____ |
| <b>5</b>  | <b>Add</b> lines 3 and 4 and enter the total. (Include any amount for credits from the <i>Converting Credits to Withholding Allowances for 2015 Form W-4</i> worksheet in Pub. 505.) . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>5</b>  | \$ _____ |
| <b>6</b>  | Enter an estimate of your 2015 nonwage income (such as dividends or interest) . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>6</b>  | \$ _____ |
| <b>7</b>  | <b>Subtract</b> line 6 from line 5. If zero or less, enter "-0-" . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>7</b>  | \$ _____ |
| <b>8</b>  | <b>Divide</b> the amount on line 7 by \$4,000 and enter the result here. Drop any fraction . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>8</b>  | _____    |
| <b>9</b>  | Enter the number from the <b>Personal Allowances Worksheet</b> , line H, page 1 . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>9</b>  | _____    |
| <b>10</b> | <b>Add</b> lines 8 and 9 and enter the total here. If you plan to use the <b>Two-Earners/Multiple Jobs Worksheet</b> , also enter this total on line 1 below. Otherwise, <b>stop here</b> and enter this total on Form W-4, line 5, page 1 . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>10</b> | _____    |

**Two-Earners/Multiple Jobs Worksheet** (See *Two earners or multiple jobs* on page 1.)**Note.** Use this worksheet *only* if the instructions under line H on page 1 direct you here.

|                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                           |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
| <b>1</b>                                                                                                                                                                                                         | Enter the number from line H, page 1 (or from line 10 above if you used the <b>Deductions and Adjustments Worksheet</b> ) . . . . .                                                                                                                                                                                                                       | <b>1</b> | _____    |
| <b>2</b>                                                                                                                                                                                                         | Find the number in <b>Table 1</b> below that applies to the <b>LOWEST</b> paying job and enter it here. <b>However</b> , if you are married filing jointly and wages from the highest paying job are \$65,000 or less, do not enter more than "3" . . . . .                                                                                               | <b>2</b> | _____    |
| <b>3</b>                                                                                                                                                                                                         | If line 1 is <b>more than or equal to</b> line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. <b>Do not</b> use the rest of this worksheet . . . . .                                                                                                                                       | <b>3</b> | _____    |
| <b>Note.</b> If line 1 is <b>less than</b> line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4 through 9 below to figure the additional withholding amount necessary to avoid a year-end tax bill. |                                                                                                                                                                                                                                                                                                                                                           |          |          |
| <b>4</b>                                                                                                                                                                                                         | Enter the number from line 2 of this worksheet . . . . .                                                                                                                                                                                                                                                                                                  | <b>4</b> | _____    |
| <b>5</b>                                                                                                                                                                                                         | Enter the number from line 1 of this worksheet . . . . .                                                                                                                                                                                                                                                                                                  | <b>5</b> | _____    |
| <b>6</b>                                                                                                                                                                                                         | <b>Subtract</b> line 5 from line 4 . . . . .                                                                                                                                                                                                                                                                                                              | <b>6</b> | _____    |
| <b>7</b>                                                                                                                                                                                                         | Find the amount in <b>Table 2</b> below that applies to the <b>HIGHEST</b> paying job and enter it here . . . . .                                                                                                                                                                                                                                         | <b>7</b> | \$ _____ |
| <b>8</b>                                                                                                                                                                                                         | <b>Multiply</b> line 7 by line 6 and enter the result here. This is the additional annual withholding needed . . . . .                                                                                                                                                                                                                                    | <b>8</b> | \$ _____ |
| <b>9</b>                                                                                                                                                                                                         | Divide line 8 by the number of pay periods remaining in 2015. For example, divide by 25 if you are paid every two weeks and you complete this form on a date in January when there are 25 pay periods remaining in 2015. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck . . . . . | <b>9</b> | \$ _____ |

**Table 1****Table 2**

| Married Filing Jointly                      |                       | All Others                                  |                       | Married Filing Jointly                       |                       | All Others                                   |                       |
|---------------------------------------------|-----------------------|---------------------------------------------|-----------------------|----------------------------------------------|-----------------------|----------------------------------------------|-----------------------|
| If wages from <b>LOWEST</b> paying job are— | Enter on line 2 above | If wages from <b>LOWEST</b> paying job are— | Enter on line 2 above | If wages from <b>HIGHEST</b> paying job are— | Enter on line 7 above | If wages from <b>HIGHEST</b> paying job are— | Enter on line 7 above |
| \$0 - \$6,000                               | 0                     | \$0 - \$8,000                               | 0                     | \$0 - \$75,000                               | \$600                 | \$0 - \$38,000                               | \$600                 |
| 6,001 - 13,000                              | 1                     | 8,001 - 17,000                              | 1                     | 75,001 - 135,000                             | 1,000                 | 38,001 - 83,000                              | 1,000                 |
| 13,001 - 24,000                             | 2                     | 17,001 - 26,000                             | 2                     | 135,001 - 205,000                            | 1,120                 | 83,001 - 180,000                             | 1,120                 |
| 24,001 - 26,000                             | 3                     | 26,001 - 34,000                             | 3                     | 205,001 - 360,000                            | 1,320                 | 180,001 - 395,000                            | 1,320                 |
| 26,001 - 34,000                             | 4                     | 34,001 - 44,000                             | 4                     | 360,001 - 405,000                            | 1,400                 | 395,001 and over                             | 1,580                 |
| 34,001 - 44,000                             | 5                     | 44,001 - 75,000                             | 5                     | 405,001 and over                             | 1,580                 |                                              |                       |
| 44,001 - 50,000                             | 6                     | 75,001 - 85,000                             | 6                     |                                              |                       |                                              |                       |
| 50,001 - 65,000                             | 7                     | 85,001 - 110,000                            | 7                     |                                              |                       |                                              |                       |
| 65,001 - 75,000                             | 8                     | 110,001 - 125,000                           | 8                     |                                              |                       |                                              |                       |
| 75,001 - 80,000                             | 9                     | 125,001 - 140,000                           | 9                     |                                              |                       |                                              |                       |
| 80,001 - 100,000                            | 10                    | 140,001 and over                            | 10                    |                                              |                       |                                              |                       |
| 100,001 - 115,000                           | 11                    |                                             |                       |                                              |                       |                                              |                       |
| 115,001 - 130,000                           | 12                    |                                             |                       |                                              |                       |                                              |                       |
| 130,001 - 140,000                           | 13                    |                                             |                       |                                              |                       |                                              |                       |
| 140,001 - 150,000                           | 14                    |                                             |                       |                                              |                       |                                              |                       |
| 150,001 and over                            | 15                    |                                             |                       |                                              |                       |                                              |                       |

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

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

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

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

ENROLLMENT FORM

ESC NAV\*SAD P2M v15.0

REQUIRED EMPLOYEE INFORMATION
PRINT USING BLACK or BLUE INK  
(Must Be Filled Out)

Social Security Number \_\_\_\_\_  
Date of Birth \_\_\_\_/\_\_\_\_/\_\_\_\_ Sex ☐ M ☐ F  
Name \_\_\_\_\_  
Street Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Home Phone \_\_\_\_\_-\_\_\_\_\_-\_\_\_\_\_  

Do you or any dependents have Medicare?  
☐ Yes ☐ No If Yes:  
Medicare Health Insurance Claim Number (HICN)  
\_\_\_\_\_  
Medicare Effective Date \_\_\_\_/\_\_\_\_/\_\_\_\_  
Names of Covered Person(s)  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

REQUIRED DEPENDENT INFORMATION

Name \_\_\_\_\_  
Social Security Number \_\_\_\_\_  
Date of Birth \_\_\_\_/\_\_\_\_/\_\_\_\_ Sex ☐ M ☐ F  
Relationship: ☐ Spouse ☐ Child ☐ Domestic Partner  
Name \_\_\_\_\_  
Social Security Number \_\_\_\_\_  
Date of Birth \_\_\_\_/\_\_\_\_/\_\_\_\_ Sex ☐ M ☐ F  
Relationship: ☐ Spouse ☐ Child ☐ Domestic Partner

BENEFICIARY INFORMATION

For Term Life / Accidental Death & Dismemberment, please write in your beneficiary information.  
NAME OF BENEFICIARY  
\_\_\_\_\_  
RELATIONSHIP  
\_\_\_\_\_  
Accidental Death & Dismemberment is part of the Term Life Benefit.

OPTION 1  
FIXED INDEMNITY PLAN
Weekly Rates

You MUST enroll in the Indemnity Medical Insurance Plan before adding any additional Indemnity benefits, except Dental. Your coverage level for the Term Life will be identical to your medical plan selection.  

FIXED INDEMNITY MEDICAL

☐ \$20.91 Employee Only  
☐ \$42.44 Employee + 1  
☐ \$56.67 Employee + Family  
☐ NO to all Indemnity benefits.  
This coverage is not available to residents of New Hampshire, Hawaii, or Puerto Rico.

DENTAL

☐ \$5.99 Employee Only  
☐ \$11.98 Employee + 1  
☐ \$19.77 Employee + Family  
☐ NO

TERM LIFE

☐ YES \$0.60 Employee Only  
                  \$0.90 Employee + 1  
☐ NO \$1.80 Employee + Family

SHORT-TERM DISABILITY

☐ YES \$4.20 Employee Only  
☐ NO  
Short-Term Disability is not available to persons who work in California, Hawaii, New Jersey, New York, or Rhode Island.

OPTION 2  
MEC WELLNESS/PREVENTIVE PLAN
Monthly Rates

82193010-M-EMP

☐ \$58.87 Employee Only  
☐ \$87.73 Employee+ 1  
☐ \$186.99 Employee + Family  
☐ NO to MEC Wellness/Preventive Plan



## SENSITIVE BUT UNCLASSIFIED

Department of Homeland Security  
E-Verify

Report Prepared: 01/23/2015  
Page: 1 of 1

Case Verification Number: 2015023093407YB

**Case Information:****Employee Information:**

|                         |                             |                   |            |
|-------------------------|-----------------------------|-------------------|------------|
| Last Name:              | Alam                        | First Name:       | Farzana    |
| Middle Initial:         |                             | Other Names Used: |            |
| Social Security Number: | *** ** 1167                 | Date of Birth:    | 06/13/1980 |
| Citizenship Status:     | A lawful permanent resident | Email Address:    |            |

**Document Information:**

|                  |                                                                         |                           |  |
|------------------|-------------------------------------------------------------------------|---------------------------|--|
| List A Document: | Permanent Resident Card or Alien Registration Receipt Card (Form I-551) |                           |  |
| Card Number:     | WAC1310051052                                                           | Document Expiration Date: |  |
| Alien Number:    | 061911759                                                               | I-94 Number:              |  |

**Additional Information:**

|                        |            |                         |            |
|------------------------|------------|-------------------------|------------|
| Hire Date:             | 01/22/2015 | Employer Case ID:       |            |
| Three-Day Rule Reason: |            | Three-Day Rule - Other: |            |
| Submitted By:          | EPOR4912   | Submitted On:           | 01/23/2015 |

**Initial Case Result:**

|                             |      |                              |         |
|-----------------------------|------|------------------------------|---------|
| Last Name (in DHS records): | ALAM | First Name (in DHS records): | FARZANA |
|-----------------------------|------|------------------------------|---------|



|                                            |            |
|--------------------------------------------|------------|
| Document Expiration Date (in DHS records): | INDEFINITE |
|--------------------------------------------|------------|

Case Result: Employment Authorized

**Employee Referred to SSA:**

|              |              |
|--------------|--------------|
| Referred By: | Referred On: |
|--------------|--------------|

**Case Result from SSA (after SSA Tentative Nonconfirmation):**

|              |                |
|--------------|----------------|
| Case Result: | Response Date: |
|--------------|----------------|

**Resubmitted to SSA (after Review and Update Employee Data):**

|                         |                   |
|-------------------------|-------------------|
| Last Name:              | First Name:       |
| Middle Initial:         | Other Names Used: |
| Social Security Number: | Date of Birth:    |
| Resubmitted By:         | Resubmitted On:   |

**Case Result from SSA (after Resubmission):**

|              |
|--------------|
| Case Result: |
|--------------|

**Request Name Review:**

|               |               |
|---------------|---------------|
| Comments:     |               |
| Submitted By: | Submitted On: |

**Case Result from DHS (after DHS Verification in Process):**

|              |                |
|--------------|----------------|
| Case Result: | Response Date: |
|--------------|----------------|

**Employee Referred to DHS:**

|              |              |
|--------------|--------------|
| Referred By: | Referred On: |
|--------------|--------------|

**Case Result from DHS (after DHS Tentative Nonconfirmation):**

Case Result:

Response Date:

**Photo Matching Results:**

Determination:

**Employee Referred to DHS (Additional):**

Referred By:

Referred On:

**Case Result from DHS (after Additional DHS Tentative Nonconfirmation):**

Case Result:

Response Date:

**Case Closure:**

Closure Statement:

Closed By:

Closed On:

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**SENSITIVE BUT UNCLASSIFIED**