EMAIL

APPLICATION FOR EMPLOYMENT (PRE-EMPLOYMENT QUESTIONNAIRE) (AN EQUAL OPPORTUNITY EMPLOYER)

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*This form has been revised to comply with the provisions of the Americans with Disabilities Act and the final regulations and interpretive guidance promulgated by the EEOC on July 26, 1991.

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This form has been designed to strictly comply with State and Federal fair employment practice laws prohibiting employment discrimination. This Application for Employment Form is sold for general use throughout the United States. TOPS assumes no responsibility for the inclusion in said form of any questions when asked by the Employer of the Job Applicant, may violate State and/or Federal Law.

Form W-4 (2017

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 2017 expires February 15, 2018. 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 can't claim exemption from withholding if your total income exceeds \$1,050 and includes more than \$350 of uneamed 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,
- a is blind, or
- Will claim adjustments to income; tax credits; or itemized deductions, on his or her tax return.

The exceptions don't apply to supplemental wages greater than \$1,000,000.

Basic instructions. If you aren't 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 for 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 dependently 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 annully income, see Pub, 505 to find out if you should adjust your withholding on Form MLA or WLAD. 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 2017. 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

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| C | Enter "1" for your spouse. But, you may | cond job of your spouse s choose to enter "_O_" if | wages (or the | total of both) are \$1, | 500 or less. | | |
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| F | Enter "1" if you have at least \$2,000 of o | bild or dependent corn | (see condition | s under Head of ho | usehold abov | e) E | |
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| | that apply. earnings from all jobs of the avoid having too little | INCOOL WOLLDON (WED, OUD) | f married), see | the Two-Earners/Mi | Itiple Jobs Wo | rksheet on page | e 2 |
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Form W-4 (2017)

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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. Fallure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation; to cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their tax laws; and to the Department of Health and Human Services for use in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

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

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

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



Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 08/31/2019

▶ START HERE: Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers **CANNOT** specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

| Section 1. Employee Information han the first day of employment, but no | | | ist complete an | d sign Section | 1 of Form I-9 no later |
|---|---|---|------------------|-----------------|---|
| Last Name (Family Name) | First Name (Given Nam | ле) | Middle Initial | Other Last Na | ames Used (if any) |
| Address (Street Number and Name) | Apt. Number | City or Town | | State | ZIP Code |
| Date of Birth (mm/dd/yyyy) U.S. Social Se | ecurity Number Emplo | oyee's E-mail Add | ress | Employe | ee's Telephone Number |
| am aware that federal law provides fo onnection with the completion of this | form. | | | or use of false | documents in |
| attest, under penalty of perjury, that I | am (check one of the | following boxe | es): | | |
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| 2. A noncitizen national of the United State | es (See instructions) | 5 | | | |
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| Aliens authorized to work must provide only of An Alien Registration Number/USCIS Number 1. Alien Registration Number/USCIS Number | one of the following documer OR Form I-94 Admission | nent numbers to co | | | QR Code - Section 1 Do Not Write In This Space |
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| attest, under penalty of perjury, that I nowledge the information is true and | have assisted in the correct. | completion of S | Section 1 of thi | is form and th | at to the best of my |
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Employer Completes Next Page





Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 08/31/2019

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| | | | | | | See I | instructi | ons for e | exempl | tions) |
| ature of Employer or Authorized | | 9 | Today's Da | te(mm/d | dd/yyyy) | Title | of Emplo | yer or Au | thorized | Representative |
| Name of Employer or Authorized R | | First Name of | | Authorize | ed Represent | ative | Employ | /er's Busi | ness or | Organization Name |
| loyer's Business or Organization | n Address (Stree | et Number ar | nd Name) | City or | Town | | | State | ZI | P Code |
| tion 3. Reverification a | nd Rehires | To be comi | nleted and | signod | l by a seed | | | | | |
| | | . o bo oomp | noted and | signed | by employ | rer c | r authori | zed repre | esentat | ive.) |
| ast Name (Family Name) First Name (Given N | | | ame) | T | Middle Initia | ı | 2000 100 100 100 100 100 100 100 100 100 | | ire (if applicable) | |
| | | | | | madie iiilia | 11 | Date (mr. | n/dd/yyyy, |) | |
| ne employee's previous grant or uing employment authorization | employment au | thorization h | as expired, | provide | the informat | tion f | or the doc | ument or | receipt t | hat establishes |
| ment Title | | THE STATE OF THE S | Documer | | | | | T | | if any) (mm/dd/yyyy) |
| st, under penalty of perjury, mployee presented docume ture of Employer or Authorized | that to the bes | st of my kno | owledge, th | his emi | oloveo is a | utho | vimod to | | | |

LISTS OF ACCEPTABLE DOCUMENTS All documents must be UNEXPIRED

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

| | LIST A Documents that Establish Both Identity and Employment Authorization | LIST B Documents that Establish Identity A | LIST C Documents that Establish Employment Authorization ND |
|-------------|---|--|--|
| 2. | U.S. Passport or U.S. Passport Card Permanent Resident Card or Alien Registration Receipt Card (Form I-551) Foreign passport that contains a | 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 | A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT |
| | temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa Employment Authorization Document that contains a photograph (Form I-766) | color, and address 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) VALID FOR WORK ONLY WITH INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION 2. Certification of Birth Abroad issued by the Department of State (Form |
| 5. | For a nonimmigrant alien authorized to work for a specific employer because of his or her status: | School ID card with a photograph Voter's registration card U.S. Military card or draft record | FS-545) 3. Certification of Report of Birth issued by the Department of State (Form DS-1350) |
| | a. Foreign passport; and b. Form I-94 or Form I-94A that has the following: (1) The same name as the passport; and | Military dependent's ID card U.S. Coast Guard Merchant Mariner Card | 4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal |
| | (2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has not yet expired and the | | 5. Native American tribal document6. U.S. Citizen ID Card (Form I-197) |
| | proposed employment is not in conflict with any restrictions or limitations identified on the form. | unable to present a document listed above: | Identification Card for Use of Resident Citizen in the United States (Form I-179) |
| t I r | Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form -94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI | School record or report card Clinic, doctor, or hospital record Day-care or nursery school record | Employment authorization document issued by the Department of Homeland Security |

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

Refer to the instructions for more information about acceptable receipts.