



# STUDENT EMPLOYMENT

## **Applicant:**

Please complete the entire packet, in blue or black ink. Pencil will not be accepted. Return the completed packet to your hiring supervisor. Bring originals of the necessary identification document(s) for your I-9 verification to your supervisor; **DO NOT** bring copies of your I-9 identification document(s).

You will be contacted to complete Title 23 (Child Protective) Clearances, if the position involves direct contact, routine interaction, and/or supervision of minors.

## **Supervisors:**

You must complete the hiring supervisor section on the employment application, paying close attention to the bottom of the form, regarding work with minors. Please do not send the packet to Human Resources until the entire packet has been completed and signed off by you. We will not be holding any packets, but instead returning it to you.

Applicants cannot begin working, until the packet is received and approved by Human Resources.

**Do not return any of these documents via email**

If you have any questions or need any assistance, please contact Stephanie in Human Resources at 724-847-6560 or via email at [stephanie.landry@geneva.edu](mailto:stephanie.landry@geneva.edu)





# STUDENT EMPLOYMENT APPLICATION

## SECTION 1: COMPLETED BY APPLICANT

**PLEASE PRINT – BLUE OR BLACK INK. NO PENCIL**

SEMESTER: ☐ FALL ☐ SPRING ☐ SUMMER CALENDAR YEAR: \_\_\_\_\_

Department in which you are applying: \_\_\_\_\_ Position applying for: \_\_\_\_\_

Applicant Name: \_\_\_\_\_ Date: \_\_\_\_\_  
Last First M.I.

Legal Permanent Home Address (not Geneva Address): \_\_\_\_\_  
Street City (if applicable) State Zip Code

Cell Phone: \_\_\_\_\_ Email Address: \_\_\_\_\_ Social Security, last 4#'s: XXX-XX-

Are you 18 years of age or older? Yes ☐ No ☐ If no, give date of birth \_\_\_\_\_ Geneva Student I.D.# \_\_\_\_\_

Do you currently attend Geneva College? Yes ☐ No ☐ Geneva Box #: \_\_\_\_\_ Do you currently attend another College? Yes ☐ No ☐

Have you been granted Work-Study Funds in your Financial Aid Award Letter? Yes ☐ No ☐ I Don't Know ☐

Enrollment Status: Full-Time ☐ Part-Time ☐ Fall Class Status: Fr ☐ So ☐ Jr ☐ Sr ☐ Grad ☐ # of credits anticipated during term

Are you authorized to work in the U.S.? Yes ☐ No ☐ If no, will you require sponsorship? Yes ☐ No ☐ Of employment for which you're applying \_\_\_\_\_

Have you completed a New Hire Packet or received a paycheck for work from Geneva in the past? Yes ☐ No ☐

If yes, which department and when? \_\_\_\_\_

Earliest date you can begin working: \_\_\_\_\_ Are you able to work the entire semester? Yes ☐ No ☐

Please list any unique/specific skills and/or experience you possess that you think the department you are applying for could use.

Have you ever been convicted or pled guilty to a felony or misdemeanor or admitted to facts during a legal proceeding that constitute a felony or misdemeanor, even as a minor? (Do not include minor traffic violations). Include any Accelerated Rehabilitative Disposition (ARD) or alternative criminal charge resolution processes. Yes ☐ No ☐

Have you been accused of, under investigation for, or disciplined for sexual harassment, sexual abuse, or sexual conduct? Yes ☐ No ☐

An affirmative response to the above questions will not automatically disqualify you from being considered as a candidate for employment.

**If yes to either of the above statements:** Please give the following information regarding the conviction and/or the accusation/offense or allegation you were found responsible for: the date, the name/location of the court in which convicted or tried, and a description of the nature of the crime. Attach additional pages if necessary.

I hereby affirm that the information given by me on this application for employment is complete and accurate. I understand that any falsification or omission of information will be grounds for immediate dismissal. I further authorize Geneva College to investigate and/or verify any information on this application or other supporting documents.

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## SECTION 2: COMPLETED BY HIRING SUPERVISOR

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

Supervisor: \_\_\_\_\_ Department: \_\_\_\_\_ Account#: \_\_\_\_\_

Wage Rate (Check one): ☐ \$7.25 – Minimum Wage ☐ Other: \$ \_\_\_\_\_

(Please explain rationale if wage rate is other than minimum wage)

Will this person potentially have direct supervision, care, or repeated contact (repeated contact must be integral to employment) of minors or non-degree-seeking students (aged 17 or under)? Some examples of this would be if this person is: conducting study sessions one-on-one with a minor, working a youth camp with minors, or leading discussion groups (without supervision) where a minor is present. Keep in mind, that a minor (typically a high school student), could enroll at Geneva during any semester. If selecting yes, please describe the nature of the contact on the duties line below: Yes ☐ No ☐

Duties: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_

Human Resources \_\_\_\_\_

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

Payroll: \_\_\_\_\_



## **INSTRUCTIONS FOR COMPLETING YOUR FORM W-4**

- 1. Print your first name, middle initial and last name. Write in your legal permanent home address (NOT your Geneva Address) including number and street name.**
- 2. Fill in your Social Security number.**
- 3. Check the appropriate boxes.**
- 4. If your last name is different than the name on your Social Security Card, contact SSA using the information given on the form.**
- 5. Follow the instructions on the form and complete the necessary steps.**

**\*\*Read and understand the statement\*\***

**\*\*Be sure to sign the document\*\***



**Employee's Withholding Certificate**

OMB No. 1545-0074

**Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay.****Give Form W-4 to your employer.****Your withholding is subject to review by the IRS.****2024****Step 1:****Enter  
Personal  
Information**

(a) First name and middle initial	Last name	(b) Social security number
Address		Does your name match the name on your social security card? If not, to ensure you get credit for your earnings, contact SSA at 800-772-1213 or go to <a href="http://www.ssa.gov">www.ssa.gov</a> .
City or town, state, and ZIP code		
(c) <input type="checkbox"/> Single or Married filing separately <input type="checkbox"/> Married filing jointly or Qualifying surviving spouse <input type="checkbox"/> Head of household (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying individual.)		

**Complete Steps 2-4 ONLY if they apply to you; otherwise, skip to Step 5.** See page 2 for more information on each step, who can claim exemption from withholding, and when to use the estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App).**Step 2:****Multiple Jobs  
or Spouse  
Works**

Complete this step if you (1) hold more than one job at a time, or (2) are married filing jointly and your spouse also works. The correct amount of withholding depends on income earned from all of these jobs.

Do **only one** of the following.

- (a) Use the estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App) for most accurate withholding for this step (and Steps 3-4). If you or your spouse have self-employment income, use this option; **or**
- (b) Use the Multiple Jobs Worksheet on page 3 and enter the result in Step 4(c) below; **or**
- (c) If there are only two jobs total, you may check this box. Do the same on Form W-4 for the other job. This option is generally more accurate than (b) if pay at the lower paying job is more than half of the pay at the higher paying job. Otherwise, (b) is more accurate . . . . . ☐

**Complete Steps 3-4(b) on Form W-4 for only ONE of these jobs.** Leave those steps blank for the other jobs. (Your withholding will be most accurate if you complete Steps 3-4(b) on the Form W-4 for the highest paying job.)**Step 3:****Claim  
Dependent  
and Other  
Credits**

If your total income will be \$200,000 or less (\$400,000 or less if married filing jointly):

Multiply the number of qualifying children under age 17 by \$2,000 \$ \_\_\_\_\_

Multiply the number of other dependents by \$500 . . . . . \$ \_\_\_\_\_

Add the amounts above for qualifying children and other dependents. You may add to this the amount of any other credits. Enter the total here . . . . .

**3** \$ \_\_\_\_\_**Step 4  
(optional):****Other  
Adjustments****(a) Other income (not from jobs).** If you want tax withheld for other income you expect this year that won't have withholding, enter the amount of other income here. This may include interest, dividends, and retirement income . . . . .**4(a)** \$ \_\_\_\_\_**(b) Deductions.** If you expect to claim deductions other than the standard deduction and want to reduce your withholding, use the Deductions Worksheet on page 3 and enter the result here . . . . .**4(b)** \$ \_\_\_\_\_**(c) Extra withholding.** Enter any additional tax you want withheld each **pay period** . . . . .**4(c)** \$ \_\_\_\_\_**Step 5:****Sign  
Here**

Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete.

**Employee's signature** (This form is not valid unless you sign it.) \_\_\_\_\_**Date** \_\_\_\_\_**Employers  
Only**

Employer's name and address \_\_\_\_\_

First date of  
employment \_\_\_\_\_Employer identification  
number (EIN) \_\_\_\_\_



## General Instructions

Section references are to the Internal Revenue Code.

### Future Developments

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

### Purpose of Form

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

**Exemption from withholding.** You may claim exemption from withholding for 2024 if you meet both of the following conditions: you had no federal income tax liability in 2023 and you expect to have no federal income tax liability in 2024. You had no federal income tax liability in 2023 if (1) your total tax on line 24 on your 2023 Form 1040 or 1040-SR is zero (or less than the sum of lines 27, 28, and 29), or (2) you were not required to file a return because your income was below the filing threshold for your correct filing status. If you claim exemption, you will have no income tax withheld from your paycheck and may owe taxes and penalties when you file your 2024 tax return. To claim exemption from withholding, certify that you meet both of the conditions above by writing "Exempt" on Form W-4 in the space below Step 4(c). Then, complete Steps 1(a), 1(b), and 5. Do not complete any other steps. You will need to submit a new Form W-4 by February 15, 2025.

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

**When to use the estimator.** Consider using the estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App) if you:

1. Expect to work only part of the year;
2. Receive dividends, capital gains, social security, bonuses, or business income, or are subject to the Additional Medicare Tax or Net Investment Income Tax; or
3. Prefer the most accurate withholding for multiple job situations.

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

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

## Specific Instructions

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

**Step 2.** Use this step if you (1) have more than one job at the same time, or (2) are married filing jointly and you and your spouse both work.

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

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



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

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

### Step 4 (optional).

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

**Step 4(b).** Enter in this step the amount from the Deductions Worksheet, line 5, if you expect to claim deductions other than the basic standard deduction on your 2024 tax return and want to reduce your withholding to account for these deductions. This includes both itemized deductions and other deductions such as for student loan interest and IRAs.

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



**Step 2(b)—Multiple Jobs Worksheet** (Keep for your records.)

If you choose the option in Step 2(b) on Form W-4, complete this worksheet (which calculates the total extra tax for all jobs) on **only ONE** Form W-4. Withholding will be most accurate if you complete the worksheet and enter the result on the Form W-4 for the highest paying job. To be accurate, submit a new Form W-4 for all other jobs if you have not updated your withholding since 2019.

**Note:** If more than one job has annual wages of more than \$120,000 or there are more than three jobs, see Pub. 505 for additional tables; or, you can use the online withholding estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App).

- 1 Two jobs.** If you have two jobs or you're married filing jointly and you and your spouse each have one job, find the amount from the appropriate table on page 4. Using the "Higher Paying Job" row and the "Lower Paying Job" column, find the value at the intersection of the two household salaries and enter that value on line 1. Then, **skip** to line 3 . . . . . **1** \$ \_\_\_\_\_
- 2 Three jobs.** If you and/or your spouse have three jobs at the same time, complete lines 2a, 2b, and 2c below. Otherwise, skip to line 3.
  - a** Find the amount from the appropriate table on page 4 using the annual wages from the highest paying job in the "Higher Paying Job" row and the annual wages for your next highest paying job in the "Lower Paying Job" column. Find the value at the intersection of the two household salaries and enter that value on line 2a . . . . . **2a** \$ \_\_\_\_\_
  - b** Add the annual wages of the two highest paying jobs from line 2a together and use the total as the wages in the "Higher Paying Job" row and use the annual wages for your third job in the "Lower Paying Job" column to find the amount from the appropriate table on page 4 and enter this amount on line 2b . . . . . **2b** \$ \_\_\_\_\_
  - c** Add the amounts from lines 2a and 2b and enter the result on line 2c . . . . . **2c** \$ \_\_\_\_\_
- 3** Enter the number of pay periods per year for the highest paying job. For example, if that job pays weekly, enter 52; if it pays every other week, enter 26; if it pays monthly, enter 12, etc. . . . . **3** \_\_\_\_\_
- 4 Divide** the annual amount on line 1 or line 2c by the number of pay periods on line 3. Enter this amount here and in **Step 4(c)** of Form W-4 for the highest paying job (along with any other additional amount you want withheld) . . . . . **4** \$ \_\_\_\_\_

**Step 4(b)—Deductions Worksheet** (Keep for your records.)

- 1** Enter an estimate of your 2024 itemized deductions (from Schedule A (Form 1040)). Such deductions may include qualifying home mortgage interest, charitable contributions, state and local taxes (up to \$10,000), and medical expenses in excess of 7.5% of your income . . . . . **1** \$ \_\_\_\_\_
- 2** Enter:  $\left\{ \begin{array}{l} \bullet \$29,200 \text{ if you're married filing jointly or a qualifying surviving spouse} \\ \bullet \$21,900 \text{ if you're head of household} \\ \bullet \$14,600 \text{ if you're single or married filing separately} \end{array} \right\}$  . . . . . **2** \$ \_\_\_\_\_
- 3** If line 1 is greater than line 2, subtract line 2 from line 1 and enter the result here. If line 2 is greater than line 1, enter "-0-" . . . . . **3** \$ \_\_\_\_\_
- 4** Enter an estimate of your student loan interest, deductible IRA contributions, and certain other adjustments (from Part II of Schedule 1 (Form 1040)). See Pub. 505 for more information . . . . . **4** \$ \_\_\_\_\_
- 5 Add** lines 3 and 4. Enter the result here and in **Step 4(b)** of Form W-4 . . . . . **5** \$ \_\_\_\_\_

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

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

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

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

**Married Filing Jointly or Qualifying Surviving Spouse**

Higher Paying Job Annual Taxable Wage & Salary	Lower Paying Job Annual Taxable Wage & Salary											
	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$0	\$0	\$780	\$850	\$940	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,370
\$10,000 - 19,999	0	780	1,780	1,940	2,140	2,220	2,220	2,220	2,220	2,220	2,570	3,570
\$20,000 - 29,999	780	1,780	2,870	3,140	3,340	3,420	3,420	3,420	3,420	3,770	4,770	5,770
\$30,000 - 39,999	850	1,940	3,140	3,410	3,610	3,690	3,690	3,690	4,040	5,040	6,040	7,040
\$40,000 - 49,999	940	2,140	3,340	3,610	3,810	3,890	3,890	4,240	5,240	6,240	7,240	8,240
\$50,000 - 59,999	1,020	2,220	3,420	3,690	3,890	3,970	4,320	5,320	6,320	7,320	8,320	9,320
\$60,000 - 69,999	1,020	2,220	3,420	3,690	3,890	4,320	5,320	6,320	7,320	8,320	9,320	10,320
\$70,000 - 79,999	1,020	2,220	3,420	3,690	4,240	5,320	6,320	7,320	8,320	9,320	10,320	11,320
\$80,000 - 99,999	1,020	2,220	3,620	4,890	6,090	7,170	8,170	9,170	10,170	11,170	12,170	13,170
\$100,000 - 149,999	1,870	4,070	6,270	7,540	8,740	9,820	10,820	11,820	12,830	14,030	15,230	16,430
\$150,000 - 239,999	1,960	4,360	6,760	8,230	9,630	10,910	12,110	13,310	14,510	15,710	16,910	18,110
\$240,000 - 259,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,790	16,990	18,190
\$260,000 - 279,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,790	16,990	18,190
\$280,000 - 299,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,790	16,990	18,380
\$300,000 - 319,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,980	17,980	19,980
\$320,000 - 364,999	2,040	4,440	6,840	8,310	9,710	11,280	13,280	15,280	17,280	19,280	21,280	23,280
\$365,000 - 524,999	2,720	6,010	9,510	12,080	14,580	16,950	19,250	21,550	23,850	26,150	28,450	30,750
\$525,000 and over	3,140	6,840	10,540	13,310	16,010	18,590	21,090	23,590	26,090	28,590	31,090	33,590

**Single or Married Filing Separately**

Higher Paying Job Annual Taxable Wage & Salary	Lower Paying Job Annual Taxable Wage & Salary											
	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$240	\$870	\$1,020	\$1,020	\$1,020	\$1,540	\$1,870	\$1,870	\$1,870	\$1,870	\$1,910	\$2,040
\$10,000 - 19,999	870	1,680	1,830	1,830	2,350	3,350	3,680	3,680	3,680	3,720	3,920	4,050
\$20,000 - 29,999	1,020	1,830	1,980	2,510	3,510	4,510	4,830	4,830	4,870	5,070	5,270	5,400
\$30,000 - 39,999	1,020	1,830	2,510	3,510	4,510	5,510	5,830	5,870	6,070	6,270	6,470	6,600
\$40,000 - 59,999	1,390	3,200	4,360	5,360	6,360	7,370	7,890	8,090	8,290	8,490	8,690	8,820
\$60,000 - 79,999	1,870	3,680	4,830	5,840	7,040	8,240	8,770	8,970	9,170	9,370	9,570	9,700
\$80,000 - 99,999	1,870	3,690	5,040	6,240	7,440	8,640	9,170	9,370	9,570	9,770	9,970	10,810
\$100,000 - 124,999	2,040	4,050	5,400	6,600	7,800	9,000	9,530	9,730	10,180	11,180	12,180	13,120
\$125,000 - 149,999	2,040	4,050	5,400	6,600	7,800	9,000	10,180	11,180	12,180	13,180	14,180	15,310
\$150,000 - 174,999	2,040	4,050	5,400	6,860	8,860	10,860	12,180	13,180	14,230	15,530	16,830	18,060
\$175,000 - 199,999	2,040	4,710	6,860	8,860	10,860	12,860	14,380	15,680	16,980	18,280	19,580	20,810
\$200,000 - 249,999	2,720	5,610	8,060	10,360	12,660	14,960	16,590	17,890	19,190	20,490	21,790	23,020
\$250,000 - 399,999	2,970	6,080	8,540	10,840	13,140	15,440	17,060	18,360	19,660	20,960	22,260	23,500
\$400,000 - 449,999	2,970	6,080	8,540	10,840	13,140	15,440	17,060	18,360	19,660	20,960	22,260	23,500
\$450,000 and over	3,140	6,450	9,110	11,610	14,110	16,610	18,430	19,930	21,430	22,930	24,430	25,870

**Head of Household**

Higher Paying Job Annual Taxable Wage & Salary	Lower Paying Job Annual Taxable Wage & Salary											
	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$0	\$510	\$850	\$1,020	\$1,020	\$1,020	\$1,020	\$1,220	\$1,870	\$1,870	\$1,870	\$1,960
\$10,000 - 19,999	510	1,510	2,020	2,220	2,220	2,220	2,420	3,420	4,070	4,070	4,160	4,360
\$20,000 - 29,999	850	2,020	2,560	2,760	2,760	2,960	3,960	4,960	5,610	5,700	5,900	6,100
\$30,000 - 39,999	1,020	2,220	2,760	2,960	3,160	4,160	5,160	6,160	6,900	7,100	7,300	7,500
\$40,000 - 59,999	1,020	2,220	2,810	4,010	5,010	6,010	7,070	8,270	9,120	9,320	9,520	9,720
\$60,000 - 79,999	1,070	3,270	4,810	6,010	7,070	8,270	9,470	10,670	11,520	11,720	11,920	12,120
\$80,000 - 99,999	1,870	4,070	5,670	7,070	8,270	9,470	10,670	11,870	12,720	12,920	13,120	13,450
\$100,000 - 124,999	2,020	4,420	6,160	7,560	8,760	9,960	11,160	12,360	13,210	13,880	14,880	15,880
\$125,000 - 149,999	2,040	4,440	6,180	7,580	8,780	9,980	11,250	13,250	14,900	15,900	16,900	17,900
\$150,000 - 174,999	2,040	4,440	6,180	7,580	9,250	11,250	13,250	15,250	16,900	18,030	19,330	20,630
\$175,000 - 199,999	2,040	4,510	7,050	9,250	11,250	13,250	15,250	17,530	19,480	20,780	22,080	23,380
\$200,000 - 249,999	2,720	5,920	8,620	11,120	13,420	15,720	18,020	20,320	22,270	23,570	24,870	26,170
\$250,000 - 449,999	2,970	6,470	9,310	11,810	14,110	16,410	18,710	21,010	22,960	24,260	25,560	26,860
\$450,000 and over	3,140	6,840	9,880	12,580	15,080	17,580	20,080	22,580	24,730	26,230	27,730	29,230



## **HOW TO FILL OUT YOUR I-9 FORM**

### **(Department of Homeland Security)**

*For ease of completion, we've provided tips and some important requirements (below) to keep in mind when completing the form. The full I-9 Instructions are available by contacting the Office of Human Resources or by visiting this link:*

<https://genevacollege.sharepoint.com/hr/hrpublic/Student%20Employment/I-9%20Instructions.pdf>

1. Complete Section 1 of this form. You must input your legal permanent home address, **NOT** your Geneva College address.
2. Do not complete Section 2.
3. **You will also need to bring original form(s) of eligible I.D.(s) to the hiring supervisor, NOT COPIES.** Acceptable forms of I.D.(s) are listed on the second page of this form. You will need one document from List A, *OR* a combination of a document from List B and List C.
  - a. One example would be an unexpired passport from List A.
  - b. Another example would be a driver's license (from List B) *along with* a social security card (from List C).
4. **Your paperwork cannot be processed, and you cannot begin work until the supervisor is shown the original document(s) needed.**





# Employment Eligibility Verification

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

USCIS  
Form I-9

OMB No.1615-0047

Expires 07/31/2026

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

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

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

Last Name (Family Name)		First Name (Given Name)		Middle Initial (if any)	Other Last Names Used (if any)		
Address (Street Number and Name)			Apt. Number (if any)	City or Town		State	ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. Social Security Number		Employee's Email Address			Employee's Telephone Number	
<b>I am aware that federal law provides for imprisonment and/or fines for false statements, or the use of false documents, in connection with the completion of this form. I attest, under penalty of perjury, that this information, including my selection of the box attesting to my citizenship or immigration status, is true and correct.</b>		Check one of the following boxes to attest to your citizenship or immigration status (See page 2 and 3 of the instructions.):					
		<input type="checkbox"/> 1. A citizen of the United States					
		<input type="checkbox"/> 2. A noncitizen national of the United States (See Instructions.)					
		<input type="checkbox"/> 3. A lawful permanent resident (Enter USCIS or A-Number.)					
		<input type="checkbox"/> 4. A noncitizen (other than <b>Item Numbers 2. and 3. above</b> ) authorized to work until (exp. date, if any)					
		If you check <b>Item Number 4.</b> , enter one of these:					
		USCIS A-Number	OR	Form I-94 Admission Number	OR	Foreign Passport Number and Country of Issuance	
Signature of Employee					Today's Date (mm/dd/yyyy)		

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

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

List A		OR	List B	AND	List C
Document Title 1					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 2 (if any)		Additional Information			
Issuing Authority		Check here if you used an alternative procedure authorized by DHS to examine documents.			
Document Number (if any)					
Expiration Date (if any)					
Document Title 3 (if any)					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Certification: I attest, under penalty of perjury, that (1) I have examined the documentation presented by the above-named employee, (2) the above-listed documentation appears to be genuine and to relate to the employee named, and (3) to the best of my knowledge, the employee is authorized to work in the United States.			First Day of Employment (mm/dd/yyyy):		
Last Name, First Name and Title of Employer or Authorized Representative			Signature of Employer or Authorized Representative		Today's Date (mm/dd/yyyy)
Employer's Business or Organization Name			Employer's Business or Organization Address, City or Town, State, ZIP Code		

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



## LISTS OF ACCEPTABLE DOCUMENTS

All documents containing an expiration date must be unexpired.

\* Documents extended by the issuing authority are considered unexpired.

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

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

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

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





## **SIGN AND READ THE FOLLOWING THREE PAGES**

1. **Worker's Compensation Notification**  
Read both sides and sign the form, informing you of what to do if you are injured while working. Keep the panel physician list for your file.
2. **Substance Abuse Policy**  
Please read and sign this form.
3. **Confidentiality Agreement**  
Please read and sign this form.





**Notification to Employees of Their Rights and Duties Under the PA Workers' Compensation Act Section 306 (f.1)(1)(i)**

The Pennsylvania Workers' Compensation Act requires that employees be given written notice of their rights and duties under Sec. 306 (f.1)(1)(i) of the Act if a list of designated health care providers is established by the employer. The text of this section is provided on the next page.

If you are viewing this electronically, your electronic signature will be your acknowledgement that you have been provided with your rights and duties; otherwise, you must acknowledge this with your signature and return it to your employer. You may keep a copy for your records.

---

Rights and Duties

As an employee of the commonwealth working at a location where a list of designated health care providers has been established and posted, you have the right to seek emergency medical treatment from any provider; for post-emergency and other injuries, you must obtain treatment for work-related injuries and illnesses from a designated health care provider for 90 days. The penalty for not using a designated health care provider is that the commonwealth is not liable for the medical bills incurred. Specific rights and duties are:

- The duty to obtain treatment for work-related injuries and illnesses from one or more of the designated health care providers for 90 days from the date of the first visit to a designated provider.
- The right to seek emergency medical treatment from any provider, but subsequent non-emergency treatment shall be by a designated provider for the remainder of the 90-day period.
- The right to have all reasonable medical supplies and treatment related to the injury paid for by your employer as long as treatment is obtained from a designated provider during the 90-day period.
- The right, during this 90-day period, to switch from one designated health care provider to another designated provider.
- The right to seek treatment from a provider if you are referred to that provider by a designated provider.
- The right to an additional opinion from a provider of your choice when invasive surgery is prescribed by the designated provider.
- The right to seek treatment or medical consultation from a non designated provider during the 90-day period, but the services shall be **at your expense** for the applicable 90 days.
- The right to seek treatment from any health care provider after the 90-day period has ended.
- The duty to **notify your employer of treatment by a non designated provider (after the 90 day period) within 5 days of the first visit to that provider.** The employer may not be required to pay for treatment rendered by a non designated provider prior to receiving this notification.

I acknowledge that I have been informed of my rights and duties under Sec. 306 (f.1)(1)(i) and that I understand them to the extent they are explained above.

\_\_\_\_\_  
Employee's Printed Name

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

\_\_\_\_\_  
Date

**If you have any questions, ask your human resources office or call the Bureau of Workers' Compensation at 800.482.2383**

Revision 5.16.12

**Text of Section 306 (f.1)(1)(i):** The employer shall provide payment in accordance with this section for reasonable surgical and medical services, services rendered by physicians or other health care providers, including an additional opinion when invasive surgery may be necessary, medicines and supplies, as and when needed. Provided an employer establishes a list of at least six designated health care providers, no more than four of whom may be a coordinated care organization and no fewer than three of whom shall be physicians, the employee shall be required to visit one of the physicians or other health care providers so designated and shall continue to visit the same or another designated physician or health care provider for a period of ninety (90) days from the date of the first visit: provided, however, that the employer shall not include on the list a physician or other health care provider who is employed, owned or controlled by the employer or the employer's insurer unless employment, ownership or control is disclosed on the list. Should invasive surgery for an employee be prescribed by a physician or other health care provider so designated by the employer, the employee shall be permitted to receive an additional opinion from any health care provider of the employee's own choice. If the additional opinion differs from the opinion provided by the physician or health care provider so designated by the employer, the employee shall determine which course of treatment to follow: provided, that the second opinion provides a specific and detailed course of treatment. If the employee chooses to follow the procedures designated in the second opinion, such procedures shall be performed by one of the physicians or other health care providers so designated by the employer for a period of ninety (90) days from the date of the visit to the physician or other health care provider of the employee's own choice. Should the employee not comply with the foregoing, the employer will be relieved from liability for the payment for the services rendered during such applicable period. It shall be the duty of the employer to provide a clearly written notification of the employee's rights and duties under this section to the employee. The employer shall further ensure that the employee has been informed and that he understands these rights and duties. This duty shall be evidenced only by the employee's written acknowledgment of having been informed and having understood his rights and duties. Any failure of the employer to provide and evidence such notification shall relieve the employee from any notification duty owed, notwithstanding any provision of this act to the contrary, and the employer shall remain liable for all rendered treatment. Subsequent treatment may be provided by any health care provider of the employee's own choice. Any employee who, next following termination of the applicable period, is provided treatment from a nondesignated health care provider shall notify the employer within five (5) days of the first visit to said health care provider. Failure to so notify the employer will relieve the employer from liability for the payment for the services rendered prior to appropriate notice if such services are determined pursuant to paragraph (6) to have been unreasonable or unnecessary.

## In case of injury or illness on the job, the following participating providers are available in your area.

MedCall Telemedicine Advisory Group and the Chief Medical Officer is Dr. John Peter McBryde.  
Virtual MD +1-866-687-0710

This physician is a virtual physician licensed in your state. This selection will provide you with a prompt and real-time interactive evaluation by telephone or videoconference. A virtual physician is able to assess and diagnose, as well as provide referrals and prescribe medications when appropriate.

† **Heritage Valley Signature  
Businesscare**

*Occupational Medicine*  
79 Wagner Rd, Ste 100  
Monaca, PA 15061  
724-773-6464

† **MedExpress Urgent Care - Center  
Township**

(Multiple Locations)  
*Urgent Care Clinic*  
3944 Brodhead Rd Ste 7B  
Monaca, PA 15061  
724-773-0777

**Thomas, Derek J., MD**  
Greater Pittsburgh Orthop  
*Surgery: General*  
725 Cherrington Pkwy  
Moon Township, PA 15108  
412-262-7800

**Kaye, Andrew S., MD**  
Heritage Valley Medical Group, Inc.-  
Orthopedics  
Association of Specialty Physicians  
*Surgery: Orthopedic*  
1030 Beaner Hollow Rd  
Beaver, PA 15009  
724-775-4242

**Kann, Jeffrey N.**  
Tri-State Orthopedics  
*Surgery: Orthopedic*  
5900 Corporate Dr  
Pittsburgh, PA 15237  
412-369-4000

**Roll, Julius, MD**  
Assoc Eye Phyns & Surgeons PC  
*Ophthalmology*  
102 Broadway St Ste 406  
Carnegie, PA 15106  
412-279-8228

✓ **Boyle, Eric J.**  
HVMG Surgical Associates  
*Surgery: General*  
93 Boundry Ln  
Beaver, PA 15009  
724-773-6400

✓ **Snell, Edward D.**  
Human Motion Center  
ALLEGHENY ORTHOPEDIC  
*Surgery: Orthopedic*  
20215 Route 19  
Cranberry Township, PA 16066  
724-772-1960, 877-660-6777, 412-359-  
3895

**Radiology**  
One Call Medical/Raytel  
(800) 872-2875

**Outpatient Physical Therapy**  
Align Networks  
(866) 389-0211

Name: Geneva College

Address: 3200 College Avenue  
Beaver Falls, PA 15010

Generated: 08/18/2022

Notify your immediate supervisor of your injury. If you feel that you need medical attention, you may choose one of the providers listed here. Please call the provider to confirm address information and to schedule an appointment for faster service. Many clinics are open extended hours for your convenience. For urgent care needs after clinics hours, you may proceed directly to the nearest hospital. Patients will be seen on a medical priority basis. In emergency situations you may immediately seek treatment from the nearest qualified facility or provider.

IF YOU NEED AN ALTERNATE TO THE PROVIDERS LISTED HERE, CALL 1-800-366-1511.

Your Employer and its Insurance Carrier utilizes Berkley contracted providers. The above list is not a complete list of healthcare providers with Berkley. If your situation is a medical emergency requiring immediate attention, dial 911 or proceed to the nearest hospital which provides emergency services. Use of network does not confirm or verify compensability under the Workers' Compensation Act, which is determined solely by the claims administrator.







## SUBSTANCE ABUSE POLICY

Geneva College is committed to providing a safe work environment and to fostering the well being and health of its employees. The College's long-standing policy has been to prohibit the use of illegal drugs, alcoholic beverages, and abuse of ethical substances on College property. That commitment is jeopardized when any College employee uses drugs or alcoholic beverages on the job, comes to work under the influence, or possesses, distributes, or sells illegal drugs in the workplace. Therefore, the College has established the following policy:

- It is a violation of College policy for any employee to possess, sell, trade, or offer for sale illegal drugs or alcoholic beverages on the job, or otherwise engage in the use of such substances during work hours.
- It is a violation of College policy for anyone to report to work under the influence of illegal drugs or alcoholic beverages.
- It shall be a condition of employment for employees to submit to drug testing under the following circumstances:
  - When drug screening is part of a pre-employment physical exam.
  - When there is reasonable suspicion that an employee is not fit-for-duty or is engaging in inappropriate behavior.
  - When an employee is involved in a workplace near-accident or an on-the-job accident that resulted from the employee's human error or carelessness, or when the medical attention is required for bodily injury.
- Employees must notify the College, in writing, of any conviction of a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction.
- It is a violation of College policy for anyone to use ethical drugs improperly (However, nothing in this policy precludes the appropriate use of ethical medications).
- Any employee who uses legally prescribed medications that may cause side effects must report that usage to their supervisor prior to the start of work. A determination will be made as to whether the employee can perform the essential functions of the job in a safe and appropriate manner.
- Any employee who uses an over-the-counter medication and experiences side effects while on the job, must report those side-effects to their supervisor immediately. A determination will be made as to whether the employee can continue to perform the essential functions of the job in a safe and appropriate manner.
- Violations of any part of this policy are subject to redemptive discipline up to and including termination.

**As a condition of employment, I have read this policy and agree to abide by its terms.**

---

*Name (Please Print)*

---

*Signature*

---

*Date*





## CONFIDENTIALITY AGREEMENT

In the carrying out of my duties as an employee of Geneva College, both the College and I recognize that I will periodically be exposed to sensitive information. It is also recognized that the management of data, including personal information, grades, budgets, programs, and policies is necessary to the operation of my department and of the College as a whole. I agree that all such information must be kept private and confidential for the protection of the College, protection of the persons or topics being addressed, and not least of all, because Federal and/or State law protects such information.

I hereby reaffirm my personal integrity and commit myself to acting responsibly in my relations to the College. I covenant and promise that I will share with no one outside my department any personal, private, or otherwise privileged information that I learn in the course of my work, except what is needed in the actual discharge of my duties. If there is doubt in my mind whether a certain matter is to be protected, I will discuss its character with my supervisor before making a disclosure. Failure to comply with this agreement may result in immediate employment termination or disciplinary action.

This responsibility to maintain confidentially extends beyond my term of employment.

**As a condition of employment, I have read this policy and agree to abide by its terms.**

---

*Name (Please Print)*

---

*Signature*

---

*Date*



## **DIRECT DEPOSIT FORM**

**You can conveniently have your paycheck directly deposited into your bank account.  
Complete the following form if you wish to have direct deposit.**

**You MUST attach a voided check or have a direct deposit authorization letter from your  
bank attached.**

**If you aren't able to provide either of these, but still want to sign up for direct deposit,  
please stop in the Office of Human Resources.**

**We highly encourage you to sign up for direct deposit. However, if you choose not to enroll  
in direct deposit, please leave the following form blank. By not enrolling in direct deposit,  
you will receive a paper check in your Geneva mailbox. If you do not have a Geneva  
mailbox, you will be contacted when your check is available for pick up in the Human  
Resources office.**



# **DIRECT DEPOSIT FORM**

**A COPY OF A VOIDED CHECK OR A BANK AUTHORIZATION LETTER MUST BE ATTACHED  
FOR DIRECT DEPOSIT ENROLLMENT.**

**IF YOU AREN'T ABLE TO PROVIDE EITHER OF THESE, BUT STILL WANT TO SIGN UP FOR  
DIRECT DEPOSIT, PLEASE STOP IN THE OFFICE OF HUMAN RESOURCES.**

**GENEVA ID #** \_\_\_\_\_

**FULL NAME** \_\_\_\_\_

**Account #** \_\_\_\_\_

**Routing #** \_\_\_\_\_

**Name(s) on the Account** \_\_\_\_\_  
\_\_\_\_\_

**TYPE OF ACCOUNT (Check one):**

☐ **Checking Account**

☐ **Savings Account**

**Bank Name** \_\_\_\_\_

**Bank Phone** \_\_\_\_\_

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

---

**HUMAN RESOURCES ONLY**

**Date in System** \_\_\_\_\_  
**HR Initials** \_\_\_\_\_





## **TAX EXEMPTION CERTIFICATE**

Complete the following form if you're claiming the Local Services Tax exemption. If you expect to earn “less” than \$12,000 within Beaver Falls this year, you should complete the following form so the Local Services Tax is not deducted from your pay.

- 1. Complete the top portion, using your legal permanent home address (NOT your Geneva address), city/state/zip code, social security number, and phone number.**
- 2. Check the exemption that applies to you (and instructions for selecting that exemption, if applicable).**
- 3. Sign and date the bottom of the back of the page.**



# LOCAL SERVICES TAX – EXEMPTION CERTIFICATE

## 2024 Tax Year

### APPLICATION FOR EXEMPTION FROM LOCAL SERVICES TAX

- A copy of this application for exemption from the Local Services Tax (LST), and all necessary supporting documents, must be completed and presented to your employer AND to the political subdivision levying the Local Services Tax where you are principally employed.
- This application for exemption from the Local Services Tax must be signed and dated.
- **No exemption will be approved until proper documentation has been received.**

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City/State: \_\_\_\_\_

Soc Sec #: \_\_\_\_\_  
Phone #: \_\_\_\_\_  
Zip: \_\_\_\_\_

### REASON FOR EXEMPTION

1. \_\_\_\_\_ MULTIPLE EMPLOYERS: Attach a copy of a current pay statement from your principal employer that shows the name of the employer, the length of the payroll period and the amount of Local Services Tax withheld. List all employers on the reverse side of this form. **You must notify your other employers of a change in principal place of employment within two weeks of the change.**
2. \_\_\_\_\_ EXPECTED TOTAL EARNED INCOME AND NET PROFITS FROM ALL SOURCES WITHIN \_\_\_\_\_ Beaver Falls, PA \_\_\_\_\_ (municipality or school district) WILL BE LESS THAN \$ 12,000 : Attach copies of your last pay statements or your W-2 for the year prior.  
  
If you are self-employed, please attach a copy of your PA Schedule C, F, or RK-1 for the prior year.
3. \_\_\_\_\_ ACTIVE DUTY MILITARY EXEMPTION: Please attach a copy of your orders directing you to active duty status. Annual training is not eligible for exemption. You are required to advise the tax office when you are discharged from active duty status.
4. \_\_\_\_\_ MILITARY DISABILITY EXEMPTION: Please attach copy of your discharge orders and a statement from the United States Veterans Administrator documenting your disability. Only 100% permanent disabilities are recognized for this exemption.

**EMPLOYER: Once you receive this Exemption Certificate, you shall not withhold the Local Services Tax for the portion of the calendar year for which this certificate applies, unless you are otherwise notified or instructed by the tax collector to withhold the tax.**

Tax Office: Berkheimer Tax Administrator  
Address: P.O. Box 25156  
City/State: Lehigh Valley, PA

Phone #: 610-588-0965  
Zip: 18002

### IMPORTANT NOTE TO EMPLOYERS

1. The municipality is required by law to exempt from the LST employees whose earned income from all sources (employers and self-employment) in their municipality is less than \$12,000 when the levied rate exceeds \$10.00.
2. The school district for the municipality in which your worksite(s) is located may or may not levy an LST. If it does, the income exemption provided may differ from the municipality and can be anywhere from \$0 to \$11,999.
3. Contact the tax office where your business worksites are located to obtain this information.

**Employment Information: List all places of employment for the applicable tax year. Please list your PRIMARY EMPLOYER under #1 below and your secondary employers under the other columns. If self employed, write SELF under Employer Name column.**

**1. PRIMARY EMPLOYER 2.**

**3.**

<b>Employer Name</b>			
<b>Address</b>			
<b>Address 2</b>			
<b>City, State Zip</b>			
<b>Municipality</b>			
<b>Phone</b>			
<b>Start Date</b>			
<b>End Date</b>			
<b>Status (FT or PT)</b>			
<b>Gross Earnings</b>			

**4.**

**5.**

**6.**

<b>Employer Name</b>			
<b>Address</b>			
<b>Address 2</b>			
<b>City, State Zip</b>			
<b>Municipality</b>			
<b>Phone</b>			
<b>Start Date</b>			
<b>End Date</b>			
<b>Status (FT or PT)</b>			
<b>Gross Earnings</b>			

**PLEASE NOTE:**

**All information received by the Tax Collector is considered to be CONFIDENTIAL and is only used for official purposes relating to the collection, administration and enforcement of the LOCAL SERVICES TAX.**

**I DECLARE UNDER PENALTY OF LAW THAT THE INFORMATION STATED ON AND ATTACHED TO THIS FORM IS TRUE AND CORRECT:**

**SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**HOW TO FILL OUT YOUR RESIDENCY**  
**CERTIFICATION FORM**  
**(Local Earned Income Tax Withholding)**

1. Print your name – last name, first name and middle initial.
2. **Print your legal permanent home address, NOT your Geneva Address** – street address, city, state, zip code, and phone number
3. Print the city, borough, or township where you live
4. Print the county in which you live.
5. PSD Code and Resident EIT Rate
  - Find code/rate at <https://munstats.pa.gov/Public/FindLocalTax.aspx>
    - o Input your home address in the home address section and Geneva's address in the work section
  - **If your home residence is outside of PA, the code is 880000 and the rate is 0%**
  - **PLEASE COME TO THE PAYROLL OFFICE ON THE FIRST FLOOR OF OLD MAIN IF YOU NEED HELP DETERMINING YOUR CODE/RATE**
6. Employer information is completed for you if you are working on campus
7. Sign, date, and list contact information in the certification box at the bottom of the form







# RESIDENCY CERTIFICATION FORM

## Local Earned Income Tax Withholding

### TO EMPLOYERS/TAXPAYERS:

This form is to be used by employers and/or taxpayers to report essential information for the collection and distribution of Local Earned Income Taxes. This form must be utilized by employers when a new employee is hired or when a current employee notifies employer of a name and/or address change.

EMPLOYEE INFORMATION - RESIDENCE LOCATION			
NAME (Last Name, First Name, Middle Initial)		SOCIAL SECURITY NUMBER <div style="border: 1px solid black; width: 100px; height: 20px; margin: 0 auto;"></div>	
STREET ADDRESS (No PO Box, RD or RR)			
SECOND LINE OF ADDRESS			
CITY	STATE	ZIP CODE	DAYTIME PHONE NUMBER
MUNICIPALITY (City, Borough or Township)			
COUNTY	RESIDENT PSD CODE <div style="border: 1px solid black; width: 100px; height: 20px; margin: 0 auto;"></div>		TOTAL RESIDENT EIT RATE

EMPLOYER INFORMATION - EMPLOYMENT LOCATION			
EMPLOYER BUSINESS NAME (Use Federal ID Name)		EMPLOYER FEIN <div style="border: 1px solid black; width: 100px; height: 20px; margin: 0 auto;"></div>	
STREET ADDRESS WHERE ABOVE EMPLOYEE REPORTS TO WORK (No PO Box, RD or RR)			
SECOND LINE OF ADDRESS			
CITY	STATE	ZIP CODE	PHONE NUMBER
MUNICIPALITY (City, Borough or Township)			
COUNTY	WORK LOCATION PSD CODE <div style="border: 1px solid black; width: 100px; height: 20px; margin: 0 auto;"></div>		WORK LOCATION NON-RESIDENT EIT RATE

CERTIFICATION	
Under penalties of perjury, I (we) declare that I (we) have examined this information, including all accompanying schedules and statements and to the best of my (our) belief, they are true, correct and complete.	
SIGNATURE OF EMPLOYEE	DATE (MM/DD/YYYY)
PHONE NUMBER	EMAIL ADDRESS

For information on obtaining the appropriate MUNICIPALITY (City, Borough, Township), PSD CODES and EIT (Earned Income Tax) RATES, please refer to the Pennsylvania Department of Community & Economic Development website:

[www.newPA.com](http://www.newPA.com)



# PAYCHEX

The system we use for Payroll and employee management is Paychex. You'll use Paychex to clock in and out, and to access your paystubs and yearly W2 tax form.

## Create a Paychex Account:

- Create an account using a computer, NOT your cellphone. **You cannot create an account until you've returned all of your paperwork. Please wait four to five days after turning in your paperwork, before creating an account.**
- Go to <https://www.paychex.com/login>
- Click on Paychex Flex Login in the middle of the screen
- Click sign-up
- Enter your personal information and click continue
- Follow the rest of the onscreen instructions to create a Paychex account. You can use your personal email address or your Geneva email address, to create an account

## Clocking in and out:

- The easiest way to clock in and out is by downloading the **Paychex Flex** app in the app store
- If you don't have a smartphone, you can clock in and out by logging into Paychex from your computer



**CONGRATULATIONS!**  
**YOU HAVE COMPLETED THE FORMS REQUIRED**  
**FOR EMPLOYMENT.**

**Be sure your packet is complete, and you've signed the appropriate forms.**

**This entire packet will need to be returned to your supervisor in the department you are applying to work in.**

**You can return the packet to Human Resources as long as your supervisor filled out the bottom of your application form AND you presented original identification document(s) for I-9 verification to your supervisor.**