



Please read the following guidelines carefully.

It is important to correctly identify and calculate the income of applicants, and then obtain the required documents that prove the stated income. We may return contract packages that do not follow these requirements. Documentation older than 60 days from the contract date will not be accepted.

Income Type

1. W-2

» Paystub

- Computer generated paystubs must be provided. Base pay will be used to calculate income if the applicant is employed for less than 90 days, if the paystub is within 1/1 through 3/31, or no YTD is present on the paystub.
- Must be dated within 60 days of contract date.
- Federal and/or state taxes must be withheld.

» W-2

A W-2 can only be used from 1/1 through 3/31. After 3/31, the applicant must provide the most recent paystub with YTD.

» Talx

Santander uses Talx (work number) to calculate income when data is available.

» Commissions

- Will be included in YTD if employed for more than 90 days.
- If employed less than 90 days, we will not use the commission pay.
- From 1/1 to 3/31 commission needs to be on W-2 or we will exclude commission no matter how long employed.

» Letters of Employment

LOE can be used for POI if it is typed on a company letterhead and includes employer contact name, phone number, hire date and hourly pay. A typed letter with a copy of the company business card also is acceptable. Handwritten letters of employment are not acceptable. Letters of employment are only acceptable if the applicant is employed for less than 30 days. If applicant is self-employed or a 1099 employee, see the requirements below.

2. Self-employed or 1099 (contract worker)

In order to use 1099 income, a customer must have been a 1099 employee for at least six months.

» Method 1: Require previous year professionally prepared tax return, then calculate using the tax return.

- If the tax return submitted is not professionally prepared, you must calculate using method 2 below.
- If both the professionally prepared, one-year tax return and three months of bank statements are supplied, then you may use either one to calculate.

» Method 2: Three months (current) complete personal bank statements.

» Income will be determined using the following steps:

- 1] Calculate the total deposits for each month.
- 2] Deduct any credits and transfers.
- 3] Divide by the number of months of bank statements received.
- 4] Divide by the number of people on the account.

3. Fixed income

» Tribal income

Must provide one of the following: letter of tribal income (must be typed on letterhead and have a contact name and phone number), paystub (if available, calculate using YTD), or three most recent months' bank statements.

» Child support/alimony

State agency or court order documentation accompanied by the most recent three months of personal bank statements (all pages) showing regular monthly payments, or the most recent three months of canceled checks (front and back). All payments must tie back to applicant by name, SSN, and/or case number.

» SSI, disability, adoption, foster care, retirement

Valid award letter accompanied by the most recent three months of personal bank statements (all pages) showing regular monthly payments, or the most recent three months of canceled checks (front and back). All payments must tie back to applicant by name and social security number.

4. Part-time and/or second income

» Paystub, W-2, 1099 or self-employed

To accept the part-time or second income, the applicant must have proof of continuous employment for a minimum of six months.

5. Temporary income

» Paystub, W-2

Applicant must have a minimum of six months of employment through the same agency.

6. Union workers

» Paystub

Must have all the final paystubs for every job the applicant worked during the year.

» W-2

From 1/1 through 3/31 we will accept W-2s. Applicant must provide W-2s for all jobs worked throughout the year. If the applicant was a 1099 employee for any or all jobs, the 1099 requirements must be followed.

Income Type *(continued)*

7. Military income

» Leave and Earnings Statement

The most recent LES must be used. We will include the base pay along with BAH (Basic Allowance for Housing) and BAS (Basic Allowance for Sustenance).

» W-2

· From 1/1 through 3/31 we will accept W-2s for military applicants.

8. Teacher income

» Paystub

To calculate income correctly, you must determine if the applicant is paid for nine months of the year or 12 months.

» W-2

· From 1/1 through 3/31 we will accept W-2s from teachers.

· Sub-teacher income requires W-2 or paystub after 3/31.

» Contract agreement

During the summer when the applicant is not working we will accept the last paystub the applicant received or the contract for the next school year.

9. Bonuses

» When can you use bonuses?

To allow bonuses you must verify how often the applicant has the potential to receive a bonus. If you cannot verify, bonuses must be excluded from YTD gross income.

10. Rental income

· We will accept a copy of the rental agreement along with a minimum of three most recent months' bank statements showing corresponding deposits.

Income Calculations

1. Base pay

» Using hourly pay

· Hourly rate X hours worked* X 4.33

(Example: $\$10 \times 40 \times 4.33 = \$1,732/\text{month}$)

» Using weekly pay

· Weekly pay X 4.33

(Example: $\$400 \times 4.33 = \$1,732/\text{month}$)

» Using bi-weekly pay (every two weeks)

· Bi-weekly pay rate X 2.16

(Example: $\$800 \times 2.166 = \$1,732.80/\text{month}$)

» Using semi-monthly pay (twice a month)

· Semi-monthly pay X 2

(Example: $\$866 \times 2 = \$1,732/\text{month}$)

· Note: Overtime is NOT allowed.

*Hours worked is defined as the number of regular hours listed on the paystub (OT is not included when calculating base pay).

2. Year to Date (YTD)

Divide the YTD gross by the number of months

» Scenario

· Gross YTD is \$25,000

· Pay Period End (PPE) is 11/15/ (current year)

· Hire date 7/2/2000

· If PPE date is 11/15 the applicant worked 10 full months and 15 days of the current month ($15 \div 30 = .5$), give a total time worked of 10.5 months.

(Example: $\$25,000 \div 10.5 = \$2,380.95$)

3. Bonuses

If the bonus received is annual, divide the bonus by 12 and add to the monthly amount. If the bonus received is quarterly, divide the bonus by three (contingent on quarters passed) and add to the monthly amount.

4. Fixed income

· We will no longer gross up fixed income.

· Take the total monthly income from fixed income source, this will be the monthly income.

5. Personal bank statements

· Add up the total deposits minus credits and transfers to get the total deposits for the bank statements.

(Example: Month 1 total deposits of \$4,500 + Month 2 total deposits of \$4,200 + Month 3 total deposits of \$4,400 $\div 3 = \$4,366.67$)



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