

WIL VETERAN IN CHARGE WORKER PAPERWORK CHECKLIST

DOCUMENT NAME	REQUIRED/OPTIONAL			
WIL Veteran in Charge Worker Set-Up Form	Required			
WIL Veteran in Charge Relationship Form	Required			
WIL Veteran in Charge Live-In Exemption Form	Required			
Form W-4	Required			
Form I-9: Employment Eligibility Verification	Required			
WIL Veteran in Charge Employer/Employee Agreement Form	Required			
WIL Veteran in Charge Provider Rate Agreement Form	Required			
WIL Veteran in Charge Background Check Disclosure	Required			
WIL Veteran in Charge Payment Election Form	Optional			
WIL Veteran in Charge Worker Timesheet	Required			

NOTE:

Please ensure all **REQUIRED** documents are filled out accurately before submitting them for processing.



Mail:

WIL VETERAN IN CHARGE WORKER SET-UP FORM

Fax:

Instructions: Please fill out any information in Sections 1 and 2, where applicable. Both the worker and the Veteran, or the Veteran's Authorized Representative, must sign and date the bottom in order to be considered complete. Please submit the completed form to **Premier Financial Management Services** (Premier FMS) via one of the following options below:

Email:

10425 W North Ave. Suite 345 Milwaukee, WI 53226		(855) 423-1650		
WORKER'S INFORMATION				
First Name:	Middle Initial:	Last Name:		
Mailing Address:	City:		State:	Zip:
Home #:	Cell #:	Work #:		
Email Address:				
Date of Birth://				
VETERAN'S INFORMATION				
First Name:	Middle Initial:	Last Name:		
Mailing Address:	City:		State:	Zip:
Home #:	Cell #:	Work #:		
Email Address:				
Date of Birth://				
EMPLOYER INFORMATION				
First Name:	Middle Initial:	Last Name:		
By signing below, you certify that documentation that may be need office at (855) 538-7776.				
Worker Signature:			_ Date:	_//
Veteran/AR Signature:			_ Date: _	_//



WIL VETERAN IN CHARGE RELATIONSHIP FORM

Instructions: Please fill out all of the information in Section 1 and select the correct relationship in Section 2. Both the worker and the Veteran, or the Authorized Representative, must sign and date the bottom in order to be considered complete. Please submit the completed form to **Premier Financial Management Services** (Premier FMS) via one of the following options below:

Sui	ail: 425 W North Ave. ite 345 Waukee, WI 53226		Emai WIL@		nier-fms.com			Fa 2 (85	«: 5) 423-1650
SE	CTION 1:								
Wc	orker Name:					_ Dat	e of Birth:	_/	_/
Vet	teran Name:								
Au	thorized Representative N	lame:							
SE	CTION 2: (Please selec	t your	legal relationship t	o the	employer.)				
	Parent*±		Spouse*±		Stepparent		Ex-Spouse		
	Daughter/Son [₹]		Grandparent		Grandchild		Other:		
	Friend		Sibling		Stepchild [₹]				
	Worker		Neighbor						
*	Due to your relationship with the employer and current legislation, you are exempt from payro taxes for unemployment insurance (FUTA and SUIf your employment with the employer is terminal you will not receive unemployment benefits	II ITA). h ated,	the employed legislation from payrous Security and Security and Security and it means your Social Security security and se	yer a n, you oll tax nd Ma ying in nd Ma rou ar curity	edicare (FICA), e not earning work credits.	Ŧ	Due to your rethe child of the current legislate exempt from Social Securit (FICA) and ure insurance (FL until your 21s	ne em ation, payro y anc nemp ITA ar st birth	ployer and you are bil taxes for Medicare oyment ad SUTA) anday.
do the	signing below, you certicumentation that may be relationship you are recestions or concerns, plea	e need Juired	ded to verify your se to complete a new	electic form	on. Please be awa and submit the r	re tha	at if any chang	es oc	cur in
Wc	orker Signature:						Date:	_/	_/
Em	nployer Signature:						Date:	_/	_/



WIL VETERAN IN CHARGE LIVE-IN EXEMPTION FORM

Under the Fair Labor Standards Act (FLSA), household employers are required to pay overtime to employees who work more than 40 hours in a single workweek, unless the employee qualifies as a live-in domestic service worker.

DEFINITION OF A DOMESTIC SERVICE WORKER:

A worker resides on the employer's premises permanently when he or she lives, works, and sleeps on the employer's premises seven days per week and therefore has no home of his or her own other than the one provided by the employer under the employment agreement.

(OR)

A worker resides on the employer's premises for an extended period when he or she lives, works and sleeps on the employer's premises for five days a week (120 hours or more). If a domestic worker spends less than 120 hours per week working and sleeping on the employer's premises, but spends five consecutive days or nights residing on the premises, this also constitutes an extended period.

Does your employee qualify as a live-in w	vorker? 🗌 Yes 🔲 N	0			
Veteran/Employer:					_
Authorized Representative:					_
Individual Provider/Employee Name:					_
Please note that it is your responsibility to know when the employee no longer lives		agement Services (F	remier	FMS)	
Veteran Signature: Or Authorized Representative/Employer Signature		Date:	/	/	
Individual Provider/Employee Signature:		Date:	/	/	_
For any questions or concerns, please co form to Premier FMS via one of the follow		8-7776. Please subr	nit the	complete	C
Email: WIL@premier-fms.com	Fax: (855) 423-1650				

Employee's Withholding Certificate

Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Give Form W-4 to your employer.

OMB No. 1545-0074

Department of the T		Give Form W-4 to your employer.								
Internal Revenue Se			ig is subject to review by the IF	RS.	4) 0					
Step 1:	(a) ⊦	irst name and middle initial	Last name		(b) S	ocial security number				
Enter	Addre	ee			Doos	your name match the				
Personal	Addie	33			name	on your social security				
Information	City	r town, state, and ZIP code			card? If not, to ensure you get credit for your earnings,					
	Oity C	i town, state, and 211 sode			contac	ot SSA at 800-772-1213				
	(c)	Single or Married filing separately			or go t	o www.ssa.gov.				
	(0)	Married filing jointly or Qualifying surviving s	enouse							
		Head of household (Check only if you're unmai	•	of keeping up a home for vo	ourself ar	nd a qualifying individual.)				
	l									
		4 ONLY if they apply to you; otherwism withholding, and when to use the est			n on e	ach step, who can				
Step 2: Multiple Job	s	Complete this step if you (1) hold moralso works. The correct amount of wi								
or Spouse		Do only one of the following.								
Works		(a) Use the estimator at www.irs.gov/ or your spouse have self-employn	• •		(and	Steps 3–4). If you				
		(b) Use the Multiple Jobs Worksheet	on page 3 and enter the resu	It in Step 4(c) below;	or					
		(c) If there are only two jobs total, you	. •	,		other iob. This				
		option is generally more accurate higher paying job. Otherwise, (b) is	than (b) if pay at the lower pa	aying job is more thar						
		4(b) on Form W-4 for only ONE of the you complete Steps 3–4(b) on the Form If your total income will be \$200,000 or	n W-4 for the highest paying j	ob.)	os. (You	ar withholding will				
Claim		•	•	3 ,						
Dependent		Multiply the number of qualifying of	children under age 17 by \$2,0	υυ <u>\$</u>	-					
and Other		Multiply the number of other depe	endents by \$500	. \$	-					
Credits		Add the amounts above for qualifying this the amount of any other credits. I		ents. You may add to	3	\$				
Step 4		(a) Other income (not from jobs).								
(optional):		expect this year that won't have w								
Other		This may include interest, dividend	ds, and retirement income .		4(a)) \$				
Adjustments	3	(b) Deductions. If you expect to claim	deductions other than the st	andard deduction and	i					
		want to reduce your withholding, u								
		the result here			4(b)	\$				
		(c) Extra withholding. Enter any addi	tional tax you want withheld e	each pay period	4(c)	\$				
Step 5: Sign Here	Unde	r penalties of perjury, I declare that this cert	ificate, to the best of my knowled	dge and belief, is true, c	orrect, a	and complete.				
	Em	ployee's signature (This form is not va	alid unless you sign it.)	Da	ite					
Employers Only	Emp	oyer's name and address		First date of employment	Employ numbe	ver identification r (EIN)				

Form W-4 (2024)

General Instructions

Section references are to the Internal Revenue Code.

Future Developments

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

Purpose of Form

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

Exemption from withholding. You may claim exemption from withholding for 2024 if you meet both of the following conditions: you had no federal income tax liability in 2023 and you expect to have no federal income tax liability in 2024. You had no federal income tax liability in 2023 if (1) your total tax on line 24 on your 2023 Form 1040 or 1040-SR is zero (or less than the sum of lines 27, 28, and 29), or (2) you were not required to file a return because your income was below the filing threshold for your correct filing status. If you claim exemption, you will have no income tax withheld from your paycheck and may owe taxes and penalties when you file your 2024 tax return. To claim exemption from withholding, certify that you meet both of the conditions above by writing "Exempt" on Form W-4 in the space below Step 4(c). Then, complete Steps 1(a), 1(b), and 5. Do not complete any other steps. You will need to submit a new Form W-4 by February 15, 2025.

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

When to use the estimator. Consider using the estimator at *www.irs.gov/W4App* if you:

- 1. Expect to work only part of the year;
- Receive dividends, capital gains, social security, bonuses, or business income, or are subject to the Additional Medicare Tax or Net Investment Income Tax; or
- 3. Prefer the most accurate withholding for multiple job situations.

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

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

Specific Instructions

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

Step 2. Use this step if you (1) have more than one job at the same time, or (2) are married filing jointly and you and your spouse both work.

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Option (a) most accurately calculates the additional tax you need to have withheld, while option (b) does so with a little less accuracy.

Instead, if you (and your spouse) have a total of only two jobs, you may check the box in option **(c)**. The box must also be checked on the Form W-4 for the other job. If the box is checked, the standard deduction and tax brackets will be cut in half for each job to calculate withholding. This option is accurate for jobs with similar pay; otherwise, more tax than necessary may be withheld, and this extra amount will be larger the greater the difference in pay is between the two jobs.



Multiple jobs. Complete Steps 3 through 4(b) on only one Form W-4. Withholding will be most accurate if you do this on the Form W-4 for the highest paying job.

Step 3. This step provides instructions for determining the amount of the child tax credit and the credit for other dependents that you may be able to claim when you file your tax return. To qualify for the child tax credit, the child must be under age 17 as of December 31, must be your dependent who generally lives with you for more than half the year, and must have the required social security number. You may be able to claim a credit for other dependents for whom a child tax credit can't be claimed, such as an older child or a qualifying relative. For additional eligibility requirements for these credits, see Pub. 501, Dependents, Standard Deduction, and Filing Information. You can also include other tax credits for which you are eligible in this step, such as the foreign tax credit and the education tax credits. To do so, add an estimate of the amount for the year to your credits for dependents and enter the total amount in Step 3. Including these credits will increase your paycheck and reduce the amount of any refund you may receive when you file your tax return.

Step 4 (optional).

Step 4(a). Enter in this step the total of your other estimated income for the year, if any. You shouldn't include income from any jobs or self-employment. If you complete Step 4(a), you likely won't have to make estimated tax payments for that income. If you prefer to pay estimated tax rather than having tax on other income withheld from your paycheck, see Form 1040-ES, Estimated Tax for Individuals.

Step 4(b). Enter in this step the amount from the Deductions Worksheet, line 5, if you expect to claim deductions other than the basic standard deduction on your 2024 tax return and want to reduce your withholding to account for these deductions. This includes both itemized deductions and other deductions such as for student loan interest and IRAs.

Step 4(c). Enter in this step any additional tax you want withheld from your pay **each pay period**, including any amounts from the Multiple Jobs Worksheet, line 4. Entering an amount here will reduce your paycheck and will either increase your refund or reduce any amount of tax that you owe.

Form W-4 (2024)

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



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

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

1	Two jobs. If you have two jobs or you're married filing jointly and you and your spouse each have one job, find the amount from the appropriate table on page 4. Using the "Higher Paying Job" row and the "Lower Paying Job" column, find the value at the intersection of the two household salaries and enter that value on line 1. Then, skip to line 3	1	\$	
2	Three jobs. If you and/or your spouse have three jobs at the same time, complete lines 2a, 2b, and 2c below. Otherwise, skip to line 3.			
	a Find the amount from the appropriate table on page 4 using the annual wages from the highest paying job in the "Higher Paying Job" row and the annual wages for your next highest paying job in the "Lower Paying Job" column. Find the value at the intersection of the two household salaries and enter that value on line 2a	2a	\$	
	b Add the annual wages of the two highest paying jobs from line 2a together and use the total as the wages in the "Higher Paying Job" row and use the annual wages for your third job in the "Lower Paying Job" column to find the amount from the appropriate table on page 4 and enter this amount on line 2b	2b	\$	
	c Add the amounts from lines 2a and 2b and enter the result on line 2c	2c	\$	
3	Enter the number of pay periods per year for the highest paying job. For example, if that job pays weekly, enter 52; if it pays every other week, enter 26; if it pays monthly, enter 12, etc	3		
4	Divide the annual amount on line 1 or line 2c by the number of pay periods on line 3. Enter this amount here and in Step 4(c) of Form W-4 for the highest paying job (along with any other additional amount you want withheld)	4	\$	
	Step 4(b) – Deductions Worksheet (Keep for your records.)		Š	//
1	Enter an estimate of your 2024 itemized deductions (from Schedule A (Form 1040)). Such deductions may include qualifying home mortgage interest, charitable contributions, state and local taxes (up to \$10,000), and medical expenses in excess of 7.5% of your income	1	\$	
2	Enter: • \$29,200 if you're married filing jointly or a qualifying surviving spouse • \$21,900 if you're head of household • \$14,600 if you're single or married filing separately	2	\$	
3	If line 1 is greater than line 2, subtract line 2 from line 1 and enter the result here. If line 2 is greater than line 1, enter "-0-"	3	\$	
4	Enter an estimate of your student loan interest, deductible IRA contributions, and certain other adjustments (from Part II of Schedule 1 (Form 1040)). See Pub. 505 for more information	4	\$	
5	Add lines 3 and 4. Enter the result here and in Step 4(b) of Form W-4	5	\$	

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. Internal Revenue Code sections 3402(f)(2) and 6109 and their regulations require you to provide this information; your employer uses it to determine your federal income tax withholding. Failure to provide a properly completed form will result in your being treated as a single person with no other entries on the form; providing fraudulent information may subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation; to cities, states, the District of Columbia, and U.S. commonwealths and territories for use in administering their tax laws; and to the Department of Health and Human Services for use in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

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

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

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

Form W-4 (2024) Page **4**

Married Filing Jointly or Qualifying Surviving Spouse												
			viarried i									
Higher Paying Job								Wage & S				
Annual Taxable Wage & Salary	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$0	\$0	\$780	\$850	\$940	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,370
\$10,000 - 19,999	0	780	1,780	1,940	2,140	2,220	2,220	2,220	2,220	2,220	2,570	3,570
\$20,000 - 29,999	780	1,780	2,870	3,140	3,340	3,420	3,420	3,420	3,420	3,770	4,770	5,770
\$30,000 - 39,999	850	1,940	3,140	3,410	3,610	3,690	3,690	3,690	4,040	5,040	6,040	7,040
\$40,000 - 49,999	940	2,140	3,340	3,610	3,810	3,890	3,890	4,240	5,240	6,240	7,240	8,240
\$50,000 - 59,999	1,020	2,220	3,420	3,690	3,890	3,970	4,320	5,320	6,320	7,320	8,320	9,320
\$60,000 - 69,999	1,020	2,220	3,420	3,690	3,890	4,320	5,320	6,320	7,320	8,320	9,320	10,320
\$70,000 - 79,999	1,020	2,220	3,420	3,690	4,240	5,320	6,320	7,320	8,320	9,320	10,320	11,320
\$80,000 - 99,999 \$100,000 - 149,999	1,020 1,870	2,220 4,070	3,620	4,890 7,540	6,090 8,740	7,170 9,820	8,170 10,820	9,170	10,170 12,830	11,170 14,030	12,170	13,170 16,430
\$150,000 - 149,999 \$150,000 - 239,999	1,960	4,070	6,270 6,760	8,230	9,630	10,910	12,110	11,820 13,310	14,510	15,710	15,230 16,910	18,110
\$240,000 - 259,999	2,040	4,440	6,840	8,310	9,710	10,910	12,110	13,310	14,510	15,710	16,990	18,110
\$260,000 - 279,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,790	16,990	18,190
\$280,000 - 299,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,790	16,990	18,380
\$300,000 - 319,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,980	17,980	19,980
\$320,000 - 364,999	2,040	4,440	6,840	8,310	9,710	11,280	13,280	15,280	17,280	19,280	21,280	23,280
\$365,000 - 524,999	2,720	6,010	9,510	12,080	14,580	16,950	19,250	21,550	23,850	26,150	28,450	30,750
\$525,000 and over	3,140	6,840	10,540	13,310	16,010	18,590	21,090	23,590	26,090	28,590	31,090	33,590
				Single o	r Marrie	d Filing S	Separate	ly				
Higher Paying Job				Lowe	r Paying	Job Annua	al Taxable	Wage & S	Salary			
Annual Taxable Wage & Salary	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$240	\$870	\$1,020	\$1,020	\$1,020	\$1,540	\$1,870	\$1,870	\$1,870	\$1,870	\$1,910	\$2,040
\$10,000 - 19,999	870	1,680	1,830	1,830	2,350	3,350	3,680	3,680	3,680	3,720	3,920	4,050
\$20,000 - 29,999	1,020	1,830	1,980	2,510	3,510	4,510	4,830	4,830	4,870	5,070	5,270	5,400
\$30,000 - 39,999	1,020	1,830	2,510	3,510	4,510	5,510	5,830	5,870	6,070	6,270	6,470	6,600
\$40,000 - 59,999	1,390	3,200	4,360	5,360	6,360	7,370	7,890	8,090	8,290	8,490	8,690	8,820
\$60,000 - 79,999	1,870	3,680	4,830	5,840	7,040	8,240	8,770	8,970	9,170	9,370	9,570	9,700
\$80,000 - 99,999	1,870	3,690	5,040	6,240	7,440	8,640	9,170	9,370	9,570	9,770	9,970	10,810
\$100,000 - 124,999	2,040	4,050	5,400	6,600	7,800	9,000	9,530	9,730	10,180	11,180	12,180	13,120
\$125,000 - 149,999	2,040	4,050	5,400	6,600	7,800	9,000	10,180	11,180	12,180	13,180	14,180	15,310
\$150,000 - 174,999	2,040	4,050	5,400	6,860	8,860	10,860	12,180	13,180	14,230	15,530	16,830	18,060
\$175,000 - 199,999	2,040	4,710	6,860	8,860	10,860	12,860	14,380	15,680	16,980	18,280	19,580	20,810
\$200,000 - 249,999	2,720	5,610	8,060	10,360	12,660	14,960	16,590	17,890	19,190	20,490	21,790	23,020
\$250,000 - 399,999	2,970	6,080	8,540	10,840	13,140	15,440	17,060	18,360	19,660	20,960	22,260	23,500
\$400,000 - 449,999	2,970	6,080	8,540	10,840	13,140	15,440	17,060	18,360	19,660	20,960	22,260	23,500
\$450,000 and over	3,140	6,450	9,110	11,610	14,110	16,610	18,430	19,930	21,430	22,930	24,430	25,870
Himbor Daving Joh						Househo		Wage & S	Salary			
Higher Paying Job Annual Taxable	\$0 -	\$10,000 -	\$20,000 -	\$30,000 -	\$40,000 -	\$50,000 -	\$60,000 -	\$70,000 -	\$80,000 -	\$90,000 -	\$100,000 -	\$110,000 -
Wage & Salary	9,999	19,999	29,999	39,999	49,999	59,999	69,999	79,999	89,999	99,999	109,999	120,000
\$0 - 9,999	\$0	\$510	\$850	\$1,020	\$1,020	\$1,020	\$1,020	\$1,220	\$1,870	\$1,870	\$1,870	\$1,960
\$10,000 - 19,999	510	1,510	2,020	2,220	2,220	2,220	2,420	3,420	4,070	4,070	4,160	4,360
\$20,000 - 29,999	850	2,020	2,560	2,760	2,760	2,960	3,960	4,960	5,610	5,700	5,900	6,100
\$30,000 - 39,999	1,020	2,220	2,760	2,960	3,160	4,160	5,160	6,160	6,900	7,100	7,300	7,500
\$40,000 - 59,999	1,020	2,220	2,810	4,010	5,010	6,010	7,070	8,270	9,120	9,320	9,520	9,720
\$60,000 - 79,999 \$80,000 - 99,999	1,070 1,870	3,270 4,070	4,810 5,670	6,010 7,070	7,070	8,270	9,470	10,670	11,520 12,720	11,720	11,920	12,120
\$100,000 - 124,999	2,020	4,070	5,670 6,160	7,070	8,270 8,760	9,470 9,960	10,670 11,160	11,870 12,360	13,210	12,920 13,880	13,120 14,880	13,450 15,880
\$100,000 - 124,999 \$125,000 - 149,999	2,020	4,440	6,180	7,580	8,780	9,980	11,160	13,250	14,900	15,900	16,900	17,900
\$150,000 - 174,999	2,040	4,440	6,180	7,580	9,250	11,250	13,250	15,250	16,900	18,030	19,330	20,630
\$175,000 - 199,999	2,040	4,510	7,050	9,250	11,250	13,250	15,250	17,530	19,480	20,780	22,080	23,380
\$200,000 - 249,999	2,720	5,920	8,620	11,120	13,420	15,720	18,020	20,320	22,270	23,570	24,870	26,170
\$250,000 - 449,999	2,970	6,470	9,310	11,810	14,110	16,410	18,710	21,010	22,960	24,260	25,560	26,860
\$450,000 and over	3,140	6,840	9,880	12,580	15,080	17,580	20,080	22,580	24,730	26,230	27,730	29,230



Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No.1615-0047 Expires 07/31/2026

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

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

Section 1. Employee day of employment, b	Information out not before	n and Attestation re accepting a jo	on: Emplo b offer.	oyees must comp	lete and s	ign Sect	ion 1 of F	orm I-9 no	o later than the first	
Last Name (Family Name)		First Name	(Given Nan	ne)	Middle Init	ial (if any)	Other Last	Names Use	ed (if any)	
Address (Street Number an	d Name)	A	pt. Number	(if any) City or Tow	n		State ZIP Code			
Date of Birth (mm/dd/yyyy)	U.S. So	cial Security Number	Em	nployee's Email Addres	SS			Employee's	s Telephone Number	
I am aware that federal provides for imprisonn fines for false statement use of false documents connection with the co this form. I attest, und of perjury, that this info	nent and/or nts, or the s, in empletion of er penalty ormation,	1. A citizen c 2. A noncitiz 3. A lawful p	of the United en national permanent re	•	See Instructi or A-Numbe	ons.)			3 of the instructions.):	
including my selection attesting to my citizens immigration status, is correct.	ship or	If you check Item I		Form I-94 Admissi	on Number	OR	eign Passpo	ort Number	and Country of Issuance	
Signature of Employee			I	1	То	day's Date	(mm/dd/yyy	y)		
If a preparer and/or tr	anslator assis	ted you in completi	ng Section	1, that person MUST	complete t	he <u>Prepare</u>	er and/or Tra	anslator Ce	rtification on Page 3.	
Section 2. Employer business days after the e authorized by the Secreta documentation in the Add	mployee's firs ary of DHS, do	st day of employmentation from ation box; see Ins	ent, and m List A OR tructions.	ust physically exam R a combination of c	nine, or exa locumentat	mine con ion from L	sistent with List B and L	nd sign Se an alterna ist C. Ento	ative procedure er any additional	
		List A	OR	Li:	st B		AND		List C	
Document Title 1										
Issuing Authority										
Document Number (if any)										
Expiration Date (if any)				-1-1141116						
Document Title 2 (if any)			A	dditional Informati	on					
Issuing Authority										
Document Number (if any)										
Expiration Date (if any)										
Document Title 3 (if any)										
Issuing Authority										
Document Number (if any)										
Expiration Date (if any)				Check here if you us	ed an altern	ative proce	dure authori		to examine documents.	
Certification: I attest, unde employee, (2) the above-lis best of my knowledge, the	ted document	ation appears to be	genuine ar	nd to relate to the em				First Day (mm/dd/y	y of Employment yyyy):	
Last Name, First Name and	Fitle of Employe	er or Authorized Repr	esentative	Signature of En	nployer or Au	ithorized R	epresentativ	e	Today's Date (mm/dd/yyyy)	
Employer's Business or Orga	nization Name		Employer	r's Business or Organi	zation Addre	ess, City or	Town, State	, ZIP Code		

Form I-9 Edition 08/01/23 Page 1 of 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 ANI	D Documents that Establish Employment Authorization
1. U.S. Passport or U.S. Passport Card		Driver's license or ID card issued by a State or outlying possession of the United States	A Social Security Account Number card, unless the card includes one of the following restrictions:
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		provided it contains a photograph or information such as name, date of birth,	(1) NOT VALID FOR EMPLOYMENT
Foreign passport that contains a temporary I-551 stamp or temporary		gender, height, eye color, and address 2. ID card issued by federal, state or local	(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION
I-551 printed notation on a machine- readable immigrant visa		government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color,	(3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
 Employment Authorization Document that contains a photograph (Form I-766) 		and address	2. Certification of report of birth issued by the
5. For an individual temporarily authorized		3. School ID card with a photograph	Department of State (Forms DS-1350, FS-545, FS-240)
to work for a specific employer because of his or her status or parole:		4. Voter's registration card	3. Original or certified copy of birth certificate
a. Foreign passport; and		5. U.S. Military card or draft record	issued by a State, county, municipal authority, or territory of the United States
b. Form I-94 or Form I-94A that has		6. Military dependent's ID card	bearing an official seal
the following: (1) The same name as the		7. U.S. Coast Guard Merchant Mariner Card	Native American tribal document
passport; and		8. Native American tribal document	5. U.S. Citizen ID Card (Form I-197)
(2) An endorsement of the individual's status or parole as long as that period of		Driver's license issued by a Canadian government authority	6. Identification Card for Use of Resident Citizen in the United States (Form I-179)
endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or		For persons under age 18 who are unable to present a document listed above:	7. Employment authorization document issued by the Department of Homeland Security
limitations identified on the form.		10. School record or report card	For examples, see Section 7 and Section 13 of the M-274 on
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the		11. Clinic, doctor, or hospital record	uscis.gov/i-9-central. The Form I-766, Employment
Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		12. Day-care or nursery school record	Authorization Document, is a List A, Item Number 4. document, not a List C document.
	l	Acceptable Receipts	
May be prese	ented	in lieu of a document listed above for a to	emporary period.
		For receipt validity dates, see the M-274.	
Receipt for a replacement of a lost, stolen, or damaged List A document.	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.
 Form I-94 issued to a lawful permanent resident that contains an I-551 stamp and a photograph of the individual. 			
Form I-94 with "RE" notation or refugee stamp issued to a refugee.			

^{*}Refer to the Employment Authorization Extensions page on <u>I-9 Central</u> for more information.

Form I-9 Edition 08/01/23 Page 2 of 4



Last Name (Family Name) from Section 1.

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

Department of Homeland Security

U.S. Citizenship and Immigration Services

First Name (Given Name) from Section 1.

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

Middle initial (if any) from Section 1.

Instructions: This supplement must be completed by any preparer and/or translator who assists an employee in completing Section 1 of Form I-9. The preparer and/or translator must enter the employee's name in the spaces provided above. Each preparer or translator must complete, sign, and date a separate certification area. Employers must retain completed supplement sheets with the employee's completed Form I-9.									
I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.									
Signature of Preparer or Translator		Date (mm/dd/yyyy	<i>(</i>)						
Last Name (Family Name)	First Name (Given I	Name)	Middle Initial (if any)						
Address (Street Number and Name)	City or Town	State	ZIP Code						

Signature of Preparer or Translator

Last Name (Family Name)

First Name (Given Name)

Middle Initial (if any)

Address (Street Number and Name)

City or Town

State

ZIP Code

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

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

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

Signature of Preparer or Translator			Date (mn	n/dd/yyyy)	
Last Name (Family Name)	First I	Name (Given Name)			Middle Initial (if any)
Address (Street Number and Name)		City or Town		State	ZIP Code

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Supplement B, **Reverification and Rehire (formerly Section 3)**

Department of Homeland Security

U.S. Citizenship and Immigration Services

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

Last Name (Family Name) from Section 1.	First Name (Given Name) from Section 1.	Middle initial (if any) from Section 1.

Instructions: This supplement replaces Section 3 on the previous version of Form I-9. Only use this page if your employee requires

the employee's name in the completing this page. Kee	e fields above. Use a new s	section for each reverifica mployee's Form I-9 record	tion or rehire. Review the Fo	orm I-9	instructions	
Date of Rehire (if applicable)	New Name (if applicable)					
Date (mm/dd/yyyy)	Last Name (Family Name)		First Name (Given Name)			Middle Initial
	i ee requires reverification, you prization. Enter the document		present any acceptable List A pelow.	or List	C documentat	ion to show
Document Title		Document Number (if any)		Expir	ation Date (if an	y) (mm/dd/yyyy)
			yee is authorized to work in o be genuine and to relate to			
Name of Employer or Authorize	ed Representative	Signature of Employer or Aut	horized Representative		Today's Date	(mm/dd/yyyy)
Additional Information (Initi	al and date each notation.)					ou used an edure authorized mine documents.
Date of Rehire (if applicable)	New Name (if applicable)					
Date (mm/dd/yyyy)	Last Name (Family Name)		First Name (Given Name)			Middle Initial
	ee requires reverification, you orization. Enter the document		present any acceptable List A oclow.	or List	C documentat	ion to show
Document Title		Document Number (if any)		Expir	ation Date (if an	y) (mm/dd/yyyy)
			yee is authorized to work in o be genuine and to relate to			
Name of Employer or Authorize	ed Representative	Signature of Employer or Autl	norized Representative		Today's Date	(mm/dd/yyyy)
Additional Information (Initi	al and date each notation.)					ou used an edure authorized nine documents.
Date of Rehire (if applicable)	New Name (if applicable)					
Date (mm/dd/yyyy)	Last Name (Family Name)		First Name (Given Name)			Middle Initial
	ee requires reverification, you orization. Enter the document		present any acceptable List A opelow.	or List	C documentat	ion to show
Document Title		Document Number (if any)		Expir	ation Date (if an	y) (mm/dd/yyyy)
I attest, under penalty of employee presented doc	perjury, that to the best of r umentation, the documenta	ny knowledge, this emplo tion I examined appears t	yee is authorized to work in o be genuine and to relate to	the Ur	nited States, a ndividual who	and if the presented it.
Name of Employer or Authorize	ed Representative	Signature of Employer or Aut	horized Representative		Today's Date	(mm/dd/yyyy)
Additional Information (Initi	al and date each notation.)					ou used an edure authorized nine documents.

Form I-9 Edition 08/01/23 Page 4 of 4



WIL VETERAN IN CHARGE EMPLOYER/ EMPLOYEE AGREEMENT FORM

This	Employer/Employee Agreement is entered into this day of,,,
	reen (Veteran) and (Employee).
EM	LOYEE RESPONSIBILITIES
in th	(Employee), am aware and agree that my employment is conditioned on mployer's participation in the WIL Veteran in Charge program. If my employer ends his or her participation will be WIL Veteran in Charge program, my employment may end. I agree to the following terms of employment
1.	During the term of this Agreement, I shall provide support to my employer by performing the duties outlined in this agreement and any attachments to it.
2.	I agree to assist my employer in maintaining the documentation and records required by my employer or I agree to complete all necessary paperwork to secure mandatory payroll deductions from my pay.
	All records I may have or assist in maintaining are the property of my employer. I will keep these records confidential, release them only with the consent of my employer, and return them to my employer if my employment ends.
3.	I shall immediately notify a physician, or call 9-1-1 if my employer experiences a medical emergency or illness.
4.	I agree to participate in any meetings if requested to do so by my employer.
5.	I agree to abide by all of my employer's rules regarding my employment duties to the employer through the WIL Veteran in Charge program and I acknowledge receipt of the following rules:
	\square I am 18 years old or older, and a US Citizen or Legal Alien.
	\square I am able to demonstrate an ability to perform tasks employer requests.
	☐ I will document time-in and time-out for each shift and must use a standardized form, which my employer or Premier Financial Management Services will supply.
6.	I understand that this is an employment at will relationship, which can be terminated by me or my employer at any time. However, my employer cannot terminate my employment on the basis of my race religion, sex, disability, or other protected status under Federal or state law. In addition, I agree to give seven days written notice to my employer if I terminate my employment.
7.	I understand and acknowledge that my employer is my sole employer and that I am not an employee of Premier Financial Management Services, or any other State or Federal Agency.
8.	I agree to not sue Premier Financial Management Services for its role as the financial administrator of my employer's program and for its role in administering the WIL Veteran in Charge program.

9. I agree to the following compensation for the services I shall perform: \$ _____ an hour. The WIL Veteran

in Charge program has a maximum allowed hourly rate of \$20 per hour.

- 10. I understand that if my employer goes into the hospital, or other medical care setting, I cannot be paid during their absence.
- 11. I will not submit timesheets for any hours of work I have not performed, if so, falsifying timesheets will cause legal proceedings to be pursued.
- 12. If I am a POA for the EOR or Veteran, I understand I cannot sign my own timesheets on behalf of the Veteran.

EMPL (OYER	RESPO	NSIBILI	TIES
---------------	------	--------------	---------	------

EM	PLOYER RESPONSIBILITIES
l,	(Employer),
1.	Will provide Premier Financial Management Services with the necessary documentation to assure timely compensation of my employee.
2.	Will compensate my employee in the following manner: \$ an hour. The WIL Veteran in Charge program has a maximum allowed hourly rate of \$20 per hour.
3.	I understand I am approved for a specific number of hours a month for service(s) and I will only use the amount authorized on my plan. If I need additional hours, I will consult with my Advisor before I allow my employee to work additional hours. I understand I am responsible for paying employees for hours worked beyond their spending plan.
4.	Payroll will be handled by Premier Financial Management Services which will withhold all necessary taxes, unemployment, and other withholdings from the employee's paycheck.
5.	I will assure my employee receives appropriate training.
6.	I will evaluate the performance of my employee and provide appropriate feedback to assure that I am receiving quality supports.
7.	I understand that if I go into the hospital or other medical care setting, my employee cannot be paid during that time.
8.	I will sign off/approve any timesheets for hours worked by my employee(s). I understand falsifying timesheets will cause legal proceedings to be pursued.
9.	I understand I must treat my employee(s) with respect and that I cannot solicit them for anything or harass them in any way (sexually or verbally).
Emp	bloyee Signature: Date://

For any questions or concerns, please contact our office at (855) 538-7776. Please submit the completed

Employer Signature: ______ Date: ____/____

Mail: 10425 W North Ave. Suite 345 Milwaukee, WI 53226

form to Premier FMS via one of the following options below:

Email: WIL@premier-fms.com Fax: (855) 423-1650



WIL VETERAN IN CHARGE PROVIDER RATE AGREEMENT FORM

Instructions: Fill out each section as appropriate. Once complete, please sign and date the form and submit to **Premier Financial Management Services** (Premier FMS) via one of the following options below:

Mail: 10425 W North Ave. Suite 345 Milwaukee, WI 53226		Fax: (855) 423-1650		
PROVIDER'S INFORMATION				
Name:		La	ast 4 Digits of 9	SSN:
Veteran's Name:				
RATE AGREEMENT INFORMAT	ON			
Service Ty	pe	Wage	Per	Effective Date
Personal Assistance Services & Sup	ports		Hour	
Please note that the maximum rate hour. By signing below, we underst concerns, please contact our office	and that only the pay rates			
Provider Signature:			Date:	//
Veteran/Employer Signature:			Date:	//



Milwaukee, WI 53226

WIL VETERAN IN CHARGE BACKGROUND CHECK DISCLOSURE

Premier Financial Management Services (Premier FMS) is required, as part of the WIL Veteran in Charge program, to conduct several background checks before workers are eligible to begin working for a Veteran. Premier FMS will be running background checks through Sterling Infosystems Inc. Successfully passing all background checks are a condition of employment with the Veteran.

Name (First, Middle, Last):				
Maiden Name or Alias (If applicable)	:			
Social Security Number:		Date of Birth:	//_	
AUTHORIZATION				
conduct a background check throu	nformation provided above is accurate. I a gh Sterling Infosystems Inc. Futhermore, I o nared with the WIL Veteran in Charge Advis	understand that	t the results	
Signature:		Date:	//_	
For any questions or concerns, pl form to Premier FMS via one of t	ease contact our office at (855) 538-7770 ne following options below:	5. Please submi	it the com	pleted
Mail: 10425 W North Ave. Suite 345	Email: WIL@premier-fms.com		Fax: (855) 42	23-1650



WIL VETERAN IN CHARGE PAYMENT ELECTION FORM

Instructions: Please check the appropriate box in Section 1 and fill out any information in Section 2, where applicable. If paycard box is checked, skip Section 3. If paper check box is checked, skip Sections 3 and 4. If neither paycard box nor paper check box is selected, please proceed to fill out Sections 3 and 4. After entering the Financial Institution information in Section 3, please attach the required documentation as listed. Review Sections 4 and 5, then sign and date. The form must be signed and dated at the bottom in order to be considered complete. For any questions or concerns, please contact our office at (855) 538-7776.

Sui	il: 125 W North Ave. te 345 waukee, WI 53226	, 5			mail: VIL@premier-fms.o	com			ax: 355) 423-1650
SE	CTION 1: (Check	one b	oox ONLY)				Effective D	ate: /	/
	New DD Set Up		New Paycard Set-Up		Existing Paycard Set-Up	d 🗆	Paper Checl	<	Cancel DD/ Paycards
SE	CTION 2: (Please	e print	clearly)						
Em	ployer Informatio	on:							
Em	ployer Name:					Medicaid ID) #:		
Em	ployee Information	on:							
Em	ployee Name:					ID Number:	·		
Las	t 4 Digits of SSN:			E	mployer Name: _				
Vei	ndor Information:	:							
Ver	ndor Name:					Contact Nur	mber:		
Co	ntact person:					Email Addre	ess:		
SE	CTION 3:								
Na	me of Financial Ins	stitutio	on:						
Тур	e of Account:		☐ Checking		☐ Savings			Percentage	:%
	Г							٦	
			FOR CHECK		CCOUNT : Tape a leposit slip.)	a voided che	eck here.		
			FOR SAVIN	GS AC	COUNT: Attach I	etter from b	ank with		

routing and account numbers.

(Letter must be typed on bank's letterhead.)



WIL VETERAN IN CHARGE PAYMENT ELECTION FORM

Nam	e of Financial Institu	ution:		
Туре	of Account:	☐ Checking	☐ Savings	Percentage: %
	Г			٦
		FOR CHECKING A	ACCOUNT: Tape a voided ched deposit slip.)	ck here.
		routing and account	COUNT: Attach letter from ba numbers. ed on bank's letterhead.)	nk with
	L			
SEC	TION 4:			
Chec	ck Stubs:			
	I hereby elect to re	eceive my check stubs via m	ail, not online.	
SEC	TION 5: (Check on	ne box ONLY)		
Auth	orization for Set-U	lp, Change, or Cancellatio	n:	
	and/or reimbursen FMS permission to debiting my accoun	nents. Premier FMS is not re o correct and/or adjust any	sponsible for any erroneous info electronic funds transfer resultin	posit any amount owed to me for wages rmation provided. Also, I grant Premier ng from an erroneous overpayment by Premier FMS receives written notification
	Management Serv an erroneous over and fees associated	rices (Premier FMS) permiss payment by debiting my ac d with using the aforementi	ion to correct and/or adjust any ccount. I acknowledge I have rec	transfer. I also grant Premier Financial electronic funds transfer resulting from ceived a copy of the terms, conditions, is to remain in full force and effect until t.
			ment Services to stop making el yroll checks rather than a direct o	ectronic transfers to my account. I also deposit.
Sign	ature:			Date://
	*Please note, you	ır first payment may be a p	paper check.	
	Paycard Number: (For office use only)			



WIL VETERAN IN CHARGE WORKER TIMESHEET

Participant Name:				Last 4 Dig	gits of SSN:
Worker Name:					
Authorized Representative Nar	ne:				
	Please No	te: Pay period begin	s Sunday and ends S	aturday.	
Pay period Begins: (MM/DD/YY	YY)		Pay period Ends: (N	MM/DD/YYYY)	
Service Date (MM/DD)	Check In (H	H:MM)	Check Out	(HH:MM)	# of Hours Worked
-	:	O AM	:	O AM	
_	•	O AM	•	O AM	
_	•	O AM	•	O AM	
_	•	O AM	•	O AM	
_	•	O AM	•	O AM	
_	•	O AM	•	O AM	
-	•	O AM	•	O AM	
-	•	O AM	•	O AM	
_	•	O AM	•	O AM	
_	•	O AM	•	O AM	
_	•	O AM	•	O AM	
_	•	O AM	•	O AM	
_	•	O AM	•	O AM	
-	•	O AM	•	O AM	
				Hours Total:	
The Employer and Worker c services provided. The Empl					
Vorker Signature:			- -	-	ate:=
Veteran/AR Signature:				Da	ate:=
Fimesheet Submission	Mail:		Email:		Fax:

WIL@premier-fms.com

10425 W North Ave, Suite 345

Milwaukee, WI 53226

(855) 423-1650

TIMESHEET CHECK-LIST MARKING INSTRUCTIONS FOR TIMESHEET ☐ Is my legal name on the TS? Write in **BLACK** or **BLUE** ink only. ☐ Is my Veteran's legal name on the TS? Did I fill-in the correct pay period with the correct start and Write as large and legible as possible end dates? without touching the sides of the boxes. Do not write outside of the boxes. Example (See schedule for dates): Pay period Begins: (MM/DD/YYYY) Pay period Ends: (MM/DD/YYYY) 07/02/2017 07/15/2017 ☐ Did I fill-in the dates for the correct day of the week? Example: July 9th is a Sunday - you would fill the first Sunday as 07/09 ☐ Did I review that all my hours are accurate? ☐ Did I sign and date my TS? Example: If the last day you worked was July 23rd - you would sign and date the TS as 7/23/yr. ☐ Did my employer sign and date my TS? ☐ Did I make sure hours submitted are worked on or before the TS due date and signed date? ☐ Did I use standard time (not military time)? ☐ Did I make sure the dates on the TS are for one pay period **ONLY** and do not cross with any other pay periods?

Timesheets received that are missing any of the above information will be rejected and returned for correction. This may result in delay of payment.

Once all check boxes are checked, please submit your timesheet to Premier Financial Management Services.

WHY USE PORTAL TIMESHEET?

- Eliminates the risk of filling out your timesheet incorrectly.
- Timesheets will be processed faster!
- It's paperless! Go GREEN!

- Can be submitted on any device with an internet connection (home, work, or smart phone).
- It is secure, confidential and can be accessed from any location at any time of the day, year round.

For any questions or concerns, please contact our office at (855) 538-7776.

Did I make sure I did **NOT** use white-out to make corrections?