

| DOCUMENT NAME                                                                                                                                                 | REQUIRED / OPTIONAL |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| Enrollment Information                                                                                                                                        | Required            |
| Employer and Employee Agreement                                                                                                                               | Required            |
| Relationship Attestation                                                                                                                                      | Required            |
| Payroll Authorization                                                                                                                                         | Required            |
| F-82064: Background Information Disclosure                                                                                                                    | Required            |
| W-4                                                                                                                                                           | Required            |
| WT-4                                                                                                                                                          | Required            |
| I-9: Employment Eligibility Verification                                                                                                                      | Required            |
| F-00180C: Wisconsin Medicaid Program Provider Agreement and Acknowledgement of Terms of Participation                                                         | Required            |
| Documentation of Training for: Supportive Home Care (SHC), Respite, Specialized Child Care, and Daily Living Skills (DLS) in County Funded Self-Direction FEA | Required            |

**NOTE:**

Please ensure all **REQUIRED** documents are filled out accurately before submitting them for processing. The following pages must be completed.

For questions, please call 608.326.0434 and ask for \_\_\_\_\_.

## DIRECT CARE WORKER ENROLLMENT INFORMATION

### PARTICIPANT INFORMATION

Participant Full Name: \_\_\_\_\_  
First MI Last

Legal or Authorized Representative Name (if applicable): \_\_\_\_\_

Participant Program: \_\_\_\_\_ Pronouns: \_\_\_\_\_

### DIRECT CARE WORKER INFORMATION

Direct Care Worker Full Name: \_\_\_\_\_  
First MI Last

Mailing Address: \_\_\_\_\_  
Address City State Zip

Physical Address (if different): \_\_\_\_\_  
Address City State Zip

Home Phone #: \_\_\_\_\_ Mobile Phone #: \_\_\_\_\_

Email Address: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Preferred Language: \_\_\_\_\_

*If providing mileage:*

Driver's License Number: \_\_\_\_\_

Driver's License Expiration Date: \_\_\_\_\_

By signing below, you certify that the information on this form is accurate and that you have all supporting documentation that may be needed to verify your information.

Direct Care Worker Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## PARTICIPANT AND DIRECT CARE WORKER AGREEMENT FORM

\_\_\_\_\_ has been hired by \_\_\_\_\_.  
Direct Care Worker (Employee)\* Participant (Employer)\*

\*Please use the name exactly as it appears on the Social Security card.

The Direct Care Professional (Employee) will provide care services through the self-directed services program to the Participant (Employer). Lori Knapp Choice™ (LKC™) has been chosen to assist the Participant (Employer) with administrative tasks, enrollment setup, and payroll services.

As the Direct Care Worker, I agree to:

- Complete all documents that are required to be an employee of a fiscal member, my employer.
- Not start working until all required paperwork from LKC™ has been completed, returned, processed, and approved. Once approved, I will be contacted with a start date from LKC™ or the care managed organization.
- Aid in the correction of any errors that may occur with processing payroll.
- Work with the Participant I am supporting to provide the best care and outcome possible.
- Stay within the guidelines of what is authorized for hours worked and tasks required.
- Follow HIPAA and confidentiality requirements.
- Follow standard precautions and perform all work-related tasks in a safe manner.
- Accurate timesheet reporting. Failure to do this could result in fraud and/or abuse reporting.
- Follow processes and procedures of EVV (Electronic Visit Verification) if applicable to the Participant (Employer) I am supporting.
- Report concerns of safety, health, or well-being of the person I am caring for to the Participant's Care Manager.
- Report current charges or pending allegation of abuse or neglect to the Participant's Care Manager or LKC™.
- Report any convictions that occur after my start date to the Participant and LKC™.
- Report work-related injury within 24 hours to LKC™ at 844.534.7225.
- Notify LKC™ if I do not work within 60 days.
- Notify and send an updated form to LKC™ of changes to my mailing address.
- Notify and send an updated form to LKC™ of changes to my direct deposit information (direct deposit information will **not** be updated without a completed form on file). Changes to direct deposit information need to be made five business days before the payment dates.
- Notify and send an updated form to LKC™ of any changes to my state or federal deductions. This will require an updated W4 or WT4 form completed.
- Notify and send an updated form to LKC™ if my name changes.



PARTICIPANT AND  
DIRECT CARE WORKER  
AGREEMENT FORM

I understand I am the employee of \_\_\_\_\_.  
Participant Name (Employer)

I understand that my timesheet needs to be turned in according to the Time Report and Pay Schedule provided. Submission of late timesheets and non-use of the Electronic Visit Verification (EVV) system properly (if it's relevant to your job), could delay pay until the next pay period. Non-compliance with EVV (if applicable) could lead to disenrollment in SDS FEA.

I understand Lori Knapp Choice™ is not responsible for payment of services if I provide duties to the Participant that are not approved, work more hours than approved by the funding source, or if the Participant is no longer eligible for services under this program.

**EXAMPLE:** A member is hospitalized or admitted to a facility for a period of time.

I understand that if no person is designated on the Participant's authorization form from LKC™ to sign off on timesheets due to the Participant's incapacitation or death, I will need to wait to be paid until a person from their estate is deemed legally responsible to sign the timesheets.

I understand the Participant is responsible for all employment actions which might include orientation, training, supervising, disciplinary action, termination, management, and other Participant (employer) – related functions.

I understand that Lori Knapp Choice™ (LKC™) **is not** my employer but provides the payroll services and administrative tasks for the Participant. If I have employment concerns, I need to discuss these with the Participant.

\_\_\_\_\_  
Direct Care Worker (Employee) Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Participant (Employer) Signature

\_\_\_\_\_  
Date

Direct Care Worker Full Name: \_\_\_\_\_  
First MI Last

Participant Full Name: \_\_\_\_\_  
First MI Last

**Please answer the questions below to determine appropriate tax-exempt status.**

1. Live In: Do you permanently reside in the same residence as the Participant (Employer)?  
No Yes: You are exempt from overtime

2. What is your legal relationship to the Participant (Employer)?

I am the Participant's: (check only one box)

|                                          |                                  |                   |
|------------------------------------------|----------------------------------|-------------------|
| Child/Step under 21 years old (S, F, FI) | Child/Step over 21 years old (S) |                   |
| Domestic Partner* (S)                    | Grandchild (S)                   | Grandparent (S)   |
| Parent/Step (S, F, FI)                   | Sibling                          | Spouse (S, F, FI) |
| Other _____                              |                                  |                   |

*\*Per Wisconsin Statue 770.05, Domestic Partnership means you and your same sex partner have filed for Domestic Partnership and have a certified copy of your Declaration of Domestic Partnership. **Please submit proof of Domestic Partnership to claim this partnership.***

3. Are you under the age of 18 or will turn 18 this year?

Yes: I am under the age of 18 or will turn 18 this year. Date of Birth: \_\_\_\_\_

No: I am not under the age of 18.

3a: If Yes:

Is this job or performing household services your principal occupation? If you are a student, check "No".

Yes: This job or performing household services is my principal occupation and I am NOT a student.

No: I am a student, providing household services, which is not considered my principal occupation.

By signing, I acknowledge I have truthfully answered the above questions. I understand my Employer is a Household Employer according to the IRS. Payroll is processed according to IRS Publication 926, which may indicate I am exempt for certain payroll taxes. I understand according to Wisconsin Department of Workforce Development, Unemployment Insurance Division, my Member/Employer is a Sole Proprietor and Domestic Employer. I understand I may not be eligible to State Unemployment Benefits as indicated in UBC-201-P. I also understand exemptions and/or unemployment eligibility based on my relationship with the Member/Employer is not optional.

Direct Care Worker (Employee) Signature \_\_\_\_\_

Date \_\_\_\_\_



## PAYROLL AUTHORIZATION

### DIRECT CARE WORKER INFORMATION:

Direct Care Worker Full Name: \_\_\_\_\_  
First MI Last

Phone Number: \_\_\_\_\_ County: \_\_\_\_\_

Mailing Address: \_\_\_\_\_  
Address City State Zip

Physical Address (if different): \_\_\_\_\_  
Address City State Zip

Email Address (Required): \_\_\_\_\_  
Note: You will receive your paystub via email.

### Timesheet Submission: Please check all that apply:

**Secure Email:** Allow you to send timesheets or other information securely.

**Web Entry:** Online payroll entry. Both Participant and Direct Care Worker (Employee) will need an email address as well as access to the internet.

### DIRECT DEPOSIT INFORMATION:

Complete section(s) below with your bank account information. Attach a voided check or bank account statement to confirm account and routing numbers for bank accounts.

Name of Bank: \_\_\_\_\_

Action to be taken: New Deposit Authorization Change from Previous Authorization  
Type of Account: Checking Savings Pay Card Amount: \_\_\_\_\_%

Account #: \_\_\_\_\_ 9-Digit Routing #: \_\_\_\_\_

### For Multiple Accounts

Name of Bank: \_\_\_\_\_

Action to be taken: New Deposit Authorization Change from Previous Authorization  
Type of Account: Checking Savings Pay Card Amount: \_\_\_\_\_%

Account #: \_\_\_\_\_ 9-Digit Routing #: \_\_\_\_\_

LKC™ is authorized to directly deposit my pay to the account(s) identified in this document, which include my signature and date. Authorization will remain in effect until I modify, cancel in writing, or employment terminates.

Direct Care Worker Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Changes to your payroll information may take up to one week to be processed and take effect on your profile. Please call to verify that your account information is changed: **608.326.0434**.

## Background Information Disclosure (BID) For Entity Employees and Contractors

**Purpose:** State and federal law require background checks for certain types of employment, contract, or other roles involving contact with vulnerable persons receiving care or treatment. The information you provide on this form will be used to verify your eligibility for such a role. Providing inaccurate or incomplete information on this form may result in a forfeiture or other sanction, as provided in Wis. Stats. § 50.065(6)(c).

### Type

- |                                             |                                           |
|---------------------------------------------|-------------------------------------------|
| <input type="checkbox"/> Applicant/employee | <input type="checkbox"/> Volunteer        |
| <input type="checkbox"/> Contractor         | <input type="checkbox"/> Household member |
| <input type="checkbox"/> Student            | <input type="checkbox"/> Other, specify:  |

Describe the position for which you are applying or renewing:

### Applicant information

Name (First, Middle, Last): \_\_\_\_\_

Social Security number: \_\_\_\_\_ Date of birth (MM/DD/YYYY): \_\_\_\_\_

Sex: ☐ Male ☐ Female Phone number: \_\_\_\_\_

Address – Street: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP code: \_\_\_\_\_

Have you had or used any other names, including prior to marriage?

☐ Yes ☐ No If yes, list each name fully: \_\_\_\_\_

### Employer or organization verifying eligibility

Name of employer or organization that asked you to complete this form:

Address – Street: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP code: \_\_\_\_\_

### Disclosures

If additional space is needed for answering the questions below, please use the additional page at the end of this form.

#### 1. Pending criminal charges

Do you have any criminal charges pending against you, including in federal, state, local, military, and tribal courts? ☐ Yes ☐ No

If **yes**, describe the charge and indicate the name of the court, the state, city, month and year you were charged.

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## 2. Convictions for crimes

Were you ever convicted of any crime anywhere, including in federal, state, local, military, and tribal courts, or in another country? ☐ Yes ☐ No

If **yes**, describe the crime and indicate the name of the court, the state, city, month and year you were convicted.

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## 3. Abuse or neglected or a child

Please note that Wis. Stat. § 48.981, *abused or neglected children and abused unborn children*, may apply to information concerning findings of child abuse and neglect.

Has a government or regulatory agency (other than the police) ever found that you abuse or neglected a child? ☐ Yes ☐ No

If **yes**, describe the conduct and indicate the agency that made the finding, the state, city, month and year of the finding.

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## 4. Abuse or neglect of an adult

Has a government or regulatory agency (other than the police) ever found that you abused or neglected an adult? ☐ Yes ☐ No

If **yes**, describe the conduct and indicate the agency that made the finding, the state, city, month and year of the finding.

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## 5. Stealing or other misappropriation

Has a government or regulatory agency (other than the police) ever found that you stole or misappropriated (improperly took or used) a person's property (e.g., money, medications, etc.), identity, or financial information (e.g., credit card, checks, etc.)? ☐ Yes ☐ No

If **yes**, describe the conduct and indicate the agency that made the finding, the state, city, month and year it occurred.

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## 6. Restriction on credential

Do you have a government issued credential that is not current or has been revoked, suspended, or that limits you in any way from providing care to clients? ☐ Yes ☐ No

If **yes**, identify the type of credential and indicate the credentialing agency, the restriction, and the state, city, month and year it was issued.

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## 7. Denial, revocation, or limitation on license, certification, or registration

Has a government or regulatory agency ever denied, revoked, or limited your license, certification, or registration to provide care, treatment, or educational services? ☐ Yes ☐ No

If **yes**, indicate the license, certification, or registration type and indicate the issuing agency. Include a description of the denial, revocation, or limitation, and the state, city, month and year it was issued.

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**8. Denial, revocation, or limitation on ability to reside on certain premises**

Has a government or regulatory agency ever denied, revoked or limited your ability to live on the premises of a facility that provides care or treatment? ☐ Yes ☐ No

If **yes**, describe the denial, revocation, or limitation and identify the issuing agency, the state, city, month and year issued.

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**9. Rehabilitation review**

Have you ever requested a rehabilitation review from the Wisconsin Department of Health Services, a county department, private child placing agency, school board, or DHS-designated tribe? ☐ Yes ☐ No

If **yes**, indicate the agency that conducted the review, the outcome, month, and year of the review.

**Note:** You must provide a copy of your rehabilitation review letter to your employer or organization. Your employer or organization must verify your status with the agency that issued the decision.

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**10. Armed forces**

Have you been discharged from a branch of the US Armed Forces, including any reserve component? ☐ Yes ☐ No

If **yes**, indicate the month and year of discharge.

**Note:** You must provide your DD214 to your employer/agency, if you were discharged within the last three (3) years.

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**11. Out-of-state residence**

Have you resided outside of Wisconsin in the last three (3) years? ☐ Yes ☐ No

If **yes**, list each state and the dates you resided there.

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**12. Government employee**

Are you applying or renewing eligibility to work as a government employee for the State of Wisconsin (e.g. a state agency, treatment facility, institute, etc.)? ☐ Yes ☐ No

If **no**, skip to the attestation below. If **yes**, have you resided outside of Wisconsin in the last seven (7) years? ☐ Yes ☐ No

If **yes**, list each state and the dates you resided there.

Review your responses and the following attestation carefully before signing.

**Attestation**

I have completed and reviewed this form. The information I provided is accurate and complete. I understand that providing inaccurate or incomplete information on this form may result in a forfeiture or other sanction, as provided in Wis. Stats. § 50.065(6)(c).

**Signature** — Person completing this form: \_\_\_\_\_

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

**Employee's Withholding Certificate**

OMB No. 1545-0074

**Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay.****Give Form W-4 to your employer.****Your withholding is subject to review by the IRS.****2026****Step 1:**  
**Enter**  
**Personal**  
**Information**

|                                                                                                                                                                                                                                                                                                                                                               |           |                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) First name and middle initial                                                                                                                                                                                                                                                                                                                             | Last name | (b) Social security number                                                                                                                                                                                 |
| Address                                                                                                                                                                                                                                                                                                                                                       |           | <b>Does your name match the name on your social security card?</b> If not, to ensure you get credit for your earnings, contact SSA at 800-772-1213 or go to <a href="http://www.ssa.gov">www.ssa.gov</a> . |
| City or town, state, and ZIP code                                                                                                                                                                                                                                                                                                                             |           |                                                                                                                                                                                                            |
| (c) <input type="checkbox"/> Single or <b>Married filing separately</b><br><input type="checkbox"/> <b>Married filing jointly</b> or <b>Qualifying surviving spouse</b><br><input type="checkbox"/> <b>Head of household</b> (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying individual.) |           |                                                                                                                                                                                                            |
| <b>Caution:</b> To claim certain credits or deductions on your tax return, you (and/or your spouse if married filing jointly) are required to have a social security number valid for employment. See page 2 for more information.                                                                                                                            |           |                                                                                                                                                                                                            |

**TIP:** Consider using the estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App) to determine the most accurate withholding for the rest of the year if you: are completing this form after the beginning of the year; expect to work only part of the year; or have changes during the year in your marital status, number of jobs for you (and/or your spouse if married filing jointly), dependents, other income (not from jobs), deductions, or credits. Have your most recent pay stub(s) from this year available when using the estimator. At the beginning of next year, use the estimator again to recheck your withholding.

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

**Step 2:**  
**Multiple Jobs**  
**or Spouse**  
**Works**

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

Do **only one** of the following.

- (a) Use the estimator at [www.irs.gov/W4App](http://www.irs.gov/W4App) for the 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 Step 2(b) if pay at the lower paying job is more than half of the pay at the higher paying job. Otherwise, Step 2(b) is more accurate . . . . . ☐

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

|                                                                                          |                                                                                                                                                                                                                                                                           |             |    |  |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----|--|
| <b>Step 3:</b><br><b>Claim</b><br><b>Dependent</b><br><b>and Other</b><br><b>Credits</b> | If your total income will be \$200,000 or less (\$400,000 or less if married filing jointly):                                                                                                                                                                             |             |    |  |
|                                                                                          | (a) Multiply the number of qualifying children under age 17 by \$2,200 . . . . .                                                                                                                                                                                          | <b>3(a)</b> | \$ |  |
|                                                                                          | (b) Multiply the number of other dependents by \$500 . . . . .                                                                                                                                                                                                            | <b>3(b)</b> | \$ |  |
|                                                                                          | Add the amounts from Steps 3(a) and 3(b), plus the amount for other credits. Enter the total here . . . . .                                                                                                                                                               | <b>3</b>    | \$ |  |
| <b>Step 4:</b><br><b>Other</b><br><b>Adjustments</b>                                     | (a) <b>Other income (not from jobs).</b> 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 . . . . .                         | <b>4(a)</b> | \$ |  |
|                                                                                          | (b) <b>Deductions.</b> Use the Deductions Worksheet on page 4 to determine the amount of deductions you may claim, which will reduce your withholding. (If you skip this line, your withholding will be based on the standard deduction.) Enter the result here . . . . . | <b>4(b)</b> | \$ |  |
|                                                                                          | (c) <b>Extra withholding.</b> Enter any additional tax you want withheld each <b>pay period</b> . . . . .                                                                                                                                                                 | <b>4(c)</b> | \$ |  |

|                         |                                                                                                                                                                                                                                                                             |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Exempt from withholding | I claim exemption from withholding for 2026, and I certify that I meet <b>both</b> of the conditions for exemption for 2026. See <i>Exemption from withholding</i> on page 2. I understand I will need to submit a new Form W-4 for 2027 . . . . . <input type="checkbox"/> |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                              |                                                                                                                                      |  |             |
|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|--|-------------|
| <b>Step 5:</b><br><b>Sign</b><br><b>Here</b> | Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete. |  |             |
|                                              | <b>Employee's signature</b> (This form is not valid unless you sign it.)                                                             |  | <b>Date</b> |

|                                 |                             |                          |                                      |
|---------------------------------|-----------------------------|--------------------------|--------------------------------------|
| <b>Employers</b><br><b>Only</b> | Employer's name and address | First date of employment | Employer identification number (EIN) |
|                                 |                             |                          |                                      |

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

### Future Developments

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

### Purpose of Form

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

**Exemption from withholding.** You may claim exemption from withholding for 2026 if you meet both of the following conditions: you had no federal income tax liability in 2025 and you expect to have no federal income tax liability in 2026. You had no federal income tax liability in 2025 if (1) your total tax on line 24 on your 2025 Form 1040 or 1040-SR is zero (or less than the sum of lines 27a, 28, 29, and 30), 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 2026 tax return. To claim exemption from withholding, certify that you meet both of the conditions by checking the box in the *Exempt from withholding* section. 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 16, 2027.

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

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

1. Are submitting this form after the beginning of the year;
2. Expect to work only part of the year;
3. Have changes during the year in your marital status, number of jobs for you (and/or your spouse if married filing jointly), or number of dependents, or changes in your deductions or credits;
4. Receive dividends, capital gains, social security, bonuses, or business income, or are subject to the Additional Medicare Tax or Net Investment Income Tax; or
5. Prefer the most accurate withholding for multiple job situations.

**TIP:** Have your most recent pay stub(s) from this year available when using the estimator to account for federal income tax that has already been withheld this year. At the beginning of next year, use the estimator again to recheck your withholding.

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

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

## Specific Instructions

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

**Step 2.** Use this step if you (1) have more than one job at the same time, or (2) are married filing jointly and you and your spouse both work. Submit a separate Form W-4 for each job.

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 of tax withheld 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 (and/or your spouse if married filing jointly) must have the required social security number to claim certain credits. 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.

**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 15, if you expect to claim deductions other than the basic standard deduction on your 2026 tax return and want to reduce your withholding to account for these deductions. This includes both itemized deductions and other deductions such as for qualified tips, overtime compensation, and passenger vehicle loan interest; student loan interest; IRAs; and seniors. You (and/or your spouse if married filing jointly) must have the required social security number to claim certain deductions. For additional eligibility requirements, see Pub. 501.

**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 when you file your tax return.

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

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

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

- 1 Two jobs.** If you have two jobs or you're married filing jointly and you and your spouse each have one job, find the amount from the appropriate table on page 5. 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 5 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 5 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 (plus any other additional amount you want withheld) . . . . . **4** \$ \_\_\_\_\_

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

See the Instructions for Schedule 1-A (Form 1040) for more information about whether you qualify for the deductions on lines 1a, 1b, 1c, 3a, and 3b.

|           |                                                                                                                                                                                                                                                                                                                |                    |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>1</b>  | <b>Deductions for qualified tips, overtime compensation, and passenger vehicle loan interest.</b>                                                                                                                                                                                                              |                    |
| <b>a</b>  | <b>Qualified tips.</b> If your total income is less than \$150,000 (\$300,000 if married filing jointly), enter an estimate of your qualified tips up to \$25,000 . . . . .                                                                                                                                    | <b>1a</b> \$ _____ |
| <b>b</b>  | <b>Qualified overtime compensation.</b> If your total income is less than \$150,000 (\$300,000 if married filing jointly), enter an estimate of your qualified overtime compensation up to \$12,500 (\$25,000 if married filing jointly) of the "and-a-half" portion of time-and-a-half compensation . . . . . | <b>1b</b> \$ _____ |
| <b>c</b>  | <b>Qualified passenger vehicle loan interest.</b> If your total income is less than \$100,000 (\$200,000 if married filing jointly), enter an estimate of your qualified passenger vehicle loan interest up to \$10,000 . . . . .                                                                              | <b>1c</b> \$ _____ |
| <b>2</b>  | Add lines 1a, 1b, and 1c. Enter the result here . . . . .                                                                                                                                                                                                                                                      | <b>2</b> \$ _____  |
| <b>3</b>  | <b>Seniors age 65 or older.</b> If your total income is less than \$75,000 (\$150,000 if married filing jointly):                                                                                                                                                                                              |                    |
| <b>a</b>  | Enter \$6,000 if you are age 65 or older before the end of the year . . . . .                                                                                                                                                                                                                                  | <b>3a</b> \$ _____ |
| <b>b</b>  | Enter \$6,000 if your spouse is age 65 or older before the end of the year and has a social security number valid for employment . . . . .                                                                                                                                                                     | <b>3b</b> \$ _____ |
| <b>4</b>  | Add lines 3a and 3b. Enter the result here . . . . .                                                                                                                                                                                                                                                           | <b>4</b> \$ _____  |
| <b>5</b>  | Enter an estimate of your student loan interest, deductible IRA contributions, educator expenses, alimony paid, and certain other adjustments from Schedule 1 (Form 1040), Part II. See Pub. 505 for more information . . . . .                                                                                | <b>5</b> \$ _____  |
| <b>6</b>  | <b>Itemized deductions.</b> Enter an estimate of your 2026 itemized deductions from Schedule A (Form 1040). Such deductions may include qualifying:                                                                                                                                                            |                    |
| <b>a</b>  | <b>Medical and dental expenses.</b> Enter expenses in excess of 7.5% (0.075) of your total income . . . . .                                                                                                                                                                                                    | <b>6a</b> \$ _____ |
| <b>b</b>  | <b>State and local taxes.</b> If your total income is less than \$505,000 (\$252,500 if married filing separately), enter state and local taxes paid up to \$40,400 (\$20,200 if married filing separately) . . . . .                                                                                          | <b>6b</b> \$ _____ |
| <b>c</b>  | <b>Home mortgage interest.</b> If your home acquisition debt is less than \$750,000 (\$375,000 if married filing separately), enter your home mortgage interest expense (including mortgage insurance premiums) . . . . .                                                                                      | <b>6c</b> \$ _____ |
| <b>d</b>  | <b>Gifts to charities.</b> Enter contributions in excess of 0.5% (0.005) of your total income . . . . .                                                                                                                                                                                                        | <b>6d</b> \$ _____ |
| <b>e</b>  | <b>Other itemized deductions.</b> Enter the amount for other itemized deductions . . . . .                                                                                                                                                                                                                     | <b>6e</b> \$ _____ |
| <b>7</b>  | Add lines 6a, 6b, 6c, 6d, and 6e. Enter the result here . . . . .                                                                                                                                                                                                                                              | <b>7</b> \$ _____  |
| <b>8</b>  | <b>Limitation on itemized deductions.</b>                                                                                                                                                                                                                                                                      |                    |
| <b>a</b>  | Enter your total income . . . . .                                                                                                                                                                                                                                                                              | <b>8a</b> \$ _____ |
| <b>b</b>  | Subtract line 4 from line 8a. If line 4 is greater than line 8a, enter -0- here and on line 10. Skip line 9 . . . . .                                                                                                                                                                                          | <b>8b</b> \$ _____ |
| <b>9</b>  | Enter: $\left\{ \begin{array}{l} \bullet \$768,700 \text{ if you're married filing jointly or a qualifying surviving spouse} \\ \bullet \$640,600 \text{ if you're single or head of household} \\ \bullet \$384,350 \text{ if you're married filing separately} \end{array} \right\}$ . . . . .               | <b>9</b> \$ _____  |
| <b>10</b> | If line 9 is greater than line 8b, enter the amount from line 7. Otherwise, multiply line 7 by 94% (0.94) and enter the result here . . . . .                                                                                                                                                                  | <b>10</b> \$ _____ |
| <b>11</b> | <b>Standard deduction.</b>                                                                                                                                                                                                                                                                                     |                    |
| Enter:    | $\left\{ \begin{array}{l} \bullet \$32,200 \text{ if you're married filing jointly or a qualifying surviving spouse} \\ \bullet \$24,150 \text{ if you're head of household} \\ \bullet \$16,100 \text{ if you're single or married filing separately} \end{array} \right\}$ . . . . .                         | <b>11</b> \$ _____ |
| <b>12</b> | <b>Cash gifts to charities.</b> If you take the standard deduction, enter cash contributions up to \$1,000 (\$2,000 if married filing jointly) . . . . .                                                                                                                                                       | <b>12</b> \$ _____ |
| <b>13</b> | Add lines 11 and 12. Enter the result here . . . . .                                                                                                                                                                                                                                                           | <b>13</b> \$ _____ |
| <b>14</b> | If line 10 is greater than line 13, subtract line 11 from line 10 and enter the result here. If line 13 is greater than line 10, enter the amount from line 12 . . . . .                                                                                                                                       | <b>14</b> \$ _____ |
| <b>15</b> | Add lines 2, 4, 5, and 14. Enter the result here and in Step 4(b) of Form W-4 . . . . .                                                                                                                                                                                                                        | <b>15</b> \$ _____ |

**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<br>Annual Taxable<br>Wage & Salary | Lower Paying Job Annual Taxable Wage & Salary |                      |                      |                      |                      |                      |                      |                      |                      |                      |                        |                        |
|------------------------------------------------------|-----------------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------------|------------------------|
|                                                      | \$0 -<br>9,999                                | \$10,000 -<br>19,999 | \$20,000 -<br>29,999 | \$30,000 -<br>39,999 | \$40,000 -<br>49,999 | \$50,000 -<br>59,999 | \$60,000 -<br>69,999 | \$70,000 -<br>79,999 | \$80,000 -<br>89,999 | \$90,000 -<br>99,999 | \$100,000 -<br>109,999 | \$110,000 -<br>120,000 |
| \$0 - 9,999                                          | \$0                                           | \$0                  | \$480                | \$850                | \$850                | \$1,020              | \$1,020              | \$1,020              | \$1,020              | \$1,020              | \$1,020                | \$1,020                |
| \$10,000 - 19,999                                    | 0                                             | 480                  | 1,480                | 1,850                | 2,050                | 2,220                | 2,220                | 2,220                | 2,220                | 2,220                | 2,220                  | 2,620                  |
| \$20,000 - 29,999                                    | 480                                           | 1,480                | 2,480                | 3,050                | 3,250                | 3,420                | 3,420                | 3,420                | 3,420                | 3,420                | 3,820                  | 4,820                  |
| \$30,000 - 39,999                                    | 850                                           | 1,850                | 3,050                | 3,620                | 3,820                | 3,990                | 3,990                | 3,990                | 3,990                | 4,390                | 5,390                  | 6,390                  |
| \$40,000 - 49,999                                    | 850                                           | 2,050                | 3,250                | 3,820                | 4,020                | 4,190                | 4,190                | 4,190                | 4,590                | 5,590                | 6,590                  | 7,590                  |
| \$50,000 - 59,999                                    | 1,020                                         | 2,220                | 3,420                | 3,990                | 4,190                | 4,360                | 4,360                | 4,760                | 5,760                | 6,760                | 7,760                  | 8,760                  |
| \$60,000 - 69,999                                    | 1,020                                         | 2,220                | 3,420                | 3,990                | 4,190                | 4,360                | 4,760                | 5,760                | 6,760                | 7,760                | 8,760                  | 9,760                  |
| \$70,000 - 79,999                                    | 1,020                                         | 2,220                | 3,420                | 3,990                | 4,190                | 4,760                | 5,760                | 6,760                | 7,760                | 8,760                | 9,760                  | 10,760                 |
| \$80,000 - 99,999                                    | 1,020                                         | 2,220                | 3,420                | 4,240                | 5,440                | 6,610                | 7,610                | 8,610                | 9,610                | 10,610               | 11,610                 | 12,610                 |
| \$100,000 - 149,999                                  | 1,870                                         | 4,070                | 6,270                | 7,840                | 9,040                | 10,210               | 11,210               | 12,210               | 13,210               | 14,210               | 15,360                 | 16,560                 |
| \$150,000 - 239,999                                  | 1,870                                         | 4,100                | 6,500                | 8,270                | 9,670                | 11,040               | 12,240               | 13,440               | 14,640               | 15,840               | 17,040                 | 18,240                 |
| \$240,000 - 319,999                                  | 2,040                                         | 4,440                | 6,840                | 8,610                | 10,010               | 11,380               | 12,580               | 13,780               | 14,980               | 16,180               | 17,380                 | 18,580                 |
| \$320,000 - 364,999                                  | 2,040                                         | 4,440                | 6,840                | 8,610                | 10,010               | 11,380               | 12,580               | 13,860               | 15,860               | 17,860               | 19,860                 | 21,860                 |
| \$365,000 - 524,999                                  | 2,720                                         | 5,920                | 9,390                | 12,260               | 14,760               | 17,230               | 19,530               | 21,830               | 24,130               | 26,430               | 28,730                 | 31,030                 |
| \$525,000 and over                                   | 3,140                                         | 6,840                | 10,540               | 13,610               | 16,310               | 18,980               | 21,480               | 23,980               | 26,480               | 28,980               | 31,480                 | 33,990                 |

**Single or Married Filing Separately**

| Higher Paying Job<br>Annual Taxable<br>Wage & Salary | Lower Paying Job Annual Taxable Wage & Salary |                      |                      |                      |                      |                      |                      |                      |                      |                      |                        |                        |
|------------------------------------------------------|-----------------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------------|------------------------|
|                                                      | \$0 -<br>9,999                                | \$10,000 -<br>19,999 | \$20,000 -<br>29,999 | \$30,000 -<br>39,999 | \$40,000 -<br>49,999 | \$50,000 -<br>59,999 | \$60,000 -<br>69,999 | \$70,000 -<br>79,999 | \$80,000 -<br>89,999 | \$90,000 -<br>99,999 | \$100,000 -<br>109,999 | \$110,000 -<br>120,000 |
| \$0 - 9,999                                          | \$90                                          | \$850                | \$1,020              | \$1,020              | \$1,020              | \$1,070              | \$1,870              | \$1,870              | \$1,870              | \$1,870              | \$1,870                | \$1,970                |
| \$10,000 - 19,999                                    | 850                                           | 1,780                | 1,980                | 1,980                | 2,030                | 3,030                | 3,830                | 3,830                | 3,830                | 3,830                | 3,930                  | 4,130                  |
| \$20,000 - 29,999                                    | 1,020                                         | 1,980                | 2,180                | 2,230                | 3,230                | 4,230                | 5,030                | 5,030                | 5,030                | 5,130                | 5,330                  | 5,530                  |
| \$30,000 - 39,999                                    | 1,020                                         | 1,980                | 2,230                | 3,230                | 4,230                | 5,230                | 6,030                | 6,030                | 6,130                | 6,330                | 6,530                  | 6,730                  |
| \$40,000 - 59,999                                    | 1,020                                         | 2,880                | 4,080                | 5,080                | 6,080                | 7,080                | 7,950                | 8,150                | 8,350                | 8,550                | 8,750                  | 8,950                  |
| \$60,000 - 79,999                                    | 1,870                                         | 3,830                | 5,030                | 6,030                | 7,100                | 8,300                | 9,300                | 9,500                | 9,700                | 9,900                | 10,100                 | 10,300                 |
| \$80,000 - 99,999                                    | 1,870                                         | 3,830                | 5,100                | 6,300                | 7,500                | 8,700                | 9,700                | 9,900                | 10,100               | 10,300               | 10,500                 | 10,700                 |
| \$100,000 - 124,999                                  | 2,030                                         | 4,190                | 5,590                | 6,790                | 7,990                | 9,190                | 10,190               | 10,390               | 10,590               | 10,940               | 11,940                 | 12,940                 |
| \$125,000 - 149,999                                  | 2,040                                         | 4,200                | 5,600                | 6,800                | 8,000                | 9,200                | 10,200               | 10,950               | 11,950               | 12,950               | 13,950                 | 14,950                 |
| \$150,000 - 174,999                                  | 2,040                                         | 4,200                | 5,600                | 6,800                | 8,150                | 10,150               | 11,950               | 12,950               | 13,950               | 14,950               | 16,170                 | 17,470                 |
| \$175,000 - 199,999                                  | 2,040                                         | 4,200                | 6,150                | 8,150                | 10,150               | 12,150               | 13,950               | 15,020               | 16,320               | 17,620               | 18,920                 | 20,220                 |
| \$200,000 - 249,999                                  | 2,720                                         | 5,680                | 7,880                | 10,140               | 12,440               | 14,740               | 16,840               | 18,140               | 19,440               | 20,740               | 22,040                 | 23,340                 |
| \$250,000 - 449,999                                  | 2,970                                         | 6,230                | 8,730                | 11,030               | 13,330               | 15,630               | 17,730               | 19,030               | 20,330               | 21,630               | 22,930                 | 24,240                 |
| \$450,000 and over                                   | 3,140                                         | 6,600                | 9,300                | 11,800               | 14,300               | 16,800               | 19,100               | 20,600               | 22,100               | 23,600               | 25,100                 | 26,610                 |

**Head of Household**

| Higher Paying Job<br>Annual Taxable<br>Wage & Salary | Lower Paying Job Annual Taxable Wage & Salary |                      |                      |                      |                      |                      |                      |                      |                      |                      |                        |                        |
|------------------------------------------------------|-----------------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|------------------------|------------------------|
|                                                      | \$0 -<br>9,999                                | \$10,000 -<br>19,999 | \$20,000 -<br>29,999 | \$30,000 -<br>39,999 | \$40,000 -<br>49,999 | \$50,000 -<br>59,999 | \$60,000 -<br>69,999 | \$70,000 -<br>79,999 | \$80,000 -<br>89,999 | \$90,000 -<br>99,999 | \$100,000 -<br>109,999 | \$110,000 -<br>120,000 |
| \$0 - 9,999                                          | \$0                                           | \$280                | \$850                | \$950                | \$1,020              | \$1,020              | \$1,020              | \$1,020              | \$1,560              | \$1,870              | \$1,870                | \$1,870                |
| \$10,000 - 19,999                                    | 280                                           | 1,280                | 1,950                | 2,150                | 2,220                | 2,220                | 2,220                | 2,760                | 3,760                | 4,070                | 4,070                  | 4,210                  |
| \$20,000 - 29,999                                    | 850                                           | 1,950                | 2,720                | 2,920                | 2,980                | 2,980                | 3,520                | 4,520                | 5,520                | 5,830                | 5,980                  | 6,180                  |
| \$30,000 - 39,999                                    | 950                                           | 2,150                | 2,920                | 3,120                | 3,180                | 3,720                | 4,720                | 5,720                | 6,720                | 7,180                | 7,380                  | 7,580                  |
| \$40,000 - 59,999                                    | 1,020                                         | 2,220                | 2,980                | 3,570                | 4,640                | 5,640                | 6,640                | 7,750                | 8,950                | 9,460                | 9,660                  | 9,860                  |
| \$60,000 - 79,999                                    | 1,020                                         | 2,610                | 4,370                | 5,570                | 6,640                | 7,750                | 8,950                | 10,150               | 11,350               | 11,860               | 12,060                 | 12,260                 |
| \$80,000 - 99,999                                    | 1,870                                         | 4,070                | 5,830                | 7,150                | 8,410                | 9,610                | 10,810               | 12,010               | 13,210               | 13,720               | 13,920                 | 14,120                 |
| \$100,000 - 124,999                                  | 1,870                                         | 4,270                | 6,230                | 7,630                | 8,900                | 10,100               | 11,300               | 12,500               | 13,700               | 14,210               | 14,720                 | 15,720                 |
| \$125,000 - 149,999                                  | 2,040                                         | 4,440                | 6,400                | 7,800                | 9,070                | 10,270               | 11,470               | 12,670               | 14,580               | 15,890               | 16,890                 | 17,890                 |
| \$150,000 - 174,999                                  | 2,040                                         | 4,440                | 6,400                | 7,800                | 9,070                | 10,580               | 12,580               | 14,580               | 16,580               | 17,890               | 18,890                 | 20,170                 |
| \$175,000 - 199,999                                  | 2,040                                         | 4,440                | 6,400                | 8,510                | 10,580               | 12,580               | 14,580               | 16,580               | 18,710               | 20,320               | 21,620                 | 22,920                 |
| \$200,000 - 249,999                                  | 2,720                                         | 5,920                | 8,680                | 10,900               | 13,270               | 15,570               | 17,870               | 20,170               | 22,470               | 24,080               | 25,380                 | 26,680                 |
| \$250,000 - 449,999                                  | 2,970                                         | 6,470                | 9,540                | 12,040               | 14,410               | 16,710               | 19,010               | 21,310               | 23,610               | 25,220               | 26,520                 | 27,820                 |
| \$450,000 and over                                   | 3,140                                         | 6,840                | 10,110               | 12,810               | 15,380               | 17,880               | 20,380               | 22,880               | 25,380               | 27,190               | 28,690                 | 30,190                 |

# Employee's Wisconsin Withholding Exemption Certificate/New Hire Reporting

WT-4

## Employee's Section (Print clearly)

|                                                               |       |          |                        |                                                                                                                                                                                                                       |
|---------------------------------------------------------------|-------|----------|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee's legal name (first name, middle initial, last name) |       |          | Social security number | <input type="checkbox"/> Single<br><input type="checkbox"/> Married<br><input type="checkbox"/> Married, but withhold at higher Single rate.<br><b>Note:</b> If married, but legally separated, check the Single box. |
| Employee's address (number and street)                        |       |          | Date of birth          |                                                                                                                                                                                                                       |
| City                                                          | State | Zip code | Date of hire           |                                                                                                                                                                                                                       |

## FIGURE YOUR TOTAL WITHHOLDING EXEMPTIONS BELOW

Complete Lines 1 through 3

- (a) Exemption for yourself – enter 1 .....

(b) Exemption for your spouse – enter 1 .....

(c) Exemption(s) for dependent(s) – you are entitled to claim an exemption for each dependent .....

(d) Total – add lines (a) through (c) .....
- Additional amount per pay period you want deducted (if your employer agrees) .....
- I claim complete exemption from withholding (see instructions). Enter "Exempt" .....

I CERTIFY that the number of withholding exemptions claimed on this certificate does not exceed the number to which I am entitled. If claiming complete exemption from withholding, I certify that I incurred no liability for Wisconsin income tax for last year and that I anticipate that I will incur no liability for Wisconsin income tax for this year.

Signature \_\_\_\_\_ Date Signed \_\_\_\_\_

### EMPLOYEE INSTRUCTIONS:

#### • WHO MUST COMPLETE:

Effective on or after January 1, 2020, every newly-hired employee is required to provide a completed Form WT-4 to each of their employers. Form WT-4 will be used by your employer to determine the amount of Wisconsin income tax to be withheld from your paychecks. If you have more than one employer, you should claim a smaller number or no exemptions on each Form WT-4 provided to employers other than your principal employer so that the total amount withheld will be closer to your actual income tax liability.

You must complete and provide your employer a new Form WT-4 within 10 days if the number of exemptions previously claimed DECREASES.

You may complete and provide to your employer a new Form WT-4 at any time if the number of your exemptions INCREASES.

Your employer may also require you to complete this form to report your hiring to the Department of Workforce Development.

#### • UNDER WITHHOLDING:

If sufficient tax is not withheld from your wages, you may incur additional interest charges under the tax laws. In general, 90% of the net tax shown on your income tax return should be withheld.

#### • OVER WITHHOLDING:

If you are using Form WT-4 to claim the maximum number of exemptions to which you are entitled and your withholding exceeds your expected income tax liability, you may use Form WT-4A to minimize the over withholding.

**WT-4 Instructions** – Provide your information in the employee section.

#### • LINE 1:

(a)-(c) Number of exemptions – Do not claim more than the correct number of exemptions. If you expect to owe more income tax for the year than will

be withheld if you claim every exemption to which you are entitled, you may increase your withholding by claiming a smaller number of exemptions on lines 1(a)-(c) or you may enter into an agreement with your employer to have additional amounts withheld (see instruction for line 2).

(c) Dependents – Those persons who qualify as your dependents for federal income tax purposes may also be claimed as dependents for Wisconsin purposes. The term "dependents" does not include you or your spouse. Indicate the number of dependents that you are claiming in the space provided.

#### • LINE 2:

Additional withholding – If you have claimed "zero" exemptions on line 1, but still expect to have a balance due on your tax return for the year, you may wish to request your employer to withhold an additional amount of tax for each pay period. If your employer agrees to this additional withholding, enter the additional amount you want deducted from each of your paychecks on line 2.

#### • LINE 3:

Exemption from withholding – You may claim exemption from withholding of Wisconsin income tax if you had no liability for income tax for last year, and you expect to incur no liability for income tax for this year. You may not claim exemption if your return shows tax liability before the allowance of any credit for income tax withheld. If you are exempt, your employer will not withhold Wisconsin income tax from your wages.

You must revoke this exemption (1) within 10 days from the time you expect to incur income tax liability for the year or (2) on or before December 1 if you expect to incur Wisconsin income tax liabilities for the next year. If you want to stop or are required to revoke this exemption, you must complete and provide a new Form WT-4 to your employer showing the number of withholding exemptions you are entitled to claim. This certificate for exemption from withholding will expire on April 30 of next year unless a new Form WT-4 is completed and provided to your employer before that date.

## Employer's Section

|                                                |       |              |                            |          |
|------------------------------------------------|-------|--------------|----------------------------|----------|
| Employer's name                                |       |              | Federal Employer ID Number |          |
| Employer's payroll address (number and street) |       |              | State                      | Zip code |
| Completed by                                   | Title | Phone number | Email                      |          |

### EMPLOYER INSTRUCTIONS for Department of Revenue:

- If you do not have a Federal Employer Identification Number (FEIN), contact the Internal Revenue Service to obtain a FEIN.
- If the employee has claimed more than 10 exemptions OR has claimed complete exemption from withholding and earns more than \$200.00 a week or is believed to have claimed more exemptions than they are entitled to, mail a copy of this certificate to: Wisconsin Department of Revenue, Audit Bureau, PO Box 8906, Madison WI 53708 or fax (608) 267-0834.
- Keep a copy of this certificate with your records. If you have questions about the Department of Revenue requirements, call (608) 266-2772 or (608) 266-2776.

### EMPLOYER INSTRUCTIONS for New Hire Reporting:

- This report contains the required information for reporting a New Hire to Wisconsin. If you are reporting new hires electronically, you do not need to forward a copy of this report to the Department of Workforce Development. Visit <https://dwd.wi.gov/uinh/> to report new hires.
- If you do not report new hires electronically, mail the original form to the Department of Workforce Development, New Hire Reporting, PO Box 14431, Madison WI 53708-0431 or fax toll free to 1-800-277-8075.
- If you have questions about New Hire requirements, call toll free (888) 300-HIRE (888-300-4473). Visit [dwd.wi.gov/uinh/](https://dwd.wi.gov/uinh/) for more information.

## EXAMPLE TO HELP WITH COMPLETING I-9

The **IRS Form I-9** is used to verify the identity and employment authorization of new and current employees in the United States.

Need assistance? Please call **608.326.0434**.

## NEEDED EMPLOYEE INFORMATION HIGHLIGHTED YELLOW.

| If a preparer and/or translator assisted you in completing Section 1, that person MUST complete the <a href="#">Preparer and/or Translator Certification</a> on Page 3.                                                                                                                                                                                                                                                                                                                                     |                            |                               |                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-------------------------------|------------------------------------|
| <b>Section 2. Employer Review and Verification:</b> 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. |                            |                               |                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>List A</b>              | <b>OR</b>                     | <b>List B AND List C</b>           |
| <b>Document Title 1</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Passport Information BELOW | <b>OR</b>                     | Drivers License/State ID           |
| <b>Issuing Authority</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                            |                               | Social Security Card               |
| <b>Document Number (if any)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                            |                               | State Issued                       |
| <b>Expiration Date (if any)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                            |                               | Drivers License or State ID Number |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                            |                               | Social Security Card Number        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                            |                               | Expiration Date                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                            |                               | n/a                                |
| <b>Document Title 2 (if any)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                            | <b>Additional Information</b> |                                    |
| <b>Issuing Authority</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                            |                               |                                    |
| <b>Document Number (if any)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                            |                               |                                    |
| <b>Expiration Date (if any)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                            |                               |                                    |
| <b>Document Title 3 (if any)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                            |                               |                                    |
| <b>Issuing Authority</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                            |                               |                                    |

## PARTICIPANT OR GUARDIAN/POA WILL SIGN & DATE NEXT TO THE RED X IN HIGHLIGHTED PINK SECTION.

|                                                                                                                                                                                                                                                                                                                                  |                                                                                                       |                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------|
| 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)             |
|                                                                                                                                                                                                                                                                                                                                  | <b>X</b> Employer/Member Signature                                                                    | Date signed                           |
| Employer's Business or Organization Name<br>Employer/Member Name                                                                                                                                                                                                                                                                 | Employer's Business or Organization Address, City or Town, State, ZIP Code<br>Employer/Member Address |                                       |
| For reverification or rehire, complete <a href="#">Supplement B, Reverification and Rehire</a> on Page 4.                                                                                                                                                                                                                        |                                                                                                       |                                       |

## IMPORTANT REMINDER

The I-9 is a government document that must be completed by the Employee and the Employer. Lori Knapp Choice™ (LKC™) is not the Employer and cannot complete Section 2. If this document is not completed correctly, it will delay your start date.

Please call **608.326.0434** for assistance.



# Employment Eligibility Verification

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

USCIS

Form I-9

OMB No.1615-0047

Expires 05/31/2027

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

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

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

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

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

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

| List A                                                                                                                                                                                                                                                                                                                                  |  | OR                                                                                                               | List B                                                                     | AND | List C                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-----|---------------------------------------|
| Document Title 1                                                                                                                                                                                                                                                                                                                        |  |                                                                                                                  |                                                                            |     |                                       |
| Issuing Authority                                                                                                                                                                                                                                                                                                                       |  |                                                                                                                  |                                                                            |     |                                       |
| Document Number (if any)                                                                                                                                                                                                                                                                                                                |  |                                                                                                                  |                                                                            |     |                                       |
| Expiration Date (if any)                                                                                                                                                                                                                                                                                                                |  |                                                                                                                  |                                                                            |     |                                       |
| Document Title 2 (if any)                                                                                                                                                                                                                                                                                                               |  | <b>Additional Information</b>                                                                                    |                                                                            |     |                                       |
| Issuing Authority                                                                                                                                                                                                                                                                                                                       |  |                                                                                                                  |                                                                            |     |                                       |
| Document Number (if any)                                                                                                                                                                                                                                                                                                                |  |                                                                                                                  |                                                                            |     |                                       |
| Expiration Date (if any)                                                                                                                                                                                                                                                                                                                |  |                                                                                                                  |                                                                            |     |                                       |
| Document Title 3 (if any)                                                                                                                                                                                                                                                                                                               |  |                                                                                                                  |                                                                            |     |                                       |
| Issuing Authority                                                                                                                                                                                                                                                                                                                       |  | <input type="checkbox"/> Check here if you used an alternative procedure authorized by DHS to examine documents. |                                                                            |     |                                       |
| Document Number (if any)                                                                                                                                                                                                                                                                                                                |  |                                                                                                                  |                                                                            |     |                                       |
| Expiration Date (if any)                                                                                                                                                                                                                                                                                                                |  |                                                                                                                  |                                                                            |     |                                       |
| <b>Certification:</b> 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, sex, height, eye color, and address | 1. A Social Security Account Number card, unless the card includes one of the following restrictions:<br><br>(1) NOT VALID FOR EMPLOYMENT<br><br>(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION<br><br>(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, sex, 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:<br><br>a. Foreign passport; and<br><br>b. Form I-94 or Form I-94A that has the following:<br><br>(1) The same name as the passport; and<br>(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<br><br>For examples, see <b>Section 7</b> and <b>Section 13</b> of the M-274 on <a href="https://uscis.gov/i-9-central">uscis.gov/i-9-central</a> .<br><br>The Form I-766, Employment Authorization Document, is a List A, <b>Item Number 4.</b> document, not a List C document. |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |    | 8. Native American tribal document                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |    | 9. Driver's license issued by a Canadian government authority                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |    | <b>For persons under age 18 who are unable to present a document listed above:</b>                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |    | 10. School record or report card                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |    | 11. Clinic, doctor, or hospital record                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |    | 12. Day-care or nursery school record                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Acceptable Receipts</b><br><br>May be presented in lieu of a document listed above for a temporary period.<br><br>For receipt validity dates, see the M-274.                                                                                                                                                                                                                                                                                                                              |    |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                      |
| <ul style="list-style-type: none"><li>• Receipt for a replacement of a lost, stolen, or damaged List A document.</li><li>• Form I-94 issued to a lawful permanent resident that contains an I-551 stamp and a photograph of the individual.</li><li>• Form I-94 with "RE" notation or refugee stamp issued to a refugee.</li></ul>                                                                                                                                                           | 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.

**WISCONSIN MEDICAID**  
**PROVIDER AGREEMENT AND ACKNOWLEDGEMENT OF TERMS OF PARTICIPATION**  
Standard Agreement / Acknowledgement for  
Home and Community-Based Waiver Service (Adult Long-Term Care) Providers

By signature of its authorized representative below, the provider identified below agrees to and acknowledges the conditions of participation and terms of reimbursement set forth in this agreement:

**Note:** The provider's name used below **must** exactly match the name used on **all** other Medicaid documents.

The provider's participation in Wisconsin Medicaid is subject to the following terms and conditions:

1. **FEDERAL COMPLIANCE:** Under 42 C.F.R. § 431.107 of the federal Medicaid regulations, the provider agrees to:
  - a. Keep any records necessary to disclose the extent of services provided to waiver participants for a period of **ten (10) years** and to retain the records and documents according to the terms provided by Wis. Admin. Code chs. DHS 101–108, except for the retention period specified in Wis. Admin. Code DHS § 106.02(9)(e)2.
  - b. On request, provide to the Wisconsin Department of Health Services (DHS), the Secretary of the U.S. Department of Health and Human Services (HHS), or the State Medicaid Fraud Control unit any information maintained under paragraph a. of this section and any information regarding payments claimed by the provider for furnishing services under Wisconsin Medicaid, including home and community-based waiver services.
  - c. If the provider is a hospital, nursing facility, provider of home health care, personal care services, or hospice, comply with the advance directives requirements specified in 42 C.F.R. Part 489, Subpart I and 42 C.F.R. § 417.436(d).
  - d. Provide DHS, the managed care organization (MCO), or the IRIS (Include, Respect, I Self-Direct) program with its National Provider Identifier (NPI), if eligible for an NPI.
  - e. Include its NPI (if eligible for an NPI) on all claims submitted under Wisconsin Medicaid, including home and community-based waiver services.
  - f. Comply with the disclosure requirements in 42 C.F.R. Part 455, Subpart B, which includes all disclosure requirements from 455.100 through 455.106.
    - i. For the purposes of this agreement, the person with an ownership or control interest means a person or corporation that:
      - a. Has an ownership interest totaling 5 percent or more in a disclosing entity.
      - b. Has an indirect ownership interest equal to 5 percent or more in a disclosing entity.
      - c. Has a combination of direct and indirect ownership interests equal to 5 percent or more in a disclosing entity.
      - d. Owns an interest of 5 percent or more in any mortgage, deed of trust, note, or other obligation secured by the provider if that interest equals at least 5 percent of the value of the property or assets of the disclosing entity.



F-00180C

- e. Is an officer or director of a disclosing entity that is organized as a corporation.
- f. Is a partner in a disclosing entity that is organized as a partnership.
- ii. The provider, any fiscal agent, or affiliated managed care entity shall furnish to DHS:
  - a. The name and address of any person (individual or corporation) with an ownership or control interest in the disclosing entity, fiscal agent, or managed care entity. The address for corporate entities must include, as applicable, the primary business address, every business location, and any P.O. Box address.
  - b. Date of birth and Social Security number (SSN) (in the case of an individual).
  - c. Other tax identification number (in the case of a corporation) with an ownership or control interest in the disclosing entity (or fiscal agent or managed care entity) or in any subcontractor in which the disclosing entity (or fiscal agent or managed care entity) has a 5 percent or more interest.
  - d. Whether the person (individual or corporation) with an ownership or control interest in the disclosing entity (or fiscal agent or managed care entity) is related to another person with ownership or control interest in the disclosing entity as a spouse, parent, child, or sibling; or whether the person (individual or corporation) with an ownership or control interest in any subcontractor in which the disclosing entity (or fiscal agent or managed care entity) has a 5 percent or more interest is related to another person with ownership or control interest in the disclosing entity as a spouse, parent, child, or sibling.
  - e. The name of any other disclosing entity (or fiscal agent or managed care entity) in which an owner of the disclosing entity (or fiscal agent or managed care entity) has an ownership or control interest.
  - f. The name, address, date of birth, and SSN of any managing employee of the disclosing entity (or fiscal agent or managed care entity).
  - g. A provider must submit, within 35 days of the date on a request by the HHS or DHS, full and complete information about:
    - 1. The ownership of any subcontractor with whom the provider has had any business transactions totaling more than \$25,000 during the 12-month period ending on the date of the request.
    - 2. Any significant business transactions between the provider and any wholly owned supplier, or between the provider and any subcontractor, during the five-year period ending on the date of the request.
  - h. The provider must disclose to DHS the entity of any person who:
    - 1. Has ownership or controlling interest in the provider or is an agent or managing employee of the provider.
    - 2. Has been convicted of a criminal offense related to that person's involvement in any program under Medicare, Medicaid, or the Title XX services program since the inception of those programs.
- iii. Disclosure, as required in this agreement, from any provider or disclosing entity is due at any of the following times:
  - a. Upon the provider or disclosing entity submitting the provider application.
  - b. Upon the provider or disclosing entity executing this agreement.
  - c. Upon request of DHS during the revalidation of enrollment process under 42 C.F.R. § 455.414.

- d. Within 35 days after any change in ownership of the disclosing entity.
2. **WISCONSIN MEDICAID:** The provider's participation in Wisconsin Medicaid, including home and community-based waiver services, is subject to the following terms and conditions:
- a. **Laws, rules, regulations, and policies.** The provider agrees to comply with federal and state laws, rules, regulations, and policies relating to providing home and community-based waiver services under Wisconsin's Medicaid program. This includes, but is not limited to, the caregiver background checks, a waiver participant's rights granted under federal and state law, including the right to refuse medication and treatment, and policy communications published by DHS.
  - b. **Provider handbooks.** The provider agrees to comply with the applicable terms, conditions, and restrictions that are set forth in the internet-based Family Care, Family Care Partnership, Program of All-Inclusive Care for the Elderly (PACE), or IRIS Online Handbooks, bulletins, Adult Long-Term Care Updates, and other communications regarding changes in state or federal law, policy, reimbursement rates and formulas, departmental interpretation, procedural directives such as billing and prior authorization procedures, and specific reimbursement changes, which are issued by DHS under Wis. Admin. Code § DHS 108.02(2) and (4). The Online Handbook, bulletins, and Adult Long-Term Care Updates are available to the provider through the ForwardHealth Portal at <https://www.forwardhealth.wi.gov>. The omission of any applicable term, condition, or restriction from this section does not excuse the provider from complying with that term, condition, or restriction.
  - c. **Actual knowledge not required.** The provider agrees to comply with all applicable terms, conditions, and restrictions governing the provider's participation in Wisconsin Medicaid, including the home and community-based waiver programs, regardless of whether the provider has actual knowledge of those terms, conditions, and restrictions.
  - d. **Claim submission.** The provider agrees to comply with all claim submission requirements as defined by the program that authorized the service, and from which the provider is seeking reimbursement. This includes, but is not limited to: DHS, the MCO, or IRIS fiscal employer agent (FEA), including electronic and web-based submission methodologies that require the input of secure and discrete access codes but not written provider signatures. The provider has the sole responsibility for maintaining the privacy and security of any access code used to submit information to DHS, the MCO, or IRIS FEA. Any person who submits information to DHS, the MCO, or IRIS FEA, using the provider's access code does so on behalf of the provider, regardless of whether the provider gave permission to use the access code, otherwise revealed the access code to the person, or had knowledge that the person knew the access code or used it to submit information to DHS, the MCO, or IRIS FEA.
  - e. **Confidentiality.** The provider is subject to applicable federal and state laws regarding confidentiality and disclosure of medical records or other health information, including the Administrative Simplification provisions of the Health Insurance Portability and Accountability Act of 1996 (HIPAA) for all services, information, transactions (including electronic transactions), privacy, and security regulations.
  - f. **Repayment.** The provider is responsible for repayment to DHS, the MCO, or IRIS program of any overpayment based on any information submitted by the provider or by any third party in the provider's name or NPI or using the provider's access code, with or without the provider's knowledge or consent, regardless of the manner in which the information was submitted.
  - g. **Sanctions.** The provider is subject to sanctions that may be imposed by DHS under Wis. Stat. § 49.45(2)(a)13 and Wis. Admin. Code § DHS 106.08 based on information submitted by the provider or by any third party in the provider's name or NPI or using the provider's access code, with or without the provider's knowledge or consent, regardless of the manner in which the information was submitted.
3. **WRITTEN POLICIES FOR EMPLOYEES:** An entity that receives or makes payments under a state Medicaid plan or any waiver of such plan totaling at least \$5,000,000 annually shall establish written policies for all employees and contractors according to 42 U.S.C. § 1396a(68).

4. **CIVIL RIGHTS COMPLIANCE:** The provider agrees to all of the following:
- a. In accordance with the provisions of Section 1557 of the Patient Protection and Affordable Care Act of 2010 (42 U.S.C. § 18116), Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.), Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 701 et seq.), the Age Discrimination Act of 1975 (42 U.S.C. § 6101 et seq.), and regulations implementing these Acts, found at 45 C.F.R. Parts 80, 84, 91, and 92, the provider shall not exclude, deny benefits to, or otherwise discriminate against any person on the basis of sex, race, color, national origin, disability, or age in admission to, participation in, in aid of, or in receipt of services and benefits under any of its programs and activities, and in staff and employee assignments to patients, whether carried out by the provider directly or through a sub-contractor or any other entity with which the provider arranges to carry out its programs and activities.
  - b. The provider will comply with all assurance, notice, grievance procedures, and other requirements in the aforementioned federal regulations found at 45 C.F.R. Parts 80, 84, 91, and 92.
  - c. The provider will ensure meaningful access to individuals with limited English proficiency (LEP) at no cost to the LEP individuals, in compliance with 42 U.S.C. § 2000d, et seq., and 42 U.S.C. § 18116, and 45 C.F.R. Parts 80 and 92.
  - d. The provider will ensure that its communications with individuals with disabilities are as effective as its communications with others in its health programs and activities, including its electronic and information technology communications, and it provides appropriate auxiliary aids and services, in compliance with Title II of the Americans with Disabilities Act (42 U.S.C. § 12131 et seq.) and 42 U.S.C. § 18116, and their respective implementing regulations found in 28 C.F.R. Part 35 and 45 C.F.R. Part 92.
  - e. The provider agrees to cooperate with DHS, the MCO, or IRIS program, in any complaint investigations, monitoring, or enforcement related to civil rights compliance of the provider or its subcontractors.
5. **TERMS OF REIMBURSEMENT:** Reimbursement of the provider for services and items properly provided under Wisconsin Medicaid, including the home and community-based waiver programs, is governed by this agreement and the terms of reimbursement as are now in effect in the Online Handbooks and Adult Long-Term Care Updates, or as may later be amended. All claims are subject to post-payment audit and recoupment if the claim or the underlying transaction fails to comply with the applicable laws, regulations Online Handbook, Adult Long-Term Care Updates, or program guidance. Terms of reimbursement include, but are not limited to:
- a. The provider agrees to provide only the items or services authorized by the MCO or IRIS program.
  - b. The provider agrees to accept the payment issued by the MCO or IRIS FEA as payment in full for provided items or services.
  - c. The provider agrees to make no additional claims or charges for provided items or services.
6. **ON-SITE INSPECTIONS:** The provider must permit the Centers for Medicare & Medicaid Services, HHS, DHS, or their agents or designated contractors to conduct unannounced on-site inspections of any and all provider locations per 42 C.F.R. § 455.432.
7. **SUBMISSION OF CLAIMS:** The provider understands and agrees that every time the provider signs and submits a claim, whether done electronically or otherwise, the provider certifies that:
- a. The claim complies with all federal and state Medicaid laws and regulations including, but not limited to, the Online Handbook, all Adult Long-Term Care Updates, and other program guidance.
  - b. The claim is truthful, accurate, and complete and contains services and items that have been furnished or caused to be furnished in accordance with applicable federal and state Medicaid laws.
  - c. The provider has not offered, paid, or received any illegal remuneration or any other thing of value in return for referring an individual to a person for the furnishing of any service or item, or for arranging

for the furnishing of any service or item for which payment may be made in whole or in part under Medical Assistance in violation of 42 U.S.C. § 1320a-7b, Wis. Stat. § 946.91(3), or any other federal or state anti-kickback statutes.

- d. The provider has not engaged in or committed fraud or abuse. “Fraud” includes any act that constitutes fraud under applicable federal or state law.
  - e. The payment of claims will be from federal and state funds, or both; that compliance with the above requirements is a condition precedent to payment and conditioned upon compliance with all state and federal Medicaid laws, regulations, the Online Handbook, Adult Long-Term Care Updates, and all other program guidance, and therefore, no payment shall be made for services in violation of said requirements; any claim submitted or caused to be submitted or any statement made or used in violation of the above requirements constitutes a false or fraudulent claim for purposes of liability under 31 U.S.C. § 3729 and/or Wis. Stats. §§ 49.485 and 49.49; and that any false claim or statement of concealment of or failure to disclose a material fact may be prosecuted under applicable federal and/or state law.
- 8. **FALSE CLAIMS:** Any acts or omissions by the provider’s staff or any entity acting on the provider’s behalf shall be deemed those of the provider, including any acts and/or omissions in violation of federal or state criminal and civil false claims statutes.
  - 9. **EXTRAPOLATION TO DETERMINE OVERPAYMENT:** Extrapolation under Wis. Admin. Code § DHS 105.01(3)(f) may be used as a method to calculate the amount owed by the provider to Wisconsin Medicaid when it has been determined, as a result of an investigation or audit conducted by DHS, the Department of Justice (DOJ) Medicaid fraud control unit, HHS, the Federal Bureau of Investigation, or an authorized agent of any of these entities, based on a sample of claims, that the provider was overpaid.
  - 10. **INACTIVE STATUS:** Failure by the provider to submit claims for payment for more than a 12 consecutive month period may result in the provider being placed on inactive status. A provider is not eligible for reimbursement for services provided while on inactive status. A provider placed on inactive status must reapply to Wisconsin Medicaid to reactivate their status.
  - 11. **LICENSURE:** The provider certifies that the provider and each person employed by it for the purpose of providing services hold all licenses or similar entitlements and meet other requirements specified in federal or state statute, regulation, rule, or program authority for the provision of the service.
  - 12. **VOLUNTARY TERMINATION:** The provider may terminate its certification to participate in Wisconsin Medicaid as provided under Wis. Admin. Code § DHS 106.05.
  - 13. **INVOLUNTARY TERMINATION:** DHS may terminate or suspend the provider’s certification under this agreement as provided in Wis. Admin. Code § DHS 106.06.
  - 14. **DURATION:** This agreement will remain in full force and effect as long as the provider is certified to participate in Wisconsin Medicaid under Wis. Admin. Code ch. DHS 105 and/or in the Medicaid home and community-based services waiver programs under the IRIS Waiver or Family Care Waiver.
  - 15. **STATEMENT OF MATERIAL FACT:** The provider acknowledges that any statement made in this agreement or in the provider application process constitutes a statement or representation of a material fact knowingly and willfully made or caused to be made by the provider for a benefit or payment, or for use in determining rights to such benefit or payment. Under Wis. Stat. § 49.49(1d) and (4m), if any such statements or representations are false, the provider may be subjected to criminal or other penalties.
  - 16. **ATTESTATIONS:** The provider acknowledges and attests compliance to all statements below.
    - a. Provider has written policies regarding testing for communicable diseases, as well as protocols in place for positive results, for all staff.
    - b. Provider has documentation to support all attestations made within this application and agrees to provide DHS such documentation upon request.

- c. Provider has written policies and procedures in place to address staff shortages.
- d. Provider has a continuity of operations plan, specifically related to emergency or disaster preparedness.
- e. If a member or participant experiences a medical emergency while in the presence of the provider, provider will call 911 to access emergency services and wait with the member or participant until the first responders are on-site, have assessed the situation, and have taken the member or participant into their care if needed.
- f. Provider has policies and procedures in place for hiring that include review of Wisconsin DOJ results and the Background Information Disclosure (BID) form, F-82064. Provider's policies and procedures include action the provider will take based on results of the background check, in compliance with Wis. Stat. § 50.065(2)(bb), (br), and (2m) and Wis. Admin. Code §§ DHS 12.06 and 12.115.
- g. Provider completes Wisconsin DOJ criminal and caregiver background checks at its own expense for all persons who will provide care to members and participants, whether an employee or contractor of an entity or a sole proprietor, prior to the person(s) providing direct services to a member or participant and at a minimum every four (4) years thereafter or any time the organization or agency has a reason to believe a new check should be performed.
- h. Pursuant to Wis. Admin. Code chs. DHS 12 and 13, prior to providing services that result in direct contact with members or participants, provider verifies all persons who will provide care to members or participants, whether an employee or contractor of an entity or a sole proprietor do not appear on the list of excluded individuals on the DHS Wisconsin Misconduct Registry. The provider will remove any employee found on the Misconduct Registry from any work related to any state or federal health care program. The Misconduct Registry can be accessed at <https://wi.tmuniverse.com/search>.
- i. Provider understands that the U.S. DOJ may impose civil monetary penalties on anyone who hires an excluded individual or entity. Provider agrees to check the HHS Office of Inspector General (OIG) online List of Excluded Individuals/Entities database (Exclusions Database) for all new hires and at least quarterly for existing employees to ensure that no excluded employees work in any capacity related to any state or federal health care program. The provider will remove any employee found in the OIG Exclusions Database from any work related to any state or federal health care program. OIG maintains an online database at <https://exclusions.oig.hhs.gov/>.
- j. As applicable, provider shall have written policy and train its staff to immediately report all allegations of misconduct, including abuse and neglect of a member or participant or misappropriation of a member's or participant's property.
- k. Provider will require, via written policy and procedures, that persons, whether an employee or contractor of an entity or a sole proprietor, report criminal convictions or investigations to their immediate supervisor as soon as possible, but no later than the next working day per Wis. Admin. Code § DHS 12.07(1).
- l. In compliance with Wis. Admin. Code DHS § 12.10, provider shall retain in its personnel files the following documents related to all persons providing direct care to members and participants: pertinent Background Information Disclosure (BID) form, F-82064, and search results from the Wisconsin DOJ, DHS, and the Wisconsin Department of Safety and Professional Services, as well as out-of-state records, tribal court proceedings, and military records, in accordance with searches required in Wis. Stat. § 50.065(2) and Wis. Admin. Code § DHS 12.08. Provider shall make these documents available to DHS upon request.
- m. Provider ensures staff is able to perform skills as required in their position description prior to initial performance.
- n. Provider ensures and documents qualifications of each staff member, including academic preparation and relevant experience, verification of current license, certifications, and/or registrations to practice in

Wisconsin that are applicable to, or required by, the staff member's duties. Upon request, the provider will supply any applicable documentation to DHS.

- o. Provider ensures staff working with frail elders or disabled populations have documented experience with the population that the staff will work with or provider has plans to ensure staff is adequately trained.
- p. Provider maintains a training plan for each staff member who provides or will provide direct care to members or participants and has a mechanism for ensuring that all necessary training has been completed prior to performing work and that completion of all trainings is documented.
- q. Provider will maintain documentation that staff is trained annually on compliance, fraud, waste, and abuse.
- r. Provider ensures staff are trained on DHS recording and reporting requirements for documentation, critical incident reporting, and other information and procedures necessary for the staff to ensure the health and safety of members and participants receiving supports. The applicable requirements are documented in the [Family Care Contract, Family Care Partnership, and PACE: Managed Care Organization Contracts](#) and the [IRIS \(Include, Respect, I Self-Direct\) Support Services Provider Training Standards](#), P-03071.
- s. Provider ensures staff are trained on the needs of the target group they are serving.
- t. Provider ensures staff are trained on the provision of the services being provided.
- u. As applicable, provider ensures staff have been trained or will be trained on the needs, strengths, and preferences of the individual(s) being served, prior to providing direct care.
- v. Provider ensures all staff are trained on rights and privacy provisions applicable to providers, members, and participants in Wisconsin, including rights and privacy provisions guaranteed under HIPAA, Wis. Stat. ch. 146, and the [Family Care Contract, Family Care Partnership, and PACE: Managed Care Organization Contracts](#) and the [IRIS \(Include, Respect, I Self-Direct\) Support Services Provider Training Standards](#).
- w. Provider will refrain from influencing an individual to either not enroll in or to disenroll from another MCO or the IRIS program.

By signature, the provider or authorized representative swears or affirms under penalty of perjury that the information given in this agreement is true and accurate. By signature, the provider certifies that they have read the LTC Waiver Provider Online Handbook and all regulations.

|                                                             |                               |             |
|-------------------------------------------------------------|-------------------------------|-------------|
| Name – Provider                                             |                               |             |
| NPI                                                         | Medicaid-Assigned Provider ID |             |
| Address (This is the provider's practice location address.) |                               |             |
| Street Address Line 1                                       |                               |             |
| Street Address Line 2                                       |                               |             |
| City                                                        | State                         | ZIP+4 Code  |
| <b>SIGNATURE</b> – Provider or Authorized Representative    |                               | Date Signed |

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Title

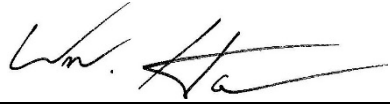
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**FOR DMS USE ONLY (Do not write below this line.)**

**SIGNATURE** – Department of Health Services

Date

9/13/2024

A handwritten signature in black ink, appearing to be 'L. H. A.', is written over the signature line.

**Note: All eight pages of this agreement must be returned together.**

## DOCUMENTATION OF TRAINING: SUPPORTIVE HOME CARE (SHC), RESPITE, SPECIALIZED CHILD CARE, AND DAILY LIVING SKILLS (DLTS) IN COUNTY-FUNDED SELF-DIRECTION FEA

**Important! This form is not optional.** A start date of employment will not be given until the form is completed and returned.

The following information is the minimum required training to be completed by the Direct Care Worker of the Participant.

Child-specific training must include information about the Participant's strengths, goals, and needs, as well as behavior support plans in place for the Participant, any unique medical needs, and aspects of the Participant's culture. Training must also include information about using positive behavioral supports to manage the Participant's behavior, CLTS Waiver Program guidelines for isolation and restraint (refer to Chapter 8, Participant Rights and Appeal and Grievance Processes), mandated reporting requirements (Wis. Stat. § 48.981), and first aid.

Before filling out this form, please make sure to read the portion on Exemptions.

Direct Care Worker (Employee) Name: \_\_\_\_\_

Participant (Employer) Name: \_\_\_\_\_

**Exemption:** If you are currently: Certified Nursing Assistant (CAN), Licensed Practical Nurse (LPN), Registered Nurse (RN), or Personal Care Worker (PCW) then you may be exempted from training on #5 – 7 below. This is only if a copy of proof or licensure, certification or credentialing is sent with this form.

### SHC AND/OR RESPITE SERVICES: REQUIRED TRAINING

1. Orientation To Policies & Participant's Cares
2. Safe Provision of Services
3. Recognizing and Responding to Emergencies
4. Participant Specific Information
5. General Target Group Information
6. Working Effectively with Participant
7. Homemaking/Household Services

Required Training Completed by  
Participant (Employer) or Representative  
**with** Direct Care Worker (Employee)

### DLTS AND/OR SPECIALIZED CHILD CARE: REQUIRED TRAINING

1. Orientation to Policies and Participant's Cares
2. Safe Provision of Services
3. Recognizing and Responding to Emergencies
4. Participant Specific Information
5. General Target Group Information
6. Working Effectively with Participant
7. Homemaking/Household Services

Required Training Completed by  
Participant (Employer) or Representative  
**with** Direct Care Worker (Employee)

### PERSONAL SUPPORTS: REQUIRED TRAINING

1. Appropriate Social Behaviors
2. Communication Skills
3. Meals
4. Bathing / Hygiene
5. Behaviors and Consequences

Required Training Completed by  
Participant (Employer) or Representative  
**with** Direct Care Worker (Employee)

Personal Supports includes supervision necessary to increase the Participant's independence while ensuring safety at home and in the community, including supervision as the Participant engages in other activities. Supervision may include a provider assisting the child or youth to utilize technology.



DOCUMENTATION OF TRAINING:  
SUPPORTIVE HOME CARE (SHC), RESPITE, SPECIALIZED  
CHILD CARE, AND DAILY LIVING SKILLS (DLTS) IN  
COUNTY-FUNDED SELF-DIRECTION FEA

**DETAILS ON EACH OF THE SEVEN AREAS ABOVE ARE BELOW TO TRAIN ON.**

Policies, procedures, and expectation of Participant (Employer) and Direct Care Worker (Employee) duties, including training on Participant and Direct Care Worker rights and responsibilities; timesheet keeping and reporting, and other information deemed necessary and appropriate.

Understanding of all confidentiality and privacy laws and rules.

Understanding of handling complaints.

Information specific to disabilities, abilities, needs, functional defects and strengths of the Participant served. This training should be Participant specific.

Recognizing and appropriately responding to all conditions that might adversely affect the Participant's heal and safety, including how to respond to emergencies and critical incidents specifically for the Participant served.

Developing an interpersonal and communication skills that are appropriate and effective for working with the specific Participant. These skills should include: understanding the principles of person-centered services; consumer rights; respect for age, cultural, linguistic and ethnic differences; active listening, responding with emotional support and empathy; ethics in dealing with the Participant, including family and other providers of the Participant; conflict-resolution skills; ability to deal with death and dying and other topics relevant to the specific Participant you are serving.

Understanding of the Participant's support needs, including personal hygiene needs, preferences and techniques for assisting with activities of daily living (ADL's), including, were relevant, bathing, grooming, skin care, transfer, ambulation, exercise, feeding, dressing and use of adaptive aids and equipment.

Understanding the personal health and wellness-related needs of the Participant you are serving, including nutrition, dietary needs, exercise needs, and weight monitoring and control.

Lori Knapp Choice™ has trainings online for Direct Care Workers to use for training on these topics. The website is: [LoriKnappChoice.com/resources](http://LoriKnappChoice.com/resources).

By signing below, I attest that I, the Direct Care Worker (Employee), meet the training requirements listed in order to provide services to the Participant I serve.

As the Participant (Employer), I attest the above Direct Care Worker has been trained on all trainings listed on this form. We both understand that this training needs to be completed, the form sent in and processed before a start date can be given for services to be paid. No shifts worked before the start date will be paid.

\_\_\_\_\_  
Direct Care Worker (Employee) Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Participant (Employer) Signature

\_\_\_\_\_  
Date