

| Personnel Record & Application - <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time / Check if Temporary <input type="checkbox"/> | | | |
|---|------------|--|-------------------------|
| Last Name | First Name | Middle Name | Social Security Number: |
| Street Address | City | State | Zip Code |
| Home Phone: () - _____ Cell Phone: () - _____ Emergency Contact: _____ Emergency Contact # : () - _____ | | Are you a United States Citizen or legally eligible to work in the U. S.? <input type="checkbox"/> Yes <input type="checkbox"/> No <i>(if hired, you will be required to provide documentation that you are eligible to work in the U.S.)</i> Are you 18 or over? _____ Date of Birth- _____ Driver's License #- _____ State: _____ | |
| Title of Position Applying For | | | Date Available to Work |
| Have you ever pleaded guilty, no contest or been convicted of a felony? [<input type="checkbox"/>] Yes [<input type="checkbox"/>] No If yes, give dates and details: _____ Answering yes to these questions does not constitute an automatic rejection for employment. Date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be considered. | | | |

| | | | | |
|-----------------------------------|--|--|--|--|
| Technical or Certificate Programs | | | | |
|-----------------------------------|--|--|--|--|

| Employment History Please provide the following information for your previous three employers, beginning with the most recent: (Please attach an additional page if necessary, do not use "see attached resume".) | | |
|--|--|------------|
| Employer: | Dates Employed: From _____ To _____ | Job Title: |
| Address: | | |
| Telephone: | Job Duties: | |
| Weekly Pay Start: Finish: | | |
| Reason for Leaving: | | |

I certify that my answers are true and complete to the best of my knowledge. I authorize you to make such investigations and inquiries of my personal, employment, educational, financial and other related matters as may be necessary for an employment decision. I hereby release employers, schools or individuals from all liability when responding to inquiries in connection with my application. In the event I am employed, I understand that false or misleading information given in my application or interview(s) may result in discharge.

Signature _____ Date _____

| OFFICE USE ONLY | |
|--|-----------------------------------|
| Company Name: _____ | Job Title: _____ |
| Job Description: _____ | W/C Code: _____ |
| Date of Hire: _____ | Hours Per Week: _____ |
| Rate of Pay: _____ | Full Time: _____ Part Time: _____ |
| Frequency of Pay: Weekly _____ Bi-Weekly _____ SemiMonthly _____ Monthly _____ | |

Employee's Withholding Certificate

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 www.ssa.gov . |
| | 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.

| | |
|--|---|
| 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 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 <input type="checkbox"/> |
|--|---|

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.

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 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 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.

- 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 |



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 | |
| 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. | | 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 Item Numbers 2. and 3. above) authorized to work until (exp. date, if any) | | | | | |
| If you check Item Number 4. , 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 | | | | | |
| Document Number (if any) | | | | | |
| Expiration Date (if any) | | | | | |
| Document Title 3 (if any) | | | | | |
| Issuing Authority | | Check here if you used an alternative procedure authorized by DHS to examine documents. | | | |
| 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 Section 7 and Section 13 of the M-274 on uscis.gov/i-9-central . The Form I-766, Employment Authorization Document, is a List A, Item Number 4. 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.



Supplement A, Preparer and/or Translator Certification for Section 1

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

USCIS
Form I-9
Supplement A
OMB No. 1615-0047
Expires 07/31/2026

| | | |
|--|--|---|
| Last Name (<i>Family Name</i>) from Section 1 . | First Name (<i>Given Name</i>) from Section 1 . | Middle initial (if any) from Section 1 . |
|--|--|---|

Instructions: This supplement must be completed by any preparer and/or translator who assists an employee in completing Section 1 of Form I-9. The preparer and/or translator must enter the employee's name in the spaces provided above. Each preparer or translator must complete, sign, and date a separate certification area. Employers must retain completed supplement sheets with the employee's completed Form I-9.

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

| | | | |
|---|----------------------------------|----------------------------|----------------------------------|
| Signature of Preparer or Translator | | Date (<i>mm/dd/yyyy</i>) | |
| Last Name (<i>Family Name</i>) | First Name (<i>Given Name</i>) | | Middle Initial (<i>if any</i>) |
| Address (<i>Street Number and Name</i>) | City or Town | State | ZIP Code |

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

| | | | |
|---|----------------------------------|----------------------------|----------------------------------|
| Signature of Preparer or Translator | | Date (<i>mm/dd/yyyy</i>) | |
| Last Name (<i>Family Name</i>) | First Name (<i>Given Name</i>) | | Middle Initial (<i>if any</i>) |
| Address (<i>Street Number and Name</i>) | City or Town | State | ZIP Code |

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

| | | | |
|---|----------------------------------|----------------------------|----------------------------------|
| Signature of Preparer or Translator | | Date (<i>mm/dd/yyyy</i>) | |
| Last Name (<i>Family Name</i>) | First Name (<i>Given Name</i>) | | Middle Initial (<i>if any</i>) |
| Address (<i>Street Number and Name</i>) | City or Town | State | ZIP Code |

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

| | | | |
|---|----------------------------------|----------------------------|----------------------------------|
| Signature of Preparer or Translator | | Date (<i>mm/dd/yyyy</i>) | |
| Last Name (<i>Family Name</i>) | First Name (<i>Given Name</i>) | | Middle Initial (<i>if any</i>) |
| Address (<i>Street Number and Name</i>) | City or Town | State | ZIP Code |



Supplement B,
Reverification and Rehire (formerly Section 3)

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

USCIS
Form I-9
Supplement B
OMB No. 1615-0047
Expires 07/31/2026

| | | |
|--|--|---|
| Last Name (<i>Family Name</i>) from Section 1 . | First Name (<i>Given Name</i>) from Section 1 . | Middle initial (if any) from Section 1 . |
|--|--|---|

Instructions: This supplement replaces Section 3 on the previous version of Form I-9. Only use this page if your employee requires reverification, is rehired within three years of the date the original Form I-9 was completed, or provides proof of a legal name change. Enter the employee's name in the fields above. Use a new section for each reverification or rehire. Review the Form I-9 instructions before completing this page. Keep this page as part of the employee's Form I-9 record. Additional guidance can be found in the [Handbook for Employers: Guidance for Completing Form I-9 \(M-274\)](#)

| | | | |
|--|--|---|----------------|
| Date of Rehire (<i>if applicable</i>) | New Name (<i>if applicable</i>) | | |
| Date (<i>mm/dd/yyyy</i>) | Last Name (<i>Family Name</i>) | First Name (<i>Given Name</i>) | Middle Initial |
| Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below. | | | |
| Document Title | Document Number (if any) | Expiration Date (if any) (<i>mm/dd/yyyy</i>) | |
| I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it. | | | |
| Name of Employer or Authorized Representative | Signature of Employer or Authorized Representative | Today's Date (<i>mm/dd/yyyy</i>) | |
| Additional Information (Initial and date each notation.) | | Check here if you used an alternative procedure authorized by DHS to examine documents. | |

| | | | |
|--|--|---|----------------|
| Date of Rehire (<i>if applicable</i>) | New Name (<i>if applicable</i>) | | |
| Date (<i>mm/dd/yyyy</i>) | Last Name (<i>Family Name</i>) | First Name (<i>Given Name</i>) | Middle Initial |
| Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below. | | | |
| Document Title | Document Number (if any) | Expiration Date (if any) (<i>mm/dd/yyyy</i>) | |
| I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it. | | | |
| Name of Employer or Authorized Representative | Signature of Employer or Authorized Representative | Today's Date (<i>mm/dd/yyyy</i>) | |
| Additional Information (Initial and date each notation.) | | Check here if you used an alternative procedure authorized by DHS to examine documents. | |

| | | | |
|--|--|---|----------------|
| Date of Rehire (<i>if applicable</i>) | New Name (<i>if applicable</i>) | | |
| Date (<i>mm/dd/yyyy</i>) | Last Name (<i>Family Name</i>) | First Name (<i>Given Name</i>) | Middle Initial |
| Reverification: If the employee requires reverification, your employee can choose to present any acceptable List A or List C documentation to show continued employment authorization. Enter the document information in the spaces below. | | | |
| Document Title | Document Number (if any) | Expiration Date (if any) (<i>mm/dd/yyyy</i>) | |
| I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented documentation, the documentation I examined appears to be genuine and to relate to the individual who presented it. | | | |
| Name of Employer or Authorized Representative | Signature of Employer or Authorized Representative | Today's Date (<i>mm/dd/yyyy</i>) | |
| Additional Information (Initial and date each notation.) | | Check here if you used an alternative procedure authorized by DHS to examine documents. | |

DIRECT DEPOSIT INSTRUCTIONS

Any employees that would like to enroll in the payroll direct deposit option would need to submit the direct deposit form and one of the following items:

- 1) Letter from their financial institution on their letterhead with the employee's name, account number and routing number.
- 2) Copy of a voided check.
- 3) An employee currently using a debit card for their direct deposit will need to submit a form from the issuing institution with the employee's name, account number and routing number. These forms normally come with the debit card that the employee would like their payroll checks loaded to.

Our direct deposit process for the employee's first check is one penny is deposited into the employee's account and the remainder of their wages is paid via a live paper check. Once the employee's penny is credited to their account, they will need to notify J Solutions and their next check will go 100% direct deposit.

Employee Information for Direct Deposit

Please print legibly

Employee Name: _____ Social Security No.: _____

What Portion of Net Pay Would You Like Deposited?

You may have all or part of your paycheck deposited directly to your bank account(s).

Select one of the following options to indicate the portion of your total paycheck you want deposited.

☐ 100% of Net Pay ☐ Indicated Percent _____% ☐ Indicated Dollar Amount \$ _____

How Do You Want The Direct Deposit Made?

Please identify up to four bank accounts where you want your check deposited, and indicate the amount or percentage of your paycheck you want deposited in each account.

| Account for the Balance of the Direct Deposit Amount: | Account for the Balance of the Direct Deposit Amount: |
|--|---|
| Bank Name: | Bank Name: |
| Bank Routing Number: | Bank Routing Number: |
| Bank Account Number: | Bank Account Number: |
| Type of Account: Checking <input type="radio"/> Savings <input type="radio"/> | Type of Account: Checking <input type="radio"/> Savings <input type="radio"/> |
| <input type="radio"/> The remainder of the check will be automatically deposited in this account | Indicate Deposit Amount for this Account: (select one) |
| | <input type="radio"/> Percent of Direct Deposit Amount _____% |
| | <input type="radio"/> Selected Dollar Amount \$ _____ |
| Account for the Balance of the Direct Deposit Amount: | Account for the Balance of the Direct Deposit Amount: |
| Bank Name: | Bank Name: |
| Bank Routing Number: | Bank Routing Number: |
| Bank Account Number: | Bank Account Number: |
| Type of Account: Checking <input type="radio"/> Savings <input type="radio"/> | Type of Account: Checking <input type="radio"/> Savings <input type="radio"/> |
| Indicate Deposit Amount for this Account: (select one) | Indicate Deposit Amount for this Account: (select one) |
| <input type="radio"/> Percent of Direct Deposit Amount _____% | <input type="radio"/> Percent of Direct Deposit Amount _____% |
| <input type="radio"/> Selected Dollar Amount \$ _____ | <input type="radio"/> Selected Dollar Amount \$ _____ |

Signature _____ Date _____

J SOLUTIONS

WORKFORCE CONFIDENTIALITY AGREEMENT

I understand that J Solutions has a legal and ethical responsibility to maintain privacy, including obligations to protect the confidentiality of clients' information and to safeguard the privacy of client information.

In addition, I understand that during the course of my employment/assignment/affiliation at J Solutions, I may see or hear other Confidential Information such as financial data and operational information pertaining to the business that J Solutions is obligated to maintain as confidential.

As a condition of my employment/assignment/affiliation with J Solutions I understand that I must sign and comply with this agreement. By signing this document I understand and agree that:

I will disclose Information and/or Confidential Information only if such disclosure complies with J Solutions policies, and is required for the performance of my job.

My personal access code(s), user ID(s), access key(s) and Password(s) used to access computer systems or other equipment are to be kept confidential at all times.

I will not access or view any information other than what is required to do my job. If I have any question about whether access to certain information is required for me to do my job, I will immediately ask my supervisor for clarification.

I will not discuss any information pertaining to the practice in an area where unauthorized individuals may hear such information (for example, in hallways, on elevators, in the cafeteria, on public transportation, at restaurants, and at social events).

I understand that it is not acceptable to discuss any business information in public areas.

I will not make inquiries about any business information for any individual or party who does not have proper authorization to access such information.

I will not make any unauthorized transmissions, copies, disclosures, inquiries, modifications, or purging of Business Information or

Confidential Information. Such unauthorized transmissions include, but are not limited to, removing and/or transferring Business Information or Confidential Information from J Solutions' computer system to unauthorized locations (for instance, home).

Upon termination of my employment/assignment/affiliation with J Solutions, I will immediately return all property (e.g. Keys, documents, ID badges, etc.) to J Solutions.

I agree that my obligations under this agreement regarding Business Information will continue after the termination of my employment/assignment/affiliation with J Solutions.

I understand that violation of this Agreement may result in disciplinary action, up to and including termination of my employment/assignment/affiliation with J Solutions and/or suspension, restriction or loss of privileges, in accordance with J Solutions' policies, as well as potential personal civil and criminal legal penalties.

I understand that any Confidential Information or Business Information that I access or view at J Solutions does not belong to me.

I have read the above agreement and agree to comply with all its terms as a condition of continuing employment.

Signature of employee/physician/
Student/volunteer

Date

Print Your Name

PAYROLL DEDUCTION AUTHORIZATION

I authorize PEO Company, to deduct from my wages the following: local, state, and federal taxes; any court ordered payments; any deductions required by state or federal law; deductions for loss or damage to any uniforms, machinery, merchandise, equipment, tools, vehicles, or other property provided by PEO Company which I do not return or which are not returned in good condition; any unpaid loans or advances which I owe to PEO Company and, any personal expenses or charges owed by me to PEO Company.

In addition, I authorize the full unpaid amount of any such charges or expenses to be deducted from my final paycheck on the termination of my employment with PEO Company.

I acknowledge that I have received, read, and understand the contents of this PEO Company policies and safety program. If unable to read, the contents of the safety program have been read and explained to me by my supervisor. I understand that my compliance with all stated PEO Company policies, including safety, is a condition of continued employment with this PEO Company.

Employee Signature

Date

48- HOUR RULE

Any occupational injury not reported within 48 hours will be considered non-occupational injury and therefore may result in loss of occupational injury benefits.

Employee Signature

Date

DRUG TESTING POLICY AND CONSENT TO DRUG TESTING

It is the policy of the Client Company that the use of alcohol, illegal drugs or inhalants will not be tolerated. Although the Client Company recognizes that many such products have legitimate uses, it is the policy of the Client Company not to tolerate misuse or abuse of industrial solvents, aerosol propellants, paint thinners, lacquer thinners, paints, lacquers, dopes, or any other similar product which could be used to produce an intoxicated state by inhalation of its vapors or gases (which will be called "inhalants" in this document). The Client Company maintains a list of all such substances which may be used, or with which its workers or contractors may come in contact in the course of their work. The presence of detectable residues to off other industrial solvents, aerosol propellants, paint thinners, lacquer thinners, paints, lacquers, dopes (this list is by way of example only, and does not constitute a complete statement of all products or substances which may be abused by inhalation) is cause for immediate dismissal without notice. Consumption of alcohol or use of illegal drugs during working hours or in such a way as to leave a detectable trace of alcohol or illegal drugs in the body is cause for immediate dismissal without notice.

I understand that the Client Company policy prohibits any Employee from engaging in work or being on Client Company premises or the premises of any Client with a detectable level of alcohol, any illegal or controlled drug, drug by-product or drug metabolite or inhalant or by-product of metabolite of an inhalant in the body, including in the breath, blood, urine or hair. This policy does not apply to the proper use of medication prescribed for me by a physician.

I understand that it is a condition of, but not a guarantee or promise of, employment, continued employment, advancement or promotion that I follow the Client Company's policies on drugs, alcohol and inhalants, and the policies of any Client Client Company where I may be assigned. I understand that I may be asked to participate in drug, alcohol and inhalant testing ("Testing") to determine whether I comply with such policies.

I understand that I may refuse to participate in any Testing required by the Client Company or the Client Client Company, but I understand and agree that my failure to participate in testing will be cause of immediate termination, and that I will not be eligible to be re-hired. If I participate in Testing, my signature or mark below indicates my consent to the taking of samples of my breath, hair, blood, urine or other bodily fluids and the analysis of such samples by a laboratory selected by the Client Company, without charge to me. I consent to the disclosure of all negative and confirmed positive test results to the Client Company and any Client Client Company where I may be assigned.

I agree that I will disclose the names of any prescription or over-the-counter medications which I may be taking at the time of testing or may have taken within the thirty (30) days immediately prior to Testing. If my failure to disclose such medications causes positive results which must be confirmed and if the Client Company elects to have the results confirmed by further and more specific laboratory tests, I agree that I will furnish any further samples which may be required in order to perform the confirmatory test and reimburse the Client Company for the actual costs of such screening test and confirmation. I understand that I may refuse to participate in further Testing and/or refuse to reimburse the Client Company for expenses

incurred in confirmatory analysis, but I understand and agree that my failure to participate in Testing or to agree to reimburse the Client Company will be cause for immediate termination, and that I will not be eligible to be re-hired.

I understand that I may be required to participate in Testing, after the occurrence of any on-the-job event that did or could have resulted in personal injury or property damage, or for any other reasonable cause. I understand that a confirmed positive test for the presence of drugs or alcohol is grounds for the immediate termination of my employment for cause.

As a consideration of my employment, continued employment, advancement or promotion with the Client Company, I waive, and agree to release and hold harmless both the Client Company and any Client Client Company, and any testing laboratory along with their agents and employees from any claim or cause of action arising out of the taking of a sample of my breath, blood, urine, hair or other bodily fluids, arising out of the test, or arising out of the disclosure of negative and confirmed positive test results.

DEFINITION: **The following definition applies to this and all other Client Company policies unless another definition is expressly indicated in the policy.**

Premises means, except as otherwise limited in this definition or applicable law, ALL PLACES AND VEHICLES owned, leased, used, controlled by, or otherwise under the dominion of the Client Company, or where Employees are engaged in work on behalf of, or service to, the Client Company. Premises specifically include parking lots and sidewalks and other surrounding areas in the vicinity of any Client Company Premises. A personal vehicle used on Client Company Business is subject to this policy and to inspection, search or testing for the enforcement of this policy while the vehicle is in use on Client Company Business. Where a person to be searched is not an employee of the Client Company, this definition shall be limited to the real estate, improvements, vehicles and trailers actually owned, possessed, or otherwise under the dominion of the Client Company, not including any public roads, parking areas, sidewalks or other such areas surrounding such real estate and improvements.

Employee Signature

Date

EMPLOYMENT SEPARATION ACKNOWLEDGEMENT

Regardless of the type of separation, it is the employee's responsibility to report to the PEO Company in order to conduct a complete exit interview. This interview must take place within three (3) calendar days from the last paid day of employment. During this interview the employee will return all files, documents, equipment, keys, or other property belonging to the client company. The employee will be interviewed and a complete review of the departing assignment will be conducted by the PEO Company for any possible reassignment of employment. All final paychecks for hours worked will be paid on the pay day following the separation date. Accrued unused paid leave will be included in the final paycheck.

Any employee who separates in good standing may re-employ provided they are qualified for the position they are applying for. Any person re-employed with at least one-year time & service and who is re-employed within three months of separation will keep all accumulated time & service.

Employee Signature

Date

ACKNOWLEDGEMENT:

I acknowledge that I have read and understand the contents of this policy. If I am unable to read, I acknowledge that the contents have been read and explained to me. I understand there is a copy of the Employee Manual available for further review located at the Client Company office and the PEO Company office. The Client Company may change or withdraw any of the policies at its sole discretion, at any time and without advance notice. I understand that compliance with all Client Company policies is a condition of, but not a guarantee or promise of my employment and continued employment with the Client Company. I further understand that my failure to comply immediately and fully with Client Company policies will result in disciplinary action, which may include immediate termination for cause.

Employee Name (printed)

Employee Signature

Date



The information in this Benefits Guide is presented for illustrative purposes and is based on information provided by the employer. The text contained in this Summary was taken from various summary plan descriptions and benefit information. While every effort was taken to accurately report your benefits, discrepancies, or errors are always possible. In case of discrepancy between the Benefits Summary and the actual plan documents, the actual plan documents will prevail. All information is confidential, pursuant to the Health Insurance Portability and Accountability Act of 1996. If you have any questions about this summary, please contact your manager.



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Eligibility

Eligibility

Full-time employees working at least 30 hours per week and their eligible dependents may participate in the Benefits Program.

Generally, dependents are defined as:

- Your spouse
- Dependent “child” up to age 26 (Child means the employee’s natural child or adopted child and any other child as defined in the certificate of coverage)
- Your disabled children of any age (see contract for further information)

Making Election Changes During the Year

In most cases, your benefit elections remain in effect until the next annual open enrollment period. You will not be able to make any plan changes unless you experience a change in life status.

Qualifying Life Events

Events described in IRS regulations allow you to make a change to your benefit coverage if you experience any of the following:

- Marriage or divorce
- Death
- Birth or adoption of a dependent
- Change in employment status
- Dependent satisfying or ceasing to satisfy the plan’s eligibility requirements
- Loss of or significant change to your current coverage
- Judgment, decree or court order
- Enrollment / ceasing to be enrolled in Medicare or Medicaid
- Ceasing to be enrolled in Children’s Health Insurance Program (CHIP)

You have 30 days from the date of the event to report and update your benefits changes.



Employee Acknowledgements

I acknowledge once enrollment is closed, I will verify my elections and dependents with the carrier(s) for the upcoming plan year. I will notify HR if changes are necessary.



If electing an HMO Plan:

Please use the "Find a BCBS HMO PCP" document attached for instructions on how to select a Primary Care Physician (PCP). Enter the PCP ID in the required field below. A PCP is required for an HMO plan. To change your PCP, contact BCBS using the information on the back of your ID card.

If a PCP is required for the selected plan and is NOT provided at the time of enrollment, one will be assigned for you.

Please note, there are time restrictions to make a PCP change and referrals from your PCP are required to see a Specialist



Medical Benefits - Option 1 BCBS MTBAB039 Plan HMO

Our medical benefits are administered through BlueCross BlueShield. We encourage all members to register as a member once you have your ID card, by logging on to www.bcbstx.com. The charts below give a brief look at the benefits when you use in-network and out-of-network providers. **(For additional information please refer to your policy.)** To find a doctor or hospital, please visit www.bcbstx.com and select your chosen network or call the customer service number on your ID card and a representative will assist you.

Selection of an HMO plan requires you to choose an HMO Primary Care Physician at the time of application. **REFERRALS FROM YOUR PCP ARE REQUIRED TO SEE A SPECIALIST**

| Blue Advantage | | |
|---|--|-------------|
| Medical Benefit | Network | Non-Network |
| Calendar Year Deductible | | |
| Individual | \$5,000 | Not Covered |
| Family | \$15,000 | Not Covered |
| Coinsurance (after Deductible) | 0% | Not Covered |
| Out of Pocket Maximum | | |
| Individual | \$7,900 | Not Covered |
| Family | \$15,800 | Not Covered |
| Office Visit | | |
| PCP | \$40 copay | Not Covered |
| Specialist | \$80 copay | |
| Preventive Care | No charge | Not Covered |
| Lab/X-Ray | No charge after deductible | Not Covered |
| Complex Imaging MRI, PET/CT Scans, etc. | No charge after deductible | Not Covered |
| Outpatient | No charge after deductible | Not covered |
| Hospitalization | No charge after deductible | Not Covered |
| Emergency Room | \$500 per visit , plus deductible | |
| Urgent Care | \$75 copay | Not Covered |
| Prescription Drug Coverage Multi-Tier / Specialty Drug | \$0/\$10/\$50/\$100/\$150/\$250 for HEB, Walgreens and Walmart. Otherwise \$10/\$20/\$70/\$120/\$150/\$250 | Not Covered |

Medical Benefits - Option 2 BCBS MTBCP026 Plan PPO

Our medical benefits are administered through BlueCross BlueShield. We encourage all members to register as a member once you have your ID card, by logging on to www.bcbstx.com. The charts below give a brief look at the benefits when you use in-network and out-of-network providers.

(For additional information please refer to your policy.) To find a doctor or hospital, please visit www.bcbstx.com and select your chosen network or call the customer service number on your ID card and a representative will assist you.

| Blue Choice | | |
|---------------------------------------|--|--|
| Medical Benefit | Network | Non-Network |
| Calendar Year deductible | | |
| Individual | \$3,000 | \$6,000 |
| Family | \$9,000 | \$18,000 |
| Coinsurance (after deductible) | 30% | 50% |
| Out of Pocket Maximum | | |
| Individual | \$7,350 | Unlimited |
| Family | \$14,700 | Unlimited |
| Office Visit | | |
| PCP | \$50 copay | 50% after deductible |
| Specialist | \$100 copay | |
| Preventive Care | No charge | 50% after deductible |
| Lab/X-Ray | No charge | 50% after deductible |
| Complex Imaging | | |
| MRI, PET/CT Scans, etc. | 30% after deductible | 50% after deductible |
| Hospitalization | 30% after deductible | 50% after deductible |
| Emergency Room | \$500 per visit plus 30% after deductible | |
| Urgent Care | \$75 copay | 50% after deductible |
| Prescription drug Coverage | | |
| Multi-Tier / Specialty drug | \$0/\$10/\$50/\$100/\$150/\$250 for HEB, Walgreens and Walmart. Otherwise \$10/\$20/\$70/\$120/\$150/\$250 | \$10/\$20/\$70/\$120/\$150/\$250 plus 50% additional charge |

Medical Benefits - Option 3 BCBS MTBCP006H Plan HSA

Our medical benefits are administered through BlueCross BlueShield. We encourage all members to register as a member once you have your ID card, by logging on to www.bcbstx.com. The charts below give a brief look at the benefits when you use in-network and out-of-network providers.

(For additional information please refer to your policy.) To find a doctor or hospital, please visit www.bcbstx.com and select your chosen network or call the customer service number on your ID card and a representative will assist you.

| Blue Choice | | |
|---------------------------------------|--|--|
| Medical Benefit | Network | Non-Network |
| Calendar Year deductible | | |
| Individual | \$4,000 | \$8,000 |
| Family | \$8,000 | \$16,000 |
| Coinsurance (after deductible) | 0% | 30% |
| Out of Pocket Maximum | | |
| Individual | \$4,000 | Unlimited |
| Family | \$8,000 | Unlimited |
| Office Visit | | |
| PCP | No charge after deductible | 30% after deductible |
| Specialist | No charge after deductible | 30% after deductible |
| Preventive Care | No charge | 30% after deductible |
| Lab/X-Ray | No charge after deductible | 30% after deductible |
| Complex Imaging | | |
| MRI, PET/CT Scans, etc. | No charge after deductible | 30% after deductible |
| Hospitalization | No charge after deductible | 30% after deductible |
| Emergency Room | No charge after deductible | |
| Urgent Care | No charge after deductible | 30% after deductible |
| Prescription drug Coverage | | |
| Multi-Tier / Specialty drug | No charge after deductible Preferred Pharmacies: HEB, Walgreens and Walmart. | No charge after deductible plus additional 50% charge |

Health Savings Account

Employees enrolled in an eligible health plan can save for anticipated medical, dental and vision expenses on a pre-tax basis.

Who is eligible to participate? Employees who work 30 hours or more per week.

- **Your HSA account features:**
- **No minimum deposit**
- **All accounts receive a debit card**
- **Unlimited withdrawals allowed each month for qualified medical expenses.**
- **Pays Interest**
- **Free Mobile and Online Banking**
- **No minimum balance requirement or monthly maintenance fee**
- **Optional investment choices available for balances over \$2,000. There is a small monthly fee for this account. Customer may make unlimited trades unless otherwise noted**

| | | |
|---|---------------------------------|----------------|
| 2024 Regulatory Limits for Contributions and Deductibles | | 2024 |
| | Individual Maximum Contribution | \$4,150 |
| | Family Maximum Contribution | \$8,300 |
| | Age 55 Catch-Up Contribution | \$1,000 |



Health Savings Account

Your health savings account (HSA) may reimburse:

- Qualified medical expenses incurred by the account beneficiary and his or her spouse and dependents;
- COBRA premiums;
- Health insurance premiums while receiving unemployment benefits;
- Qualified long-term care premiums*; and
- Any health insurance premiums paid, other than for a Medicare supplemental policy, by individuals age 65 or older.

Distributions made from an HSA to reimburse the account beneficiary for eligible expenses are excluded from gross income.

Qualified Medical Expenses

The Internal Revenue Service (IRS) defines qualified medical care expenses as amounts paid for the diagnosis, cure or treatment of a disease, and for treatments affecting any part or function of the body. The expenses must be primarily to alleviate a physical or mental defect or illness.

This list is not all-inclusive; additional expenses may qualify, and the items listed below are subject to change in accordance with IRS regulations. For more information or clarification on individual list items, refer to [Publication 502](#) or consult a tax professional.

- | | | |
|---------------------------------------|---|-----------------------------|
| • Abortion | • Hearing Aids | • Special Education |
| • Acupuncture | • Home Care | • Sterilization |
| • Alcoholism | • Home Improvements | • Stop-Smoking Programs |
| • Ambulance | • Hospital Services | • Surgery |
| • Annual Physical Examination | • Insurance Premiums | • Telephone |
| • Artificial Limb | • Intellectually and Developmentally Disabled | • Television |
| • Artificial Teeth | • Laboratory Fees | • Therapy |
| • Bandages | • Lactation Expenses | • Transplants |
| • Birth Control Pills | • Lead-Based Paint Removal | • Transportation |
| • Body Scan | • Learning Disability | • Trips |
| • Braille Books and Magazines | • Legal Fees | • Tuition |
| • Breast Pumps and Supplies | • Lifetime Care—Advance Payments | • Vasectomy |
| • Breast Reconstruction Surgery | • Lodging | • Vision Correction Surgery |
| • Capital Expenses | • Long-Term Care | • Weight-Loss Program |
| • Car | • Meals | • Wheelchair |
| • Chiropractor | • Medical Conferences | • Wig |
| • Christian Science Practitioner | • Medical Information Plan | • X-ray |
| • Contact Lenses | • Medicines | |
| • Crutches | • Nursing Home | |
| • Dental Treatment | • Nursing Services | |
| • Diagnostic Devices | • Operations | |
| • Disabled Dependent Care Expenses | • Optometrist | |
| • Drug Addiction | • Organ Donors | |
| • Drugs | • Osteopath | |
| • Eye Exam | • Oxygen | |
| • Eyeglasses | • Physical Examination | |
| • Eye Surgery | • Psychiatric Care | |
| • Fertility Enhancement | • Pregnancy Test Kit | |
| • Founder's Fee | • Prosthesis | |
| • Guide Dog or Other Service Animal | • Psychoanalysis | |
| • Health Maintenance Organization HMO | • Psychologist | |

Plans that do not allow reimbursement of all eligible medical expenses as defined by the IRS and Department of Treasury must customize this brochure prior to use.

Source: www.irs.gov

Examples of Ineligible H.S.A Expenses

The products and services listed below are examples of expenses **NOT** eligible for payment under your **Health Savings Account**, according to the Internal Revenue Service. Typically, expenses for items that promote general health are not eligible expenses. Please note that this list is not all-inclusive and is subject to change.

Listed below are some services and expenses that are not eligible for reimbursement. This list is not all-inclusive:

- Baby Sitting, Childcare, and Nursing Services for a Normal, Healthy Baby
- Controlled Substances
- Cosmetic Surgery
- Dancing Lessons
- Diaper Service
- Electrolysis or Hair Removal
- Flexible Spending Account
- Funeral Expenses
- Future Medical Care
- Hair Transplant
- Health Club Dues
- Health Savings Accounts
- Household Help
- Illegal Operations and Treatments
- Insurance Premiums
- Maternity Clothes
- Medical Savings Account (MSA)
- Medicines and Drugs From Other Countries
- Nonprescription Drugs and Medicines
- Nutritional Supplements
- Personal Use Items
- Swimming Lessons
- Teeth Whitening
- Veterinary Fees
- Weight Loss Program



Dental Benefits

NEW THIS YEAR, we offer a dental PPO plan through BCBS of Texas which allows you to see any provider you would like to see. ***(For a complete list of services and prices, please refer to your policy.)*** To find a Dentist or facility, please go to: www.bcbstx.com and choose the PPO network.

| Dental PPO | |
|--|------------------------------------|
| Policy Year Deductible Individual / Family | \$50 / \$150 |
| Annual Benefit Maximum | \$2000 |
| Preventive <ul style="list-style-type: none">• Diagnostic Evaluations• Preventive Services• Diagnostic Radiographs• Sealants• Space Maintainers | Covered in full, Deductible Waived |
| Basic <ul style="list-style-type: none">• Basic Restorative Services• Non-Surgical Extractions• Non-Surgical Periodontal Services• Adjunctive Services• Endodontic Services• Oral Surgery Services• Surgical Periodontal Services | 20% after Deductible |
| Major Major Restorative Services Prosthodontic Services Implants Miscellaneous Restorative and Prosthodontics Services | 50% after Deductible |
| Orthodontia Adult/Child orthodontia - Plan pays 50 percent (no deductible) of the covered orthodontia services. | 50% \$2,000 per Child Lifetime |



Vision Benefits

NEW THIS YEAR, Our vision plan is through BCBS of Texas for the upcoming plan year.

For additional information, please refer to your policy.) To find a Doctor or facility, please go to: www.bcbstx.com or you can call the customer service number on your ID card.

| Vision PPO In-Network Benefits | |
|--|---|
| Vision Exam Copay | \$10 |
| Materials Copay | \$10 |
| Lenses (Single/Bifocal/Trifocal/Lenticular) | Covered in full after materials copay |
| Contact Lenses (Elective) | \$150 plan allowance Contacts are in lieu of glasses |
| Contact Lenses (Medically Necessary) | Covered in full after materials copay |
| Frames | Up to \$150 allowance |
| Frequency of Services | |
| Vision Exam | Every 12 months |
| Lenses (Eyeglasses and Contacts) | Every 12 months |
| Frames | Every 12 months |



Life and AD&D Benefits

Our employee benefits package provides all full-time employees with \$15,000 of basic life/AD&D insurance through Humana at no cost to the employee.

Please contact the HR department to gain access of the Basic Life with Accidental Death and Dismemberment claim form.



| Employee | \$15,000 flat amount – paid by employer |
|--|--|
| Age Reductions | 35% benefit reduction at age 65 Additional 15% reduction at age 70 |
| Waiver of Premium | If you are totally disabled for at least six consecutive months prior to age 60, you can continue life insurance coverage and waive the premium. Waiver ends at age 65. |
| Accidental Death & Dismemberment (AD&D) | Death as a result of an accident – your beneficiary will receive an additional \$15,000 Benefits are available due to bodily injury resulting in loss of vision, hearing or a limb. See your plan certificate for full details. |

Remember to update your beneficiary form if your circumstances have changed throughout the year.

Seek advice from your attorney before listing a minor as a primary or contingent beneficiary.



Voluntary Life

Full-time employees are provided with the option to purchase Voluntary Life coverage for yourself, spouse and/or children through Guardian. You must purchase the coverage for yourself in order to cover your dependents. Guarantee issue amounts are only available for an employee's enrollment when initially eligible. If you are adding voluntary life or increasing your current amount, an Evidence of Insurability statement will be required.

Please complete and return a beneficiary change form if you do not recall your initial beneficiary designation or if you would like to change it at this time.

| Employee Benefit | \$25,000 increments to a maximum of \$100,000 |
|-------------------------|--|
| Spouse Benefit | \$5,000 increments to a maximum of \$25,000 |
| Child Benefit | Your dependent children age 14 days to 26 age. \$1,000 increments to a maximum of \$10,000 |
| Guarantee Issue: | The guarantee issue means you are not required to answer health questions to qualify for coverage up to and including the specified amount, when you sign up for coverage during the initial enrollment period. Employee: \$100,000 Spouse: \$25,000 Child: \$10,000 |
| Age Reduction | Benefits are reduced by a certain percentage as an employee ages 35% at age 65, 60% at age 70, 75% at age 75, 85% at age 80 |



Who do I contact with questions or claim issues?



Corbin Cooke, VP

Phone 713-493-7704

Fax 713-647-9702

Email: [**corbin@corebenefits.net**](mailto:corbin@corebenefits.net)

Sara Leighton, Account Manager

Phone 713-647-9700

Fax 713-647-9702

Email: [**sleighton@corebenefits.net**](mailto:sleighton@corebenefits.net)

Carolyn Halliburton, Customer Service

Phone 713-647-9700

Fax 713-647-9702

Email: [**carolyn@corebenefits.net**](mailto:carolyn@corebenefits.net)

J Solutions, Inc

2024 Health, Dental, Vision and Life Benefits Election Form

J Solutions, Inc. is offering three BCBS of Texas health plans, BCBS dental, BCBS vision, Humana employer paid life plan, and a Guardian voluntary life plan for the upcoming plan year. Please make your selections below, sign, and return this form to J Solutions, Inc. Remember to refer to the payroll deduction schedule and Summary of Benefits and Coverages to help you select the plan that is right for you.

If you do not wish to participate in a plan, please check the box(es) marked "waive", and sign and return the form.

Employee Name _____

BLUE CROSS BLUE SHIELD HEALTH INSURANCE- EMPLOYER/EMPLOYEE PAID

BCBS Application Required

I choose the following health insurance coverage:

- ☐ **Option 1:** \$3,000 Deductible PPO MTBCP026 Plan
- ☐ **Option 2:** \$5,000 Deductible HMO MTBAB039 Plan (Texas Residents Only)
- ☐ **Option 3:** \$4,000 Deductible HSA MTBCP006H Plan
- ☐ **Waive:** I choose not to participate in either health plan.

If you have elected coverage, please choose one of the following coverage categories:

- | | |
|--------------------------------|------------------------------------|
| _____ Employee Only | _____ Employee + Child(ren) |
| _____ Employee + Spouse | _____ Employee + Family |

BCBS VOLUNTARY DENTAL INSURANCE - 100% EMPLOYEE PAID

I choose the following dental insurance coverage:

- ☐ **Employee Only**
- ☐ **Employee + Spouse**
- ☐ **Employee + Child(ren)**
- ☐ **Employee + Family**
- ☐ **Waive:** I choose not to participate in the dental plan.

BCBS Voluntary Vision – 100% EMPLOYEE PAID

I choose the following vision insurance coverage:

- ☐ **Employee Only**
- ☐ **Employee + Spouse**
- ☐ **Employee + Child(ren)**
- ☐ **Employee + Family**
- ☐ **Waive:** I choose not to participate in the vision plan.

J Solutions, Inc

Humana Life Insurance Beneficiary – 100% EMPLOYER PAID

_____ Name & Relationship (Primary)

_____ Name & Relationship (Contingent)

Guardian Voluntary Life – 100% EMPLOYEE PAID

Guardian Application Required

I choose the following life insurance coverage:

- ☐ **Employee Only**
- ☐ **Employee + Spouse**
- ☐ **Employee + Child(ren)**
- ☐ **Waive:** I choose not to participate in the voluntary life insurance plan.

If enrolling in Guardian for the first time, additional enrollment documents will be sent.

Dependent Information:

| Type of Dependent | Dependent's Full Legal Name | Dependent Gender M/F | Dependent Date of Birth | Dependent Social Security Number |
|-------------------|-----------------------------|----------------------|-------------------------|----------------------------------|
| Spouse | | | | |
| Child | | | | |
| Child | | | | |
| Child | | | | |
| Child | | | | |

****If you are adding or removing dependents or enrolling in the coverage for the first time a BCBS and Guardian application are required. ****

I understand the coverage I have elected is effective _____.

If I waive coverage, I am not eligible to enroll until the 2025 open enrollment, unless I have qualifying event.

Signature

Date



**BlueCross BlueShield
of Texas**

Group Enrollment Application Change Form

Please read the instructions on the inside thoroughly before completing this enrollment application/change form.

Blue Cross and Blue Shield of Texas, a Division of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association Life, Accidental Death & Dismemberment and Disability insurance is underwritten by Dearborn Life Insurance Company, 701 E. 22nd St. Suite 300, Lombard, IL 60148. Dearborn Life Insurance Company is an independent Blue Cross and Blue Shield licensee. BLUE CROSS®, BLUE SHIELD® and the Cross and Shield Symbols are registered service marks of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield Plans.

ENROLLMENT APPLICATION/CHANGE FORM INSTRUCTIONS

PLEASE READ THOROUGHLY BEFORE COMPLETING ENROLLMENT APPLICATION/CHANGE FORM

Use a black or blue ballpoint pen only. Print neatly. Do not abbreviate.

| | |
|--|---|
| SECTION 1 ENROLLMENT EVENTS | <p>Check all the boxes that apply to indicate if you are a new enrollee or if you are requesting a change to your coverage. Indicate the event and date, if applicable. Complete the additional sections that correspond to your selection.</p> <p>New Enrollee: Complete all sections where applicable.</p> <p>Add Dependent: Complete all sections where applicable.</p> <ul style="list-style-type: none"> If you are enrolling a court-ordered dependent for coverage beyond the automatic 31-day period for coverage, you must submit a copy of the court order or decree. If you are applying for coverage for a disabled dependent over the age limit of your employer's plan, please provide the additional information requested in Section 5. Additional documentation may be required as addressed in that section. If student dependent coverage is part of your employer's plan and you are adding or enrolling a dependent child age 26 or over who is a student, you may be required to submit a completed Student Certification form. <p>Open Enrollment: The period of time offered on a regular basis during which you can elect to enroll in a specific group health insurance plan or make changes to your current membership.</p> <p>Special Enrollment Event: If you qualify, special enrollment is any change to your current membership such as marriage*, divorce**, adoption, suit for adoption, leave/layoff, moving out of the service area, etc. This change may occur outside of open enrollment.</p> <p>Effective Date of Benefits: Field is mandatory.</p> <p>Completion of Other Eligibility Requirements: Check this box only if your employer has eligibility requirements that you have met/completed prior to enrollment, such as measurement period or orientation period.</p> <p>Cancel Enrollee/Cancel Dependent/Cancel Coverage: Complete Sections 1, 2, 4 (skip Section 4 if declining coverage) and 9. In Section 4 include name, social security number and date of birth of individual(s) canceling.</p> |
| SECTION 2 YOUR INFORMATION | <p>Complete this section with details about yourself even if you are declining coverage.</p> |
| SECTION 3 YOUR COVERAGE | <p>Complete all portions related to the coverages for which you are applying. Please list the seven character plan ID for your selected benefit design (example for a small group plan: B634ADT) in the plan # field. If you are unsure of your group size or do not know your plan ID, please ask for guidance from your employer.</p> <p>If you are enrolling for life or disability insurance, enter the information requested. When listing the beneficiary, provide both the first and last name and the relationship to you. List all beneficiaries that apply.</p> |
| SECTION 4 COVERAGE OPTIONS | <p>Complete all areas that apply to you and each dependent.</p> <p>For HMO Plans Only:</p> <ul style="list-style-type: none"> Blue Essentials AccessSM or Blue Premier AccessSM plans do not require a PCP selection. Those applying for Blue Advantage HMOSM, Blue EssentialsSM or Blue PremierSM plans are required to select a primary care physician/practitioner (PCP) for each covered individual. List the name of the physician/practitioner and the provider number from the provider directory or Provider Finder[®] at bcbstx.com. Be sure to check the appropriate box for a new patient. ATTENTION FEMALE MEMBERS: If you select an HMO plan that requires PCP selection, remember that your PCP's network may affect your choice of an OB/GYN. You have the right to receive services from an OB/GYN without first obtaining a referral from your PCP. However, for HMO members, the OB/GYN from whom you receive services must belong to the same physician practice group or independent practice association (IPA) as your PCP. This is another reason to make certain that your PCP's network includes the specialists – particularly the OB/GYN – and hospitals that you prefer. You are not required to designate an OB/GYN. You may elect to receive OB/GYN services from your PCP. <p>Change Primary Care Physician/Practitioner: Complete Section 1 and check the "Other Change(s)" box; then, complete Sections 2, 3, 4 and 9. In Section 4, please include enrollee's or dependent's name, social security number, date of birth, and name and number of the new PCP.</p> <p>Change Address/Name: Complete Section 1 and check the "Other Change(s)" box; then, complete Sections 2 and 9.</p> |
| SECTION 5 DISABLED DEPENDENT | <p>A disabled dependent must be medically certified as disabled and dependent upon you or your spouse***/domestic partner in order to be considered for coverage if disabled dependent coverage is part of your employer's plan. A Disabled Dependent Authorization and Disabled Dependent Physician Certification form must be completed and submitted with this enrollment application, if applicable.</p> |
| SECTION 6 OTHER COVERAGE | <p>Complete this section if you or any dependent have other group or individual health and/or dental coverage (if applicable) that will not be canceled when the coverage under this application becomes effective.</p> |
| SECTION 7 MEDICARE COVERAGE | <p>Complete this section if you or any of your dependents are covered by Medicare. Enter the start and end dates for the coverage that applies. Your Medicare HIC number must be listed (it can be found on your Medicare ID card). Check the reason for your Medicare coverage.</p> |
| SECTION 8 DECLINATION OF COVERAGE | <p>Complete this section if you are declining health coverage for yourself and your dependents. Anyone declining coverage for any reason should complete Section 8, not just those declining because of other coverage.</p> <p>IMPORTANT NOTICE: If you are declining enrollment for yourself or your dependents (including your spouse) because of other health care coverage, you may, in the future, be able to enroll yourself or your dependents in the plan if you request enrollment within 31 days after your other coverage ends. In addition, if you have a new dependent as a result of a marriage, birth, adoption, suit for adoption or placement of a foster child in your home, you may be able to enroll yourself and your dependents if you request enrollment within 31 days after the marriage, birth, adoption, suit for adoption or placement of an eligible foster child in your home.</p> |
| SECTION 9 COVERAGE CONDITIONS | <p>Sign your name and date the enrollment application if you agree to the conditions set forth in this section. Your enrollment application should be submitted to your employer's Enrollment Department, which will then submit your form by mail or email to: BCBSTX • Group Accounts Dept. • PO Box 655730 • Dallas, TX 75265-5730.</p> <p>* The term "marriage" includes legal marriage and the establishment of a domestic partnership (coverage subject to your employer's plan).</p> <p>** The term "divorce" includes legal divorce and the comparable termination of a domestic partnership (coverage subject to your employer's plan).</p> <p>*** The use of the term "spouse" includes a legal spouse. It also includes a party to a domestic partnership (coverage subject to your employer's plan).</p> |

Changes in state or federal law or regulations, or interpretations thereof, may change the terms and conditions of coverage.

Forms referenced above may be obtained by accessing the Blue Cross and Blue Shield of Texas website at bcbstx.com, or from your employer. If you are a current member and have questions, you may also call the Customer Service number on the back of your member ID card.

ENROLLMENT APPLICATION/CHANGE FORM



BlueCross BlueShield of Texas

Group #

Section #

Social Security #

Account #

Category

Please Note: If your group offers a Consumer Choice health plan you have the option to choose a Consumer Choice of Benefits Health Insurance Plan or Consumer Choice of Benefits Health Maintenance Organization health care plan that, either in whole or in part, does not provide state-mandated health benefits normally required in accident and sickness insurance policies or evidences of coverage in Texas. This standard health benefit plan may provide a more affordable health insurance policy or health plan for you, although, at the same time, it may provide you with fewer health benefits than those normally included as state-mandated health benefits in policies or evidences of coverage in Texas. If you choose this standard health benefit plan, please consult with your insurance agent to discover which state-mandated health benefits are excluded in this policy or evidence of coverage.

SECTION 1 — ENROLLMENT EVENTS

PLEASE CHECK ALL THAT APPLY – IF YOU ARE DECLINING COVERAGE, COMPLETE SECTIONS 2, 8 AND 9 ONLY

☐ New Enrollee ☐ Add Dependent ☐ Open Enrollment ☐ Other Changes

Are you applying as a result of a Special Enrollment Event?

☐ No ☐ Yes, Event Date: ____/____/____

Event: ☐ New Hire ☐ Marriage* ☐ Birth
☐ Adoption or Suit for Adoption (provide legal documents)
☐ Court Order (provide court order or decree)
☐ Loss of Other Coverage
☐ Other (explain): _____

Effective Date of Benefits: ____/____/____ ☐ Completion of Other Eligibility Requirements

☐ Cancel Enrollee ☐ Cancel Dependent

Cancel Coverage: ☐ Health ☐ Dental

☐ Term Life ☐ Dependent Life

☐ Short-Term Disability ☐ Long-Term Disability

List names of those canceling in Section 4 below

Event: ☐ Divorce** ☐ Death

☐ Terminated Employment ☐ Other

Indicate Event Date: ____/____/____

SECTION 2 — PLEASE TELL US ABOUT YOURSELF

COMPLETE EVEN IF DECLINING COVERAGE

| | | | | | |
|---|------------|--|------------------------------|--|-------------------|
| Last Name | First Name | MI (opt) | Suffix | Birth Date (MM/DD/YYYY) | Social Security # |
| Mailing Address - Street - Apt # | | | | City | State ZIP code |
| Email Address | | <input type="checkbox"/> Male <input type="checkbox"/> Female | Home/Cell Phone # | | |
| Name of Employer | Job Title | Business Phone # | Employment Date (MM/DD/YYYY) | Do you usually work at least 30 hours a week for this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| Eligibility Status: <input type="checkbox"/> Active Employee <input type="checkbox"/> Retired Employee - Date of Retirement: _____ <input type="checkbox"/> COBRA Continuation | | | | | |
| <input type="checkbox"/> State Continuation of Group Coverage (insured plans only) <input type="checkbox"/> Dependent State Continuation of Group Coverage (insured plans only) | | | | | |

SECTION 3 — SELECT YOUR COVERAGE

PLEASE CHECK ALL THAT APPLY

Health Coverage (select one)

☐ Blue Premier AccessSM ☐ Blue Choice PPOSM
☐ Blue EssentialsSM ☐ Blue Advantage HMOSM
☐ Blue Essentials AccessSM
☐ Other _____
 Plan # (required) _____

Small Group Plans (2-50 Employees)

Who is covered for health? (select one)

☐ Employee Only
☐ Employee/Spouse***
☐ Employee/Child(ren)
☐ Family
☐ I am not applying for Health coverage

BlueCare DentalSM Coverage

☐ Yes
☐ No

Who is covered for dental? (select one)

☐ Employee Only
☐ Employee/Spouse
☐ Employee/Child(ren)
☐ Family
☐ I am not applying for Dental coverage

Large Group Plans (more than 50 Employees)

Health Coverage (select one)

☐ Blue Choice PPOSM ☐ Blue EssentialsSM
☐ Blue PremierSM ☐ Blue Essentials AccessSM
☐ Blue Premier AccessSM
☐ Other _____
 Plan # _____

Who is covered for health? (select one)

☐ Employee Only
☐ Employee/Spouse
☐ Employee/Child(ren)
☐ Family
☐ I am not applying for Health coverage

Dental Coverage

☐ Yes
☐ No
 Plan # (required) _____

Who is covered for dental? (select one)

☐ Employee Only
☐ Employee/Spouse
☐ Employee/Child(ren)
☐ Family
☐ I am not applying for Dental coverage

Primary Language: _____ ☐ English ☐ Spanish ☐ Other

Do you have a disability affecting your ability to communicate or read? ☐ Yes ☐ No

If "Yes," describe special communication materials needed: _____

Group Term Life, Accidental Death and Dismemberment (AD&D) and Disability Insurance[^]

☐ I am not applying for Group Term Life, AD&D or Disability Insurance coverage

Employee Occupation/Job Title: _____ Wage Rate \$ _____ per ☐ hour ☐ week ☐ month ☐ year

Group Basic Term Life and AD&D ☐ I do not apply ☐ I do apply Amount \$ _____

Group Dependents' Life ☐ I do not apply ☐ I do apply

Group Supplemental Life ☐ I do not apply ☐ I do apply

Employee Election: \$ _____ Spouse Election: \$ _____ Child Election: \$ _____

Short-Term Disability ☐ I do not apply ☐ I do apply

Long-Term Disability ☐ I do not apply ☐ I do apply

| | | | | | | |
|---|------------|---------|-----------|--------------|-------------------------|-------------------|
| Primary Beneficiary | First Name | Initial | Last Name | Relationship | Birth Date (MM/DD/YYYY) | Social Security # |
| <div style="border: 1px solid black; height: 20px; width: 100%;"></div> | | | | | | |

| | | | | | | |
|---|------------|---------|-----------|--------------|-------------------------|-------------------|
| Contingent Beneficiary | First Name | Initial | Last Name | Relationship | Birth Date (MM/DD/YYYY) | Social Security # |
| <div style="border: 1px solid black; height: 20px; width: 100%;"></div> | | | | | | |

^{*} The term "marriage" includes legal marriage and the establishment of a domestic partnership (coverage subject to your employer's plan).

^{**} The term "divorce" includes legal divorce and the comparable termination of a domestic partnership (coverage subject to your employer's plan).

^{***} The use of the term "spouse" includes a legal spouse. It also includes a party to a domestic partnership (coverage subject to your employer's plan).

[^] Life, Accidental Death & Dismemberment and Disability insurance is underwritten by Dearborn Life Insurance Company, 701 E. 22nd St. Suite 300, Lombard, IL 60148. Dearborn Life Insurance Company is an independent Blue Cross and Blue Shield licensee. BLUE CROSS®, BLUE SHIELD® and the Cross and Shield Symbols are registered service marks of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield Plans.

Last Name: _____

Social Security #: _____

Group # _____

_____**SECTION 4 — COVERAGE OPTIONS**

PLEASE COMPLETE ALL AREAS THAT APPLY. PCP SELECTION IS REQUIRED FOR BLUE ADVANTAGE, BLUE PREMIER AND BLUE ESSENTIALS PLANS. PCP SELECTION IS NOT REQUIRED FOR BLUE PREMIER ACCESS AND BLUE ESSENTIALS ACCESS PLANS.

| | | | | | |
|--|--|---|--|--|--|
| Employee/Enrollee's Name | PCP Name | PCP # | New Patient? <input type="checkbox"/> Y <input type="checkbox"/> N | HMO OB/GYN Name (optional) | HMO OB/GYN # |
| Dependent's Name <input type="checkbox"/> Husband <input type="checkbox"/> Wife <input type="checkbox"/> Domestic Partner | Dependent's PCP Name | PCP # | New Patient? <input type="checkbox"/> Y <input type="checkbox"/> N | HMO OB/GYN Name (optional) | HMO OB/GYN # |
| Dependent's Social Security # - - | Birth Date (MM/DD/YYYY) | Address (if different) - # and Street Address | | City | State ZIP code |
| Dependent's Name <input type="checkbox"/> Son <input type="checkbox"/> Daughter <input type="checkbox"/> Other Eligible Dependent | Dependent's Social Security # - - | Dependent's PCP Name | PCP # | New Patient? <input type="checkbox"/> Y <input type="checkbox"/> N | HMO OB/GYN Name (optional) HMO OB/GYN # |
| Birth Date (MM/DD/YYYY) | Home Address (If different) Street/City/State/ZIP code | | Is this dependent a natural child, stepchild, foster child, adopted child, or a child in suit for adoption? <input type="checkbox"/> Y <input type="checkbox"/> N | If not your eligible natural child, stepchild, foster child, adopted child or child in suit for adoption, are you (or your spouse) responsible for this dependent? <input type="checkbox"/> Y <input type="checkbox"/> N | |
| Dependent's Name <input type="checkbox"/> Son <input type="checkbox"/> Daughter <input type="checkbox"/> Other Eligible Dependent | Dependent's Social Security # - - | Dependent's PCP Name | PCP # | New Patient? <input type="checkbox"/> Y <input type="checkbox"/> N | HMO OB/GYN Name (optional) HMO OB/GYN # |
| Birth Date (MM/DD/YYYY) | Home Address (If different) Street/City/State/ZIP code | | Is this dependent a natural child, stepchild, foster child, adopted child, or a child in suit for adoption? <input type="checkbox"/> Y <input type="checkbox"/> N | If not your eligible natural child, stepchild, foster child, adopted child or child in suit for adoption, are you (or your spouse) responsible for this dependent? <input type="checkbox"/> Y <input type="checkbox"/> N | |
| Dependent's Name <input type="checkbox"/> Son <input type="checkbox"/> Daughter <input type="checkbox"/> Other Eligible Dependent | Dependent's Social Security # - - | Dependent's PCP Name | PCP # | New Patient? <input type="checkbox"/> Y <input type="checkbox"/> N | HMO OB/GYN Name (optional) HMO OB/GYN # |
| Birth Date (MM/DD/YYYY) | Home Address (If different) Street/City/State/ZIP code | | Is this dependent a natural child, stepchild, foster child, adopted child, or a child in suit for adoption? <input type="checkbox"/> Y <input type="checkbox"/> N | If not your eligible natural child, stepchild, foster child, adopted child or child in suit for adoption, are you (or your spouse) responsible for this dependent? <input type="checkbox"/> Y <input type="checkbox"/> N | |

SECTION 5 — DISABLED DEPENDENT

PLEASE COMPLETE IF APPLICABLE

| | |
|----------------------------|----------------------|
| Name of Disabled Dependent | Nature of Disability |
| Name of Disabled Dependent | Nature of Disability |

If disabled child is over the dependent age limit of your employer's plan, please attach a completed Disabled Dependent Authorization and Disabled Dependent Physician Certification.

SECTION 6 — OTHER COVERAGE INFORMATION

PLEASE COMPLETE ALL AREAS THAT APPLY

Complete this section only if you or any of your dependents have other health and/or dental coverage **that will not be canceled** when the coverage under this application becomes effective. **List names of each individual covered:**

| | | | | |
|--|---|---|--|---|
| Group Coverage <input type="checkbox"/> Yes <input type="checkbox"/> No | Individual Coverage <input type="checkbox"/> Yes <input type="checkbox"/> No | Name and Address of Other Insurance Carrier | Effective Date (MM/DD/YYYY) | Type of Policy <input type="checkbox"/> Employee Only <input type="checkbox"/> Employee/Spouse <input type="checkbox"/> Employee/Child(ren) <input type="checkbox"/> Family |
| Name of Policyholder | | Birth Date (MM/DD/YYYY) | <input type="checkbox"/> Male <input type="checkbox"/> Female | Relationship to Applicant <input type="checkbox"/> Self <input type="checkbox"/> Spouse <input type="checkbox"/> Dependent |
| Employer's Name | Employment Date (MM/DD/YYYY) | Health Group # | Health ID # | Dental Group # Dental ID # |

SECTION 7 — MEDICARE COVERAGE INFORMATION

PLEASE COMPLETE IF APPLICABLE

| | | |
|--|--|--|
| Name of person covered: | Medicare A (Hospital) Effective Date: _____ End Date: _____ Medicare B (Medical) Effective Date: _____ End Date: _____ Medicare D (Drug) Effective Date: _____ End Date: _____ Medicare D (Drug) Carrier: _____ | Medicare HIC # (From Medicare Card) |
| Please indicate reason for Medicare Eligibility: <input type="checkbox"/> Entitled Age <input type="checkbox"/> Entitled Disability <input type="checkbox"/> End-Stage Renal Disease <input type="checkbox"/> Disability and Current Renal Disease | | |
| Name of person covered: | Medicare A (Hospital) Effective Date: _____ End Date: _____ Medicare B (Medical) Effective Date: _____ End Date: _____ Medicare D (Drug) Effective Date: _____ End Date: _____ Medicare D (Drug) Carrier: _____ | Medicare HIC # (From Medicare Card) |
| Please indicate reason for Medicare Eligibility: <input type="checkbox"/> Entitled Age <input type="checkbox"/> Entitled Disability <input type="checkbox"/> End-Stage Renal Disease <input type="checkbox"/> Disability and Current Renal Disease | | |

SECTION 8 — DECLINATION OF COVERAGE

PLEASE COMPLETE IF YOU ARE DECLINING COVERAGE

This is to certify the available coverage has been explained to me. I have been given the opportunity to apply for the coverage offered to me and my eligible dependents and have voluntarily elected to decline the coverage as indicated below. If I desire to apply for coverage at a later date, I understand there may be a delay in the effective date of the coverage.

| | |
|---|---|
| Name <input type="checkbox"/> Employee | Reason for declining Health : <input type="checkbox"/> Other Group Health Coverage – Carrier: _____ <input type="checkbox"/> Medicare <input type="checkbox"/> Medicaid <input type="checkbox"/> Other Individual Health Coverage – Carrier: _____ <input type="checkbox"/> Other (explain) _____ <input type="checkbox"/> I am not enrolled in any health insurance plan, but do not want this coverage |
| Name <input type="checkbox"/> Employee | Reason for declining Dental : <input type="checkbox"/> Other Group Dental Coverage <input type="checkbox"/> Medicaid <input type="checkbox"/> Individual Dental Coverage <input type="checkbox"/> Other (explain) _____ <input type="checkbox"/> I am not enrolled in any dental insurance plan, but do not want this coverage |
| Name <input type="checkbox"/> Spouse | Reason for declining: <input type="checkbox"/> Other Group Health Coverage <input type="checkbox"/> Medicare <input type="checkbox"/> Medicaid <input type="checkbox"/> Other Individual Health Coverage <input type="checkbox"/> Other (explain) _____ <input type="checkbox"/> I am not enrolled in any health insurance plan, but do not want this coverage |
| Name <input type="checkbox"/> Dependent | Reason for declining: <input type="checkbox"/> Other Group Health Coverage <input type="checkbox"/> Medicare <input type="checkbox"/> Medicaid <input type="checkbox"/> Other Individual Health Coverage <input type="checkbox"/> Other (explain) _____ <input type="checkbox"/> I am not enrolled in any health insurance plan, but do not want this coverage |
| Name <input type="checkbox"/> Dependent | Reason for declining: <input type="checkbox"/> Other Group Health Coverage <input type="checkbox"/> Medicare <input type="checkbox"/> Medicaid <input type="checkbox"/> Other Individual Health Coverage <input type="checkbox"/> Other (explain) _____ <input type="checkbox"/> I am not enrolled in any health insurance plan, but do not want this coverage |

SECTION 9 — COVERAGE CONDITIONS

- I am an employee of the employer named in this enrollment application. I am eligible to participate in the coverage(s) afforded by my employer's plan, which is either underwritten or administered by Blue Cross and Blue Shield of Texas (BCBSTX) or Dearborn Life Insurance Company. On behalf of myself and any dependents listed on this enrollment application, I apply for those coverage(s) for which I am eligible. I state that the information given on this enrollment application is true and correct. I understand and agree that any intentional misrepresentation of a material fact made by me will invalidate my coverage(s).
- Only those coverage(s) and amounts for which I am eligible will be available to me. I understand that if this enrollment application is accepted, the coverage(s) will become effective in accordance with the provisions of the Contract(s)/Plan(s).
- I agree that my employer acts as my agent. I authorize necessary payroll deduction by my employer, if any, to cover the cost of my coverage(s). As applies to insurance coverage, I will accept an electronic copy of my coverage documents (whether certificate of coverage or benefit booklet) if my employer requests that BCBSTX deliver the information electronically. I understand that a hard copy is available to me upon request.
- I understand that my participation in the coverage(s) is subject to any future amendment. I also understand that all notices given to my employer are applicable to me.
- I understand that written communications that are required by law may be delivered to me electronically, with my consent. I understand that if I withdraw consent to receive my documents electronically, that will receive a written communication in paper form. ☐ Accept receiving communications electronically ☐ Reject receiving communications electronically
- I understand to withdraw consent to receive documents electronically, I will need to call the Customer Service number on the back of my member ID card.
- I understand to update information needed for BCBSTX to contact me electronically, I will need to call the Customer Service number on the back of my member ID card.

WARNING: ANY PERSON WHO KNOWINGLY PRESENTS A FALSE OR FRAUDULENT CLAIM FOR THE PAYMENT OF A LOSS IS GUILTY OF A CRIME AND MAY BE SUBJECT TO FINES AND CONFINEMENT IN STATE PRISON.

Applicant's Signature _____ Date _____



BlueCross BlueShield of Texas

Health care coverage is important for everyone.

We provide free communication aids and services for anyone with a disability or who needs language assistance.
We do not discriminate on the basis of race, color, national origin, sex, gender identity, age or disability.

To receive language or communication assistance free of charge, please call us at 855-710-6984.

If you believe we have failed to provide a service, or think we have discriminated in another way, contact us to file a grievance.

Office of Civil Rights Coordinator
300 E. Randolph St.
35th Floor
Chicago, Illinois 60601

Phone: 855-664-7270 (voicemail)
TTY/TDD: 855-661-6965
Fax: 855-661-6960
Email: CivilRightsCoordinator@hcsc.net

You may file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, at:

U.S. Dept. of Health & Human Services
200 Independence Avenue SW
Room 509F, HHH Building 1019
Washington, DC 20201

Phone: 800-368-1019
TTY/TDD: 800-537-7697
Complaint Portal: <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>
Complaint Forms: <http://www.hhs.gov/ocr/office/file/index.html>



If you, or someone you are helping, have questions, you have the right to get help and information in your language at no cost. To talk to an interpreter, call 855-710-6984

| | |
|--------------------------|---|
| العربية Arabic | إن كان لديك أو لدى شخص تساعد أسئلة، فلديك الحق في الحصول على المساعدة والمعلومات الضرورية بلغتك من دون أية تكلفة. للتحدث مع مترجم فوري، اتصل على الرقم 855-710-6984. |
| 繁體中文 Chinese | 如果您，或您正在協助的對象，對此有疑問，您有權利免費以您的母語獲得幫助和訊息。洽詢一位翻譯員，請撥電話號碼 855-710-6984. |
| Français French | Si vous, ou quelqu'un que vous êtes en train d'aider, avez des questions, vous avez le droit d'obtenir de l'aide et l'information dans votre langue à aucun coût. Pour parler à un interprète, appelez 855-710-6984. |
| Deutsch German | Falls Sie oder jemand, dem Sie helfen, Fragen haben, haben Sie das Recht, kostenlose Hilfe und Informationen in Ihrer Sprache zu erhalten. Um mit einem Dolmetscher zu sprechen, rufen Sie bitte die Nummer 855-710-6984 an. |
| ગુજરાતી Gujarati | જો તમને અથવા તમે મદદ કરી રહ્યા હોય અથવા કોઈ બીજી વ્યક્તિને અસુબી, અમ. કાયકમ બાબતે પ્રશ્નો હોય, તો તમને વિના ખર્ચે તમારી ભાષામાં મદદ અને માહિતી મેળવવાનો હક્ક છે. દુભાષિયા સાથે વાત કરવા માટે આ નંબર 855-710-6984 પર કોલ કરો. |
| हिंदी Hindi | यदि आपके, या आप जिसकी सहायता कर रहे हैं उसके, प्रश्न हैं, तो आपको अपनी भाषा में निःशुल्क सहायता और जानकारी प्राप्त करने का अधिकार है। किसी अनुवादक से बात करने के लिए 855-710-6984 पर कॉल करें। |
| 日本語 Japanese | ご本人様、またはお客様の身の回りの方でも、ご質問がございましたら、ご希望の言語でサポートを受けたり、情報入手したり することができます。料金はかかりません。通訳とお話される場合、855-710-6984 までお電話ください。 |
| 한국어 Korean | 만약 귀하 또는 귀하가 돕는 사람이 질문이 있다면 귀하는 무료로 그러한 도움과 정보를 귀하의 언어로 받을 수 있는 권리가 있습니다. 통역사가 필요하시면 855-710-6984 로 전화하십시오. |
| ພາສາລາວ Laotian | ຖ້າທ່ານ ຫຼື ຄົນທີ່ທ່ານກຳລັງໃຫ້ການຊ່ວຍເຫຼືອມີຄຳຖາມ, ທ່ານມີສິດຂໍເອົາການຊ່ວຍເຫຼືອ ແລະ ຂໍ ມູນເປັນພາສາຂອງທ່ານໄດ້ໂດຍບໍ່ມີຄ່າໃຊ້ຈ່າຍ. ເພື່ອສົມກັບນາຍແປພາສາ, ໃຫ້ໃຫ້ຫາເບີ 855-710-6984. |
| Diné Navajo | T'áá ni, éí doodago ła'da bika anáníłwo'ígíí, na'idíłkidgo, ts'idá bee ná ahóótí'i' t'áá níł'e níka a'doolwoł dóó bina'idíłkidgíí bee níł hodoonih. Ata'dahalne'ígíí bich'í' hodííłnih kwe'é 855-710-6984. |
| فارسی Persian | اگر شما، یا کسی که شما به او کمک می کنید، سوالی داشته باشید، حق این را دارید که به زبان خود، به طور رایگان کمک و اطلاعات دریافت نمایید. جهت گفتگو با یک مترجم شفاهی، با شماره 855-710-6984 تماس حاصل نمایید. |
| Русский Russian | Если у вас или человека, которому вы помогаете, возникли вопросы, у вас есть право на бесплатную помощь и информацию, предоставленную на вашем языке. Чтобы связаться с переводчиком, позвоните по телефону 855-710-6984. |
| Español Spanish | Si usted o alguien a quien usted está ayudando tiene preguntas, tiene derecho a obtener ayuda e información en su idioma sin costo alguno. Para hablar con un intérprete, llame al 855-710-6984. |
| Tagalog Tagalog | Kung ikaw, o ang isang taong iyong tinutulongan ay may mga tanong, may karapatan kang makakuha ng tulong at impormasyon sa iyong wika nang walang bayad. Upang makipag-usap sa isang tagasalin-wika, tumawag sa 855-710-6984. |
| اردو Urdu | اگر آپ کو، یا کسی ایسے فرد کو جس کی آپ مدد کر رہے ہیں، کوئی سوال درپیش ہے تو، آپ کو اپنی زبان میں مفت مدد اور معلومات حاصل کرنے کا حق ہے۔ مترجم سے بات کرنے کے لیے، 855-710-6984 پر کال کریں۔ |
| Tiếng Việt Vietnamese | Nếu quý vị, hoặc người mà quý vị đang giúp đỡ, có câu hỏi, thì quý vị có quyền được giúp và nhận thông tin bằng ngôn ngữ của mình miễn phí. Để nói chuyện với một thông dịch viên, xin gọi 855-710-6984. |

Life Benefit Summary
Group Number: 00476055

About Your Benefits:

Your family depends on you in many ways and you've worked hard to ensure their financial security. But if something happened to you, will your family be protected? Will your loved ones be able to stay in their home, pay bills, and prepare for the future. Life insurance provides a financial benefit that your family can depend on. And getting it at work is easier, more convenient and more affordable than doing it on your own. If you have financial dependents- a spouse, children or aging parents, having life insurance is a responsible and a smart decision. Enroll today to secure their future!

What Your Benefits Cover:

| VOLUNTARY TERM LIFE | |
|---|---|
| Employee Benefit | \$25,000 increments to a maximum of \$100,000. See Cost Illustration page for details. |
| Spouse/Domestic Partner[‡] Benefit | \$5,000 increments to a maximum of \$25,000. See Cost Illustration page for details. |
| Child Benefit | Your dependent children age 14 days to 26 years. \$1,000 increments to a maximum of \$10,000. Subject to state limits. See Cost Illustration page for details. |
| Guarantee Issue: The 'guarantee' means you are not required to answer health questions to qualify for coverage up to and including the specified amount, when you sign up for coverage during the initial enrollment period. | We Guarantee Issue coverage up to: Employee \$10,000. Spouse \$5,000. Dependent children \$10,000. |
| Premiums | Increase on plan anniversary after you enter next five-year age group |
| Portability: Allows you to take coverage with you if you terminate employment. | Yes, with age and other restrictions |
| Conversion: Allows you to continue your coverage after your group plan has terminated. | Yes, with restrictions; see certificate of benefits |
| Accelerated Life Benefit: A lump sum benefit is paid to you if you are diagnosed with a terminal condition, as defined by the plan. | Yes |
| Waiver of Premiums: Premium will not need to be paid if you are totally disabled. | For employees disabled prior to age 60, with premiums waived until age 65, if conditions met |
| Benefit Reductions: Benefits are reduced by a certain percentage as an employee ages. | 35% at age 65, 60% at age 70, 75% at age 75, 85% at age 80 |

Subject to coverage limits

† **Spouse coverage terminates at age 70.**

Manage Your Benefits:

Go to www.GuardianAnytime.com to access secure information about your Guardian benefits. Your on-line account will be set up within 30 days after your plan effective date.

Voluntary Life Cost Illustration:

To determine the most appropriate level of coverage, as a rule of thumb, you should consider about 6 - 10 times your annual income, factoring in projected costs to help maintain your family's current life style. To help you assess your needs, you can also go to Guardian Anytime and view a video: <https://www.guardiananytime.com/gafd/wps/portal/fdhome/employees/products-coverage/life>

| Policy Election Amount | | Monthly premiums displayed. | | | | | | | |
|------------------------|--------|--------------------------------------|--------|---------|---------|---------|---------|---------|----------|
| | | Policy Election Cost Per Age Bracket | | | | | | | |
| Employee | < 30 | 30–34 | 35–39 | 40–44 | 45–49 | 50–54 | 55–59 | 60–64 | 65–69† |
| \$25,000 | \$1.00 | \$1.25 | \$2.00 | \$3.75 | \$5.50 | \$8.50 | \$13.25 | \$20.75 | \$33.50 |
| \$50,000 | \$2.00 | \$2.50 | \$4.00 | \$7.50 | \$11.00 | \$17.00 | \$26.50 | \$41.50 | \$67.00 |
| \$75,000 | \$3.00 | \$3.75 | \$6.00 | \$11.25 | \$16.50 | \$25.50 | \$39.75 | \$62.25 | \$100.50 |
| \$100,000 | \$4.00 | \$5.00 | \$8.00 | \$15.00 | \$22.00 | \$34.00 | \$53.00 | \$83.00 | \$134.00 |
| Policy Election Amount | | | | | | | | | |
| Spouse/DP | | | | | | | | | |
| \$5,000 | \$0.20 | \$0.25 | \$0.40 | \$0.75 | \$1.10 | \$1.70 | \$2.65 | \$4.15 | \$6.70 |
| \$10,000 | \$0.40 | \$0.50 | \$0.80 | \$1.50 | \$2.20 | \$3.40 | \$5.30 | \$8.30 | \$13.40 |
| \$15,000 | \$0.60 | \$0.75 | \$1.20 | \$2.25 | \$3.30 | \$5.10 | \$7.95 | \$12.45 | \$20.10 |
| \$20,000 | \$0.80 | \$1.00 | \$1.60 | \$3.00 | \$4.40 | \$6.80 | \$10.60 | \$16.60 | \$26.80 |
| \$25,000 | \$1.00 | \$1.25 | \$2.00 | \$3.75 | \$5.50 | \$8.50 | \$13.25 | \$20.75 | \$33.50 |
| Policy Election Amount | | | | | | | | | |
| Child(ren) | | | | | | | | | |
| \$1,000 | \$0.17 | \$0.17 | \$0.17 | \$0.17 | \$0.17 | \$0.17 | \$0.17 | \$0.17 | \$0.17 |
| \$2,000 | \$0.34 | \$0.34 | \$0.34 | \$0.34 | \$0.34 | \$0.34 | \$0.34 | \$0.34 | \$0.34 |
| \$3,000 | \$0.51 | \$0.51 | \$0.51 | \$0.51 | \$0.51 | \$0.51 | \$0.51 | \$0.51 | \$0.51 |
| \$4,000 | \$0.68 | \$0.68 | \$0.68 | \$0.68 | \$0.68 | \$0.68 | \$0.68 | \$0.68 | \$0.68 |
| \$5,000 | \$0.85 | \$0.85 | \$0.85 | \$0.85 | \$0.85 | \$0.85 | \$0.85 | \$0.85 | \$0.85 |
| \$6,000 | \$1.02 | \$1.02 | \$1.02 | \$1.02 | \$1.02 | \$1.02 | \$1.02 | \$1.02 | \$1.02 |
| \$7,000 | \$1.19 | \$1.19 | \$1.19 | \$1.19 | \$1.19 | \$1.19 | \$1.19 | \$1.19 | \$1.19 |
| \$8,000 | \$1.36 | \$1.36 | \$1.36 | \$1.36 | \$1.36 | \$1.36 | \$1.36 | \$1.36 | \$1.36 |
| \$9,000 | \$1.53 | \$1.53 | \$1.53 | \$1.53 | \$1.53 | \$1.53 | \$1.53 | \$1.53 | \$1.53 |
| \$10,000 | \$1.70 | \$1.70 | \$1.70 | \$1.70 | \$1.70 | \$1.70 | \$1.70 | \$1.70 | \$1.70 |

Refer to Guarantee Issue row on page above for Voluntary Life GI amounts.

Premiums for Voluntary Life Increase in five-year increments

[‡]Spouse/DP coverage premium is based on Employee age. Coverage for the spouse terminates at spouse's age 70.

[†]Benefit reductions apply.

Manage Your Benefits:

Go to www.GuardianAnytime.com to access secure information about your Guardian benefits. Your on-line account will be set up within 30 days after your plan effective date.

LIMITATIONS AND EXCLUSIONS:

A SUMMARY OF PLAN LIMITATIONS AND EXCLUSIONS FOR LIFE COVERAGE:

You must be working full-time on the effective date of your coverage; otherwise, your coverage becomes effective after you have completed a specific waiting period. Employees must be legally working in the United States in order to be eligible for coverage. Underwriting must approve coverage for employees on temporary assignment: (a) exceeding one year; or (b) in an area under travel warning by the US Department of State. Subject to state specific variations. Evidence of Insurability is required on all late enrollees. This coverage will not be effective until approved by a Guardian underwriter. This proposal is hedged subject to satisfactory financial evaluation. Please refer to certificate of coverage for full plan description.

Dependent life insurance will not take effect if a dependent, other than a newborn, is confined to the hospital or other health care facility or is unable to perform the normal activities of someone of like age and sex.

Accelerated Life Benefit is not paid to an employee under the following circumstances: one who is required by law to use the benefit to pay creditors; is required by court order to pay the benefit to another person; is required by a government agency to use the payment to receive a government benefit; or loses his or her group coverage before an accelerated benefit is paid.

We pay no benefits if the insured's death is due to suicide within two years from the insured's original effective date. This two year limitation also applies to any increase in benefit. This exclusion may vary according to state law. Late entrants and benefit increases require underwriting approval.

GP-I-R-EOPT-96

Guarantee Issue/Conditional Issue amounts may vary based on age and case size. See your Plan Administrator for details. Late entrants and benefit increases require underwriting approval.

This document is a summary of the major features of the referenced insurance coverage. It is intended for illustrative purposes only and does not constitute a contract. The insurance plan documents, including the policy and certificate, comprise the contract for coverage. The full plan description, including the benefits and all terms, limitations and exclusions that apply will be contained in your insurance certificate. The plan documents are the final arbiter of coverage. Coverage terms may vary by state and actual sold plan. The premium amounts reflected in this summary are an approximation; if there is a discrepancy between this amount and the premium actually billed, the latter prevails.

**The Guardian Life Insurance Company of America**

The Guardian Life Insurance company of America underwrites group term life, accidental death and dismemberment, Short term disability, Long term disability, critical illness, dental, vision, and accident coverages.

Enrollment/Change Form**Page 1 of 4**

Guardian Life, P.O. Box 14319,
Lexington, KY 40512

Please print clearly and mark carefully.

| | | | | | |
|---|----------------------|------------------------------------|-------------------------|---------------------------|--------------------|
| Employer Name: J SOLUTIONS, INC. | | Group Plan Number: 00476055 | | Benefits Effective: _____ | |
| PLEASE CHECK APPROPRIATE BOX | Initial Enrollment | Re-Enrollment | Add Employee/Dependents | Drop/Refuse Coverage | Information Change |
| Increase Amount | Family Status Change | | | | |

| | | | |
|--------------|-----------------|----------------------|---|
| Class: _____ | Division: _____ | Subtotal Code: _____ | (Please obtain this from your Employer) |
|--------------|-----------------|----------------------|---|

| | | | |
|--|--|---|--------------------------------|
| About You: First, MI, Last Name: _____ | | Social Security Number ____ - ____ - ____ | |
| Address _____ _____ _____ | City _____ _____ _____ | State _____ _____ _____ | Zip _____ _____ _____ |
| Gender: M F | Date of Birth (mm-dd-yy): ____ - ____ - ____ | Phone: () - ____ - ____ | |
| Email Address: _____ | Are you married or do you have a spouse? Yes No | Date of marriage/union: ____ - ____ - ____ | |
| | Do you have children or other dependents? Yes No | Placement date of adopted child: ____ - ____ - ____ | |

| | | | |
|---|--|------------------------------|------------------|
| About Your Job: | | Hours worked per week: _____ | Job Title: _____ |
| Work Status: Active Retired Cobra/State Continuation | Date of full time hire: ____ - ____ - ____ | Annual Salary: \$ _____ | |

About Your Family: Please include the names of the dependents you wish to enroll for coverage. A dependent is a person that you, as a taxpayer, claim; who relies on you for financial support; and for whom you qualify for a dependent tax exemption. Dependent tax exemptions are subject to IRS rules and regulations. Additional information may be required for non-standard dependents such as a grandchild, a niece or a nephew.

| | | | | |
|--|--------------------------|---------------|--|--|
| Spouse (First, MI, Last Name) _____ _____ _____ | | Gender M F | Social Security Number ____ - ____ - ____ Date of Birth (mm-dd-yyyy) ____ - ____ - ____ | |
| Address/City/State/Zip: _____ _____ _____ | Phone: () - ____ - ____ | | | |
| Child/Dependent 1: _____ _____ _____ | Add Drop | Gender M F | Social Security Number ____ - ____ - ____ Date of Birth (mm-dd-yyyy) ____ - ____ - ____ | Status (check all that apply) Student (post high school) Disabled Non standard dependent |
| Address/City/State/Zip: _____ _____ _____ | Phone: () - ____ - ____ | | | |
| Child/Dependent 2: _____ _____ _____ | Add Drop | Gender M F | Social Security Number ____ - ____ - ____ Date of Birth (mm-dd-yyyy) ____ - ____ - ____ | Status (check all that apply) Student (post high school) Disabled Non standard dependent |
| Address/City/State/Zip: _____ _____ _____ | Phone: () - ____ - ____ | | | |

| | | | | |
|--|------------|-----------------|--|--|
| Child/Dependent 3: Address/City/State/Zip: Phone: () - - | Add Drop | Gender M F | Social Security Number ____ - ____ - ____ Date of Birth (mm-dd-yyyy) ____ - ____ - ____ | Status (check all that apply) Student (post high school) Disabled Non standard dependent |
| Child/Dependent 4: Address/City/State/Zip: Phone: () - - | Add Drop | Gender M F | Social Security Number ____ - ____ - ____ Date of Birth (mm-dd-yyyy) ____ - ____ - ____ | Status (check all that apply) Student (post high school) Disabled Non standard dependent |

| | |
|---|--|
| Drop Coverage: Drop Employee Drop Dependents The date of withdrawal cannot be prior to the date this form is completed and signed. Last Day of Coverage: ____ - ____ - ____ Termination of Employment Retirement Last Day Worked: ____ - ____ - ____ Other Event: _____ Date of Event: ____ - ____ - ____ | Coverage Being Dropped: Voluntary Life Employee Spouse Child(ren) |
| I have been offered the above coverage(s) and wish to drop enrollment for the following reasons: Covered under another insurance plan Other _____ (additional information may be required) | |

| | | | | | |
|---|---------------------------|----------|----------|-----------|--|
| Voluntary Term Life Coverage: You must be enrolled to cover your dependents. <i>Benefit reductions apply. Please see plan administrator.</i> | | | | | |
| Employee | | | | | |
| Policy Amount | Check one box only | | | | |
| \$10,000* | \$25,000 | \$50,000 | \$75,000 | \$100,000 | |
| *Guarantee Issue Amount. The Health History section must be completed if any amount above the Guarantee Issue Amount is elected. I do not want this coverage | | | | | |

| | | | | | |
|---|----------|----------|----------|----------|--|
| Add Voluntary Life for Spouse | | | | | |
| Policy Amount | | | | | |
| \$5,000* | \$10,000 | \$15,000 | \$20,000 | \$25,000 | |
| *Guarantee Issue Amount *The amount may not be more than 50% of the employee amount for Voluntary Life. I do not want this coverage | | | | | |

| | | | | | | |
|---|---------|---------|------------------|---------|---------|--|
| Add Voluntary Life for Dependent/Child(ren) | | | | | | |
| Policy Amount | | | | | | |
| \$1,000 | \$2,000 | \$3,000 | \$4,000 | \$5,000 | \$6,000 | |
| \$7,000 | \$8,000 | \$9,000 | \$10,000* | | | |
| *Guarantee Issue Amount *The amount may not be more than 10% of the employee amount for Voluntary Life. I do not want this coverage | | | | | | |

| |
|--|
| Important Notes: • Based on your plan benefits and age, you may be required to complete an evidence of insurability form for Voluntary Life. |
|--|

LIFE INSURANCE *continued***Name your beneficiaries:** (Primary beneficiary percentages must total 100%)**Primary Beneficiaries:**

Name: _____ Social Security Number: _____ - _____ - _____ %

Date of Birth (mm-dd-yy): _____ - _____ - _____ Address/City/State/Zip: _____

Phone: () - _____ Relationship to Employee: _____

Name: _____ Social Security Number: _____ - _____ - _____ %

Date of Birth (mm-dd-yy): _____ - _____ - _____ Address/City/State/Zip: _____

Phone: () - _____ Relationship to Employee: _____

Contingent Beneficiary: _____ Social Security Number: _____ - _____ - _____

Date of Birth (mm-dd-yy): _____ - _____ - _____ Address/City/State/Zip: _____

Phone: () - _____ Relationship to Employee: _____

(In the event the primary beneficiaries are deceased, the contingent beneficiary will receive the benefit. **Employer** maintains beneficiary information.)**Spouse and dependent/child(ren) – If the intended beneficiary is to be someone other than the employee, please complete the Beneficiary Designation form.****Signature**

I understand that life insurance coverage for a dependent, other than a newborn child, will not take effect if that dependent is confined to a hospital or other health care facility, or is home confined, or is unable to perform the normal activities of someone of like age and sex.

I understand that my dependent(s) cannot be enrolled for a coverage if I am not enrolled for that coverage.

I understand that the premium amounts shown above are estimations and are for illustrative purposes only.

Submission of this form does not guarantee coverage. Among other things, coverage is contingent upon underwriting approval and meeting the applicable eligibility requirements as set forth in the applicable benefit booklet.

I understand that I must be actively at work or my elected coverage will not take effect until I have met the eligibility requirements (as defined in the benefit booklet.) This does not apply to eligible retirees.

If coverage is waived and you later decide to enroll, late entrant penalties may apply. You may also have to provide, at your own expense, proof of each person's insurability. Guardian or its designee has the right to reject your request.

Plan design limitations and exclusions may apply. For complete details of coverage, please refer to your benefit booklet. State limitations may apply.

I hereby apply for the group benefit(s) that I have chosen above.

I understand that I must meet eligibility requirements for all coverages that I have chosen above.

I agree that my employer may deduct premiums from my pay if they are required for the coverage I have chosen above.

I acknowledge and consent to receiving electronic copies of applicable insurance related documents, in lieu of paper copies, to the extent permitted by applicable law.

I voluntarily agree to receiving electronic copies. I understand that I may withdraw this election by providing thirty (30) day prior written notice to Guardian.

I do not agree to receiving electronic. I would like to received written communication from Guardian. I may change this election only by providing thirty (30) day prior written notice.

I attest that the information provided above is true and correct to the best of my knowledge.

Any person who with intent to defraud any insurance company or other person files an application for insurance or statements of claim containing any materially, false information or conceals for purpose of misleading information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and may also be subject to civil penalties, or denial of insurance benefits.

The state in which you reside may have a specific state fraud warning. Please refer to the attached Fraud Warning Statements page.

The laws of New York require the following statement appear: If you are not a resident of New York this statement does not apply to you: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation. (Does not apply to Life Insurance.)

SIGNATURE OF EMPLOYEE X _____

DATE _____

Fraud Warning Statements

The laws of several states require the following statements to appear on the enrollment form:

Alabama: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or who knowingly presents false information in an application for insurance is guilty of a crime and may be subject to restitution fines or confinement in prison, or any combination thereof.

Arizona: For your protection Arizona law requires the following statement to appear on this form. Any person who knowingly presents a false or fraudulent claim for payment of a loss is subject to criminal and civil penalties.

California: For your protection California law requires the following to appear on this form: The falsity of any statement in the application shall not bar the right to recovery under the policy unless such false statement was made with actual intent to deceive or unless it materially affected either the acceptance of the risk or the hazard assumed by the insurer.

Colorado: It is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance, and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policy holder or claimant for the purpose of defrauding or attempting to defraud the policy holder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado Division of Insurance within the Department of Regulatory Agencies.

Connecticut, Iowa, Nebraska, and Oregon: Any person who knowingly, and with intent to defraud any insurance company or other person, files an application of insurance or statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto, may be guilty of a fraudulent insurance act, which may be a crime, and may also be subject to civil penalties.

Delaware, Indiana and Oklahoma: WARNING: Any person who knowingly, and with intent to injure, defraud or deceive any insurer, makes any claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.

District of Columbia: WARNING: It is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits, if false information materially related to a claim was provided by the applicant.

Florida: Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

Kansas: Any person who knowingly, and with intent to defraud any insurance company or other person, files an application of insurance or statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto, may be guilty of insurance fraud as determined by a court of law.

Kentucky: Any person who knowingly and with intent to defraud any insurance company or other person files a statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime.

Louisiana and Texas: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit is guilty of a crime and may be subject to fines and confinements in state prison.

Maine, Tennessee and Washington: It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties may include imprisonment, fines or a denial of insurance benefits.

Maryland : Any person who knowingly or willfully presents a false or fraudulent claim for payment of a loss or benefit or knowingly or willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

Rhode Island: Any person who knowingly and willfully presents a false or fraudulent claim for payment of a loss or benefit or knowingly and willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

Minnesota: A person who files a claim with intent to defraud or helps commit a fraud against an insurer is guilty of a crime.

New Hampshire: Any person who, with a purpose to injure, defraud or deceive any insurance company, files a statement of claim containing any false, incomplete or misleading information is subject to prosecution and punishment for insurance fraud, as provided in N.H. Rev. Stat. Ann. § 638:20

New Jersey: Any person who knowingly files a statement of claim containing any false or misleading information is subject to criminal and civil penalties.

New Mexico: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to civil fines and criminal penalties or denial of insurance benefits.

Ohio: Any person who with intent to defraud or knowing that he/she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.

Pennsylvania: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

Vermont: Any person who knowingly presents a false statement in an application for insurance may be guilty of a criminal offense and subject to penalties under state law.

Virginia: Any person who with intent to defraud or knowing that he/she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement may have violated state law.