

**New Hire Forms** 



## **Employee Profile** & Information

SECTION 1 - TO BE COMPLETED	BY THE EMPLOYEE. Incom	plete forms will not be processed.			
oday's Date Social Security No.:					
Last Name:	First Name:	Middle:			
Home Street Address:		_Apt No			
City:	State:Zip Code:				
County:	County:Date of Birth:				
Telephone No.:	eMail:				
Driver's License No.:	State:	Expiration Date:			
Emergency Contact Name:	Re	elationship:			
Home Phone No.:	Alt	ernate Phone:			
The following information is voluntary and v	will be used for the sole purpose of	EEOC filing.			
Ohio, PA & Kentucky Residents, please pr	More Races Native Hawaiian American or Alaskan Native	or other Pacific Islander Asian			
School District:	Do you have local tax	Kes:			
Please Indicate any information:	•				
i.e.: Tax No:		ougii, etc.			
SECTION 2 - TO BE COMPLETED	BY THE CLIENT				
Client Name:		Original Date of Hire:			
Employee Department:	Locati				
Employee Title:	COMP CODE:	Exempt Non Exempt			
Employee/Clock #	Hourly Salary	☐ Full Time ☐ Part Time			
Rate of Pay Commission	Piece Rate On-Call S	Seasonal			
Std. Hours: Health Benefit Cl	ass:	Owner/Officer Shareholder			
If Rehired, date of rehire:					
CLIENT SIGNATURE:		DATE:			



## **Employee Acknowledgment**

I hereby acknowledge my current employer (Client Company) has entered into an employee leasing contract with Fortune Business Solutions. Through this contract Fortune Business Solutions will provide Client Company with certain professional employer services, including access to employee benefits. Under this arrangement Client Company and Fortune Business Solutions will become co-employers. Under this co-employer relationship, I will be a leased employee of Fortune Business Solutions assigned solely and exclusively to Client Company. I will remain an employee of the Client Company and Client Company will continue to have control over my day-to-day job duties and the worksite(s). Client Company will also continue to provide all on-site supervision, including but not limited to, determining my job assignments and training requirements, evaluating my performance, and establishing pay rates. Client Company may have the right to accept or cancel the assignment. Fortune Business Solutions will not have an on-site supervisor or representative at my work-site.

As a co-employee, I agree that my relationship with Fortune Business Solutions is that of an employee-at-will. My job status does not guarantee employment for any specific length of time. My co-employment with Fortune Business Solutions is entered into voluntarily and both I and Fortune Business Solutions are free to end the employment relationship at any time, for any reason, with or without cause or advance notice. I further understand that the reference to employment-at-will does not change my employment status with the Client Company as it existed before the agreement with Fortune Business Solution. The Client Company and/or my immediate supervisor will determine job duties, rate of pay, hours worked, continued employment opportunities, and other terms and conditions of my employment. I agree that while I am a leased employee of Fortune Business Solutions, if Fortune Business Solutions does not receive payment from the Client for services which I perform as a leased employee, Fortune Business Solutions will pay me the wages legally required in accordance with the state laws in which I am employed for any such period, and I agree to this method of compensation.

I understand and agree that Fortune Business Solutions has no obligation to pay me any other compensation or benefit unless Fortune Business Solutions has specifically, in a written agreement with, adopted the Client's obligation to pay me such compensation or benefit. I understand that the Client Company to which I am co employed, at all times remains obligated to pay me my regular hourly rate of pay and overtime wages if applicable, if I am a "non-exempt" employee, and to pay me my full salary (and/or commissions earned if I meet the "outside sales" exemption) if I am an "exempt" employee even if Fortune Business Solutions is not paid by the Client Company to which I am employed. I understand and agree that Fortune Business Solutions does not assume responsibility for payment of bonuses, commissions, severance pay, deferred compensation, profit sharing, vacation, sick, or other paid time off pay, or for any other payment, where payment for such items has not been received by Fortune Business Solutions from the Client to which I am assigned.

I also understand and agree that if at any time during my employment I have any questions that the administrative services being provided to me as a leased employee (e.g., the accuracy of my payroll check, the scope or availability of benefits, including FMLA, or workers' compensation matters) I will contact the Human Resources Department of Fortune Business Solution at 1-877-324-7297. Additionally, if I feel I've been subjected to any type of discrimination or harassment, including discrimination and or harassment or hostile work environment because of race, color, sex, religion, national origin, disability, handicap, age, marital status, or any other status protected by applicable Federal, State, local or related laws/regulations, or if I am subjected to retaliation because I have in good faith reported such discrimination or harassment, I have an affirmative responsibility to report this action and I will immediately contact Fortune Business Solutions at 1-877-324-7297.

The Co-Employment Relationship - Fortune Business Solutions is hired to provide human resource management services for clients and employees through a co-employment relationship. The following conditions exist between Fortune Business Solutions, the Client, and the employee:

- 1. The employee is an administrative employee of Fortune Business Solutions but is under the direct supervision and control of the Client.
- 2. The employment is of mutual consent and is considered a relationship at will and does not constitute a contract of employment.
- 3. New employees understand that from his/her hire date with Client he/she will be on probation for 90 days of employment. (The probation period may be waived for an employee who has been working at the Client worksite for more than 90 days.)
- 4. Employee agrees to comply with any drug testing policy which Fortune Business Solutions may adopt and specifically agrees to any post-accident drug testing in any situation where allowed by law.
- 5. Employee understands that, as a condition of hire or continued employment, he/she may be required to undergo a background investigation, including but not limited to, criminal, credit, or motor vehicle history, upon proper written authorization in compliance with the Fair Credit Reporting Act.
- If I am a Texas employee, I am hereby advised that any unresolved complaints regarding Fortune Business Solutions in Texas may be addressed to the Texas Department of Licensing & Regulation, (512)463-6599, P.O. Box 12157, Austin, TX 78711.

If I am injured on the job, even if the injury is minor or I don't want treatment, I must immediately report it to my supervisor and take a post-accident drug/alcohol test at a facility approved by Fortune Business Solutions unless prohibited by applicable law or inconsistent with a CBA that covers me. I will be working at a drug-free workplace and may be subject to applicable testing such as random or reasonable suspicion testing if permitted by applicable State and local regulations. Refusal to take a required test may result in termination subject to applicable law sand CBAs. Being under the influence or in possession of alcohol or illegal controlled substances, being in an unsafe condition, or violating safety standards on the job may result in termination of employment.

Fortune Business Solutions is not responsible for any obligation Client Company has made to me such as promises or contracts regarding length or terms of my employment, my pay or other consideration, or benefits. If Company has not provided funds or complied with its agreement with Fortune Business Solutions, in no event will Fortune Business Solutions be required to pay me more than the minimum wage required by law while the agreement with Company was in effect. Any obligations of Fortune Business Solutions cease when its agreement with Company terminates. If I am eligible for any benefits it is my responsibility (and the responsibility of any family members/dependents who wish to participate) to timely submit all required forms and information. Workers' Compensation Medical Authorization Release

I authorize any physician, medical practitioner, hospital, clinic or other health facility, or employer, to release any and all medical and non-medical information in its

possession about me to Fortune Business Solutions' Workers' Compensation carrier or its legal representatives for purposes of a workers' compensation claim. (Medical information means all information in the possession of or derived from providers of health care regarding the medical history, mental or physical condition, or treatment of me.) I shall comply with the provisions for Florida Statute 440 or the governing state statute concerning claims for workers' compensation benefits. If I provide false, misleading or incomplete information to obtain workers' compensation benefits, I may be denied such benefits. I may request and receive a copy of the authorization. A photocopy of this authorization shall be valid as the original.

I agree to promptly and without delay report all accident, injuries, potential safety hazards, safety suggestions and health related issues to my manager. I certify that I have read, understand, and agree to the conditions and requirements contained in this document, including my authorizations for drug testing and for release of my medical and non-medical information.

Employee Signature	Printed Name:	Date

## Form W-4 (2016)

**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 2016 expires February 15, 2017. 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

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• 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 2016. 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/w-

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				heet (Keep for your records.)		
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	<b>j</b>	You are single and ha	•			_
В			e only one job, and your sp			В
		-		wages (or the total of both) are \$1,5		
С	_			ou are married and have either a		
			_	ax withheld.)		_
D		·		you will claim on your tax return.		_
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) E				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 <b>F</b>					F
	•		·	d and Dependent Care Expenses,		
G		`	,	72, Child Tax Credit, for more info		
	•		•	d), enter "2" for each eligible child;	then less "1" if	you
			"2" if you have five or mo			
	•		•	nd \$119,000 if married), enter "1" for	_	
Н	Add lines A through		•	from the number of exemptions you o		
	For accuracy,	<ul> <li>If you plan to itemize and Adjustments W</li> </ul>		income and want to reduce your wi	thholding, see the	e <b>Deductions</b>
	complete all	-		or are <b>married and you and your s</b>	ouse both work	and the combined
	worksheets	•		if married), see the <b>Two-Earners/N</b>		
	that apply.	to avoid having too li			11 P 5 .45.	M. A.b.ala
		• if <b>neitner</b> of the above	e situations applies, stop n	nere and enter the number from line	H off lifte 5 of Fo	mil vv-4 below.
		Separate here and	give Form W-4 to your en	nployer. Keep the top part for you	r records	
		Fmnlove	e's Withholding	g Allowance Certifica	nte	OMB No. 1545-0074
Form	W-4		_			
•	rtment of the Treasury	_		er of allowances or exemption from wo be required to send a copy of this form		2016
interna	al Revenue Service Your first name and		Last name	to required to solid a copy of this form		security number
						•
<del> </del>	Home address (nur	mber and street or rural rout	re)	3 Single Married Ma	rried but withhold :	at higher Single rate
			3 Single Married Married, but withhold at higher Single rate.  Note: If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.			
	City or town, state,	and ZIP code		4 If your last name differs from that		
	•			check here. You must call 1-800		
5	Total number of	allowances you are cl	aiming (from line <b>H</b> above	or from the applicable worksheet		5
	6 Additional amount, if any, you want withheld from each paycheck					6 \$
7	I claim exemption from withholding for 2016, and I certify that I meet <b>both</b> of the following conditions for exemption.				on.	
•	<ul> <li>Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and</li> <li>This year I expect a refund of all federal income tax withheld because I expect to have no tax liability.</li> </ul>					
	If you meet both conditions, write "Exempt" here					
Und				l, to the best of my knowledge and I	pelief, it is true, co	orrect, and complete.
Fmr	oloyee's signature					
-	s form is not valid unl	less you sign it.) ▶			Date <b>►</b>	

Employer identification number (EIN)

Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)

9 Office code (optional)

Note: Use this worksheet only if you plan to itemize deductions or claim certain reditior and justments to income.
Tester an estimate of your 2016 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expresses in excess of 10% (7.5% if early you or your yous was born before valuriary 2, 1952 of your income, and miscellaneous deductions. For 2016, you may have to reduce your temized deductions if your income is over \$311,300 and you are married filling jointly or are a qualifying widowley? 265,300 if you are hard of household 29 and you are married filling soliny or are a qualifying widowley? 265,300 if you are married filling soliny or are a qualifying widowley? 265,300 if single or married filling soliny or qualifying widowley? 38,300 if head of household \$8,0,00 if single or married filling soliny or qualifying widowley? 38,300 if single or married filling soliny or average and an extension of the 2 from line 1. If zero or less, enter "-0-" 3 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$
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Section   Sect
2 Enter: \$9,300 if head of household \$6,300 if single or married filing separately 3  3 Subtract line 2 from line 1. If zero or less, enter "0-" 3  4 Enter an estimate of your 2016 adjustments to income and any additional standard deduction (see Pub. 505) 4  5 Add lines 3 and 4 and enter the total. (Include any amount for credits from the Converting Credits to Withholding Allowances for 2016 Form W-4 worksheet in Pub. 505.) 5  5 Enter an estimate of your 2016 nonwage income (such as dividends or interest) 6  6 Enter an estimate of your 2016 nonwage income (such as dividends or interest) 7  7 Subtract line 6 from line 5. If zero or less, enter "-0-" 7  8 Divide the amount on line 7 by \$4,005 and enter the result here. Drop any fraction 8  9 Enter the number from the Personal Allowances Worksheet, line H, page 1 9  10 Add lines 8 and 9 and enter the total here. If you plan to use the Two-Earners/Multiple Jobs Worksheet, also enter this total on line 1 below. Otherwise, stop here and enter this total on Form W-4, line 5, page 1 10  Two-Earners/Multiple Jobs Worksheet (See Two earners or multiple jobs on page 1.)  Two-Earners/Multiple Jobs Worksheet (See Two earners or multiple jobs on page 1.)  Two-Earners/Multiple Jobs Worksheet (See Two earners or multiple jobs on page 1.)  Two-Earners/Multiple Jobs Worksheet (See Two earners or multiple jobs on page 1.)  1 Enter the number from line 1, page 1 (or from line 10 above if you used the Deductions and Adjustments Worksheet) 1  2 Find the number in Table 1 below that applies to the LOWEST paying job and enter it here. However, if you are married filling jointly and wages from the highest paying job are \$65,000 or less, do not enter more than "3" - vo" and on Form W-4, line 5, page 1. Do not use the rest of this worksheet .
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Find the amount in Table 2 below that applies to the HIGHEST paying job and enter it here
Find the amount in Table 2 below that applies to the HIGHEST paying job and enter it here
Multiply line 7 by line 6 and enter the result here. This is the additional annual withholding needed . 8   Divide line 8 by the number of pay periods remaining in 2016. 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 2016. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck 9   Table 1  Table 2  Married Filing Jointly  All Others  Married Filing Jointly  All Others  Married Filing Jointly  If wages from LOWEST paying job are—  If wages from LOWEST paying job are—  \$0 - \$6,000  \$0 - \$9,000  \$0 - \$75,000  \$0 - \$75,000  \$0 - \$38,0
Divide line 8 by the number of pay periods remaining in 2016. 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 2016. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck  Table 1  Table 2  Married Filing Jointly  All Others  Married Filing Jointly  All Others  Married Filing Jointly  If wages from LOWEST paying job are—  In a good on the paying job are—  \$0 - \$6,000
weeks and you complete this form on a date in January when there are 25 pay periods remaining in 2016. Enter the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck         9         \$           Table 1         Table 2           Married Filing Jointly         All Others         Married Filing Jointly         All Others           If wages from LOWEST paying job are—         Enter on line 2 above paying job are—         If wages from HIGHEST paying job are—         Enter on line 7 above paying job are—         If wages from HIGHEST paying job are—         Enter on line 7 above         Solon = 38,000         \$6,000         \$0 - \$9,000         0         \$0 - \$9,000         0         \$0 - \$38,000         \$1,010         38,001 - 85,000         \$1,010         \$1,001 - 185,000         \$1,010         \$1,001 - 185,000         \$1,130
the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck 9 \$  Table 1 Table 2  Married Filing Jointly All Others Married Filing Jointly All Others  If wages from LOWEST paying job are—  If wages from LOWEST paying job are—  If wages from HIGHEST paying job are—  \$0 - \$6,000 0 \$0 - \$9,000 0 \$0 - \$75,000 \$610 \$0 - \$38,000 \$600 \$6,001 - 14,000 1 9,001 - 17,000 1 75,001 - 135,000 1,010 38,001 - 85,000 1,010 14,001 - 25,000 2 17,001 - 26,000 2 135,001 - 205,000 1,130 85,001 - 185,000 1,130
Table 1         Table 2           Married Filing Jointly         All Others         Married Filing Jointly         All Others           If wages from LOWEST paying job are —         Enter on line 2 above         If wages from HIGHEST paying job are —         Enter on line 7 above         If wages from HIGHEST paying job are —         Enter on line 7 above         If wages from HIGHEST paying job are —         Enter on line 7 above         So - \$38,000         \$610         \$0 - \$38,000         \$0 - \$38,000         \$0 - \$38,000         \$0 - \$38,000         \$0 - \$38,000         \$0 - \$38,000         \$0 - \$38,000         \$0 - \$38,000         \$0 - \$38,000
Married Filing Jointly         All Others         Married Filing Jointly         All Others           If wages from LOWEST paying job are—         Enter on line 2 above         If wages from HIGHEST paying job are—         Enter on line 7 above         If wages from HIGHEST paying job are—         If wages from HIGH
If wages from LOWEST paying job are—         Enter on line 2 above         If wages from LOWEST paying job are—         Enter on line 2 above         If wages from HIGHEST paying job are—         Enter on line 7 above         If wages from HIGHEST paying job are—         Enter on line 7 above         If wages from HIGHEST paying job are—         Enter on line 7 above         If wages from HIGHEST paying job are—         Enter on line 7 above         If wages from HIGHEST paying job are—         Enter on line 7 above         If wages from HIGHEST paying job are—         Enter on line 7 above         If wages from HIGHEST paying job are—         Enter on line 7 above         If wages from HIGHEST paying job are—         If wages from HIGHEST pa
paying job are—         line 2 above         paying job are—         line 2 above         paying job are—         line 7 above         paying job are—         line 7 above           \$0 - \$6,000         0         \$0 - \$9,000         0         \$0 - \$75,000         \$610         \$0 - \$38,000         \$610           6,001 - 14,000         1         9,001 - 17,000         1         75,001 - 135,000         1,010         38,001 - 85,000         1,010           14,001 - 25,000         2         17,001 - 26,000         2         135,001 - 205,000         1,130         85,001 - 185,000         1,130
6,001 - 14,000
14,001 - 25,000   2   17,001 - 26,000   2   135,001 - 205,000   1,130   85,001 - 185,000   1,130
27,001 - 35,000   4   34,001 - 44,000   4   360,001 - 405,000   1,420   400,001 and over   1,600
35,001 - 44,000 5 44,001 - 75,000 5 405,001 and over 1,600 44,001 - 55,000 6 75,001 - 85,000 6
55,001 - 65,000 7 85,001 - 110,000 7
65,001 - 75,000
. 0,000 0 150,000 0
80,001 - 100,000 10 140,001 and over 10
80,001 - 100,000
80,001 - 100,000 10 140,001 and over 10

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 nortax 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.



## **Checking/Savings Direct Deposit Authorization**

CLIENT NAME	DATE:
EMPLOYEE NAME:	SS#:
DEPARTMENT:	POSITION:
I authorize and request Fortune Business Solutions to make the	ne following payroll deductions each pay period:
ACCOUNT 1	
I would like to SET UP A NEW DIRECT DEPOSIT CHANGE MY EXISTING DIRECT DEPOSIT CANCEL MY DIRECT DEPOSIT Type of Account	
Checking Account	Savings Account
Type of Deposit  Full Deposit - Direct deposit my entire net paycheck  Partial Deposit - Direct deposit the amount of \$  Account Information:	(dollar amount only)
Name of Institution:	
ABA/Routing #	Account #
ACCOUNT 2  I would like to  SET UP A NEW DIRECT DEPOSIT A  CHANGE MY EXISTING DIRECT DE  CANCEL MY DIRECT DEPOSIT  Type of Account	
Checking Account	Savings Account
Type of Deposit  Full Deposit - Direct deposit my entire net paycheck  Partial Deposit - Direct deposit the amount of \$  Account Information:  Name of Institution:	_ <del></del> ,
ABA/Routing #	
to act accordingly.	s Solutions and the Financial Institution a reasonable opportunity
EMPLOYEE SIGNATURE:	DATE:

NOTE: Please allow 3 (three) payroll cycles for account processing.

For Checking Accounts - Please attach a copy of a ""void"" check. Deposit Slips are not acceptable.

For Savings Account - Please attach a direct deposit form provided by your financial institution.

For Payroll Debit Card – Please disregard this form and complete the following two forms.