

STUDENT Personnel Action Request New Hire/Additional Assignment

Status and Type of Action										
Student Type:	☐ Instit	tutional		Federal	☐Graduate		International			
Reason for PAR:	New F	New Hire Current Employee - Additional Assignment								
		(Please	use the space	under "Comments"	section below to provid	de deta	ailed explanation if neede	ed).		
				Employee I	nformation					
Full Name:										
	Last Nam	е		First Name		Λ	Middle Name		Last 4 d	igits of SSN
				Position Ir	formation					
Position#			Po	osition Title:				Employ	vee ID:	
i doladii n				Organizational Unit:						
Supervisor:										
Total Hours Per			H	Hourly Rate \$						
Week:					Info					
				Employment						
Fall Semester Only	Ш		Summe	er Semester Or	ily \square	S	tart Date			
Spring Semester Onl	Spring Semester Only			nicYear		*E	End Date			
Position Funding Information (if other than home cost center)										
Cost Center Num	ber	Gra	ınt		Order		Percent (%)	Start D	ate	End Date
							(70)			
				Comr						
(In addition to explanatory comments, indicate in this section if you are requesting specific pay dates outside of normal payroll cycle/schedule)										

Approvals					
PAR Initiator's Name	Phone Number	Date			
Supervisor's Signature		Date			
Director/Chair/Grant PI		Date			
Student Financial Assistance Signature		Date			
Ğ					
Budget Office/Financial Services/Grants		Date			

End Dates are mandatory. Please use the expected last day of employment

- ✓ All fields are mandatory and the PAR will be returned to the initiating department if not filled out completely.
- ✓ Ensure End Date listed is accurate. Students cannot work past that date without an additional PAR.
- ✓ Email completed PARs to stuemployment@nku.edu

Employee Information Staff / Faculty / Other – Non-Employee



Select one:	New Employee	Rehired Emp	•			e Update/Change*	
SSN:			ployee ID Numb known/assigned	er			
Organizational Uni	t (Department):			<u> </u>			
	(Please complete ap	oplicable fields.)	7 7 7 7		,		
Title (Mr., Ms., Dr.	, etc.):		Suffix (Jr.,		c.):		
Legal Last Name:			Birth Date:				
First Name:			Gender:				
Middle Name:			Marital Sta				
Nickname:			Highest Ed		vel:		
Preferred Last Nam	ne:		Course of S	Study:			
Permanent Add	lress		Phone Nu	ımbers a	and Er	nail Address	
Street Address 1:			Home:				
Street Address 2:			Cell:				
City:			Work:				
County:			Fax:				
State:							
Zip Code:			Other:				
Country:			Primary Em	nail:			
	·			<u>.</u>			
Mailing Address			NKU Alur	_			
Street Address 1:	ermanent Address)		Complete	section if		ted from NKU) J.D./Ed.D.	
Street Address 1:			-			Master's	
City:			Highest Degree			Bachelor's	
County:			Earned <u>at NKU</u> :			Associate's	
State:			-			Certificate	
Zip Code:			Maiau Caus	f Ch		Certificate	
Country:			Major Cour		ıy		
Country.							
Emergency Con							
Primary Emergency	y Contact		Secondary Em	nergency (Contact		
Last Name:			Last Name:				
First Name:			First Name:		<u> </u>	T	
Area Code/Phone N	Number:		Area Code/Ph	one Numb	er:		
Employee Signatur (handwritten please)				D	ate:		



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	nformation ut not before	n and Att	testation	: Emplo	oye	es must comp	lete ar	nd sign S	Section 1	of Fo	rm I-9 r	no later	than the first
Last Name (Family Name) First Name		irst Name (0	Siven Na	me)		Middle	Initial (if a	any) Othe	er Last I	Names Used (if any)		y)	
Address (Street Number and	l Name)		Apt	Number	(if aı	ny) City or Town	า				State	Ž	ZIP Code
Date of Birth (mm/dd/yyyy)	e of Birth (mm/dd/yyyy) U.S. Social Security Number				nploy	ee's Email Addres	S				Employee	e's Telep	hone Number
I am aware that federal provides for imprisonm fines for false statemer use of false documents connection with the cothis form. I attest, under of perjury, that this infoincluding my selection attesting to my citizens immigration status, is the status of	ent and/or its, or the it, in mpletion of er penalty ormation, of the box hip or	1. / 2. / 3. / 4. / If you che	A citizen of A noncitizer A lawful per A noncitizer	the Unite n national manent r n (other th	of Sta	o attest to your cities the United States (Sent (Enter USCIS) tem Numbers 2. a r one of these:	See Instr or A-Nur and 3. al	ructions.) mber.)	orized to w	ork unti	I (exp. da	te, if any	,
correct.	rue anu			OF				OR					
Signature of Employee								Today's	Date (mm/d	dd/yyyy))		
If a preparer and/or tra									•				
Section 2. Employer F business days after the er authorized by the Secreta documentation in the Add	nployee's firs rv of DHS. do	st day of er ocumentat ation box;	mploymen tion from L	t, and mist A OF octions.	nust R a c	physically exam combination of d	ine, or ocume	ntative m examine ntation fr	consister om List B	lete and nt with a and Lis	d sign S an altern st C. En	ative pr iter any	ocedure additional
		List A		OF	₹	Lis	st B		AND			List (
Document Title 1					L								
Issuing Authority					L								
Document Number (if any)					L								
Expiration Date (if any)													
Document Title 2 (if any)				Α	ddit	ional 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)					Ch	eck here if you us	ed an al	Iternative p	orocedure a	authorize	ed by DH	S to exar	mine documents.
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/yyyyy):						oloyment							
Last Name, First Name and T	itle of Employe	er or Authori	ized Repres	entative		Signature of Em	iployer o	or Authoriz	ed Represe	entative		Today's	s Date (mm/dd/yyyy)
Employer's Business or Organization Name				Employe	r's Bı	usiness or Organi	zation A	ddress, Ci	ty or Town,	, State, 2	ZIP Code	I	

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 ANI	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 follow 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	(3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION		
 Employment Authorization Document that contains a photograph (Form I-766) 		name, date of birth, gender, height, eye color, 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 uscis.gov/i-9-central.		
6. Passport from the Federated States of Micronesia (FSM) or the Republic of the		11. Clinic, doctor, or hospital record	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 te	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



Employee Authorization Agreement For Direct Deposit

Employees are able to direct deposit up to four different accounts. When choosing an additional deposit, you must enter an amount or a hundred percent that will go into the additional account.

I, the undersigned, herby authorize Northern Kentucky University to initiate credit entries and to initiate, if necessary, debit entries and adjustments for any credit entries made in error to the account(s) designed below and the depository name below, to credit and/or debit the same to such account.

employee:							
	Employee ID or SSN:	Employee ID or SSN:					
	Work Telephone #:						
	2nd Account Designatio	n:					
	Bank/Depository Name						
	Account Number:						
	ABA Routing No. (Require	ed):					
	Amount or Percentage for	Deposit:					
rings Account	Checking Account	Savings Account					
	4th Account Designation	n:					
	Bank/Depository Name						
	Account Number:	Account Number:					
		ABA Routing No. (Required):					
	Amount or Percentage for	Amount or Percentage for Deposit:					
rings Account	Checking Account	Savings Account					
rovided in such time a	and in such manner as to afford l	Northern Kentucky University and the					
yroll & Tax dept. loc	cated LAC 613.						
	_ Date:						
VOI	DED CHECK						
	rings Account rings Account force and effect until Norovided in such time atto act upon it. You ma	Employee ID or SSN: Work Telephone #: 2nd Account Designation Bank/Depository Name Account Number: ABA Routing No. (Requir Amount or Percentage for Checking Account 4th Account Designation Bank/Depository Name Account Number: ABA Routing No. (Requir Amount or Percentage for					

Cancellation of Direct Deposit
Please sign here if you wish to cancel authorization for direct deposit

Employee Signature: _____ Date: ____



KENTUCKY'S WITHHOLDING CERTIFICATE

2024

Signature			Date
Under penalties of perjury, I declar correct, and complete.	e that I have examin	ed this certificat	te and, to the best of my knowledge and belief, it is true
Additional withholding per pay per	od under agreemen	t with employer	\$
☐ 4. You work in Kentucky and	•		
☐ 3. You qualify for the nonresi	dent military spouse	exemption	
☐ 2. You qualify for the Fort Ca			a resident of
☐ 1. Kentucky income tax liabil	•	• `	,
Check if exempt:			
All Kentucky wage earners are ta Revenue annually adjust the stand			ard deduction allowance of \$3,160. The Department of RS 141.081(2)(a).
City, Town or Post Office	State	ZIP Code	
Mailing Address (Number and Street including Apartme	nt Number or P.O. Box)		
Name—Last, First, Middle Initial	·		

Instructions to Employees

All Kentucky wage earners are taxed at a flat 4% tax rate with an allowance for the standard deduction.

You may be exempt from withholding if any of the four conditions below are met:

Social Security Number

- 1. You may be exempt from withholding for 2024 if both the following apply:
 - For 2023, you had a right to a refund of all Kentucky income tax withheld because you had no Kentucky income tax liability, and
 - For 2024, you expect a refund of all your Kentucky income tax withheld.

Income Tax Liability Thresholds—The 2023 filing threshold amount based upon federal poverty level is expected to be \$14,580 for a family size of one (singe, or married living apart from your spouse for the entire year), \$19,720 for a family of two (single with one dependent child or a married couple), \$24,860 for a family of three (single with two dependent children or a married couple with one dependent child) and \$30,000 for a family of four or more (single with three dependent children or a married couple with two or more dependent children). Modified gross income is equal to your federal adjusted gross income plus any interest income from other states municipal bonds and pension income from a qualifying lump-sum distribution. If your combined modified gross income is expected to be less than the threshold amount for your family size, then you (and your spouse, if applicable) may not have an income tax liability.

If both the above statements apply, you are exempt and may check box 1. Your exemption for 2024 expires February 15, 2025.

2. Under the provisions of Public Law 105–261, pay and compensation earned at the Fort Campbell, Kentucky, military base is exempt from Kentucky income tax if you are not a resident of Kentucky. KRS 141.010(32) defines "resident" as an individual domiciled within this state or an individual who is not domiciled in this state, but maintains a place of abode in this state and spends in the aggregate more than one hundred eighty-three (183) days of the taxable year in this state.

Check box 2 if you certify that you are not a resident of Kentucky and only earn wages as an employee at Fort Campbell, Kentucky. This exemption must be revoked within 10 days of a move or change of address to Kentucky.

by the Military Spouses Residence Relief Act. You must co					
In order to qualify you must complete this form in full, certify that the conditions set forth below, and provide a copy of your spouse's					
of Defense.	Timilitary proture 12 issued to the employee by	110 0.0.	Department		
My spouse is a military servicemember	(check one)	□ YES	□ NO		
I am NOT a military servicemember My military servicemember spouse has a current military order		☐ YES	□ NO		
to a military location in Kentucky	(check one)		□ NO □ NO		
5. My military servicemember's state of domicile is a state other the	nan Kentucky and I am				
electing to use that state of domicile	e of domicile		□ NO		
6. I am present in Kentucky solely to be with my military servicem			□ NO		
If you checked "YES" to all the statements above, your earned inc	ome is exempt from Kentucky withholding ta	K.			
Check box 3 if you checked "YES" to all the statements listed in the This exemption will terminate if any of the answers to the questions the earlier of: • The day the military servicemember is no longer in the mili • The day the employee enlists in the military;	changes to "NO". In general, the exemption te				
 The day the employee and the military servicemember no The day the military servicemember's permanent duty station 					
You may be exempt from withholding if you work in Kentucky but reside in one of the following reciprocal states: Illinois, Indiana, Michigan, West Virginia, Wisconsin, Virginia and you commute daily or Ohio and you are not a shareholder–employee who is a "twenty (20) percent or greater" direct or indirect equity investor in a S corporation.					
In order to qualify you must complete the worksheet below	:				
I have not been a resident of Kentucky during the year. (Check blo	ock in front of applicable statement.) I work in Ker	ntucky and	reside in:		
 □ Illinois, □ Indiana, □ Wirginia and commute daily to my place of employment in Ker □ Ohio and I am not a shareholder-employee who is a "twenty (/estor in aı	n S corporation		
Check box 4 if you certify you work in Kentucky and reside in a reci	procal state.				
If you meet any of the four exemptions you are exempted from and file it with your employer before withholding can be stopped records.					
Instructions	to Employers				
Form K-4 is only required to document that an employee has that an employee has requested additional withholding in ex neither situation applies, then an employer is not required to	cess of the amounts calculated using the				
Upon receipt of this form, properly completed, you are author for one of the four exemptions. Retain a copy of all K-4's received.		oloyee wh	no qualifies		

Notice to Employee

- 1. For state purposes, an individual may claim only natural dependency exemptions. This includes the taxpayer, spouse and each dependent. Dependents are the same as defined in the Internal Revenue Code and as claimed in the taxpayer's federal income tax return for the taxable year for which the taxpayer would have been permitted to claim had the taxpayer filed such a return.
- 2. You may file a new certificate at any time if the number of your exemptions *increases*.

You must file a new certificate within 10 days if the number of exemptions previously claimed by you *decreases* because:

- (a) Your spouse for whom you have been claiming exemption is divorced or legally separated, or claims her (or his) own exemption on a separate certificate.
- (b) The support of a dependent for whom you claimed exemption is taken over by someone else.
- (c) You find that a dependent for whom you claimed exemption must be dropped for federal purposes.

The death of a spouse or a dependent does not affect your withholding until the next year but requires the filing of a new certificate. If possible, file a new certificate by Dec. 1st of the year in which the death occurs.

For further information, consult the Ohio Department of Taxation, Personal and School District Income Tax Division, or your employer.

- If you expect to owe more Ohio income tax than will be withheld, you may claim a smaller number of exemptions; or under an agreement with your employer, you may have an additional amount withheld each pay period.
- 4. A married couple with both spouses working and filing a joint return will, in many cases, be required to file an individual estimated income tax form IT 1040ES even though Ohio income tax is being withheld from their wages. This result may occur because the tax on their combined income will be greater than the sum of the taxes withheld from the husband's wages and the wife's wages. This requirement to file an individual estimated income tax form IT 1040ES may also apply to an individual who has two jobs, both of which are subject to withholding. In lieu of filing the individual estimated income tax form IT 1040ES, the individual may provide for additional withholding with his employer by using line 5.

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please detach here

Ohio Department of TAXATION	
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Employee's Withholding Exemption Certificate

-	4	
R	ev.	5/0

Print full name	Social Security number
Home address and ZIP code	
Public school district of residence(See The Finder at tax.ohio.gov,)	School district no.
1. Personal exemption for yourself, enter "1" if claimed	
2. If married, personal exemption for your spouse if not separately claimed ($\!$	enter "1" if claimed)
3. Exemptions for dependents	
4. Add the exemptions that you have claimed above and enter total	
5. Additional withholding per pay period under agreement with employer	\$
Under the penalties of perjury, I certify that the number of exemptions claimed	d on this certificate does not exceed the number to which I am entitled.
Signature	Date

Cincinnati Tax Form Page 1 of 1

City of Cincinnati Tax

(Cincinnati Residents Only)

If you are a resident of Cincinnati and would like to have the 1.8% tax withheld from your check, please complete the form below. It is not a requirement for Northern Kentucky University to automatically deduct Cincinnati tax.

Authorization to Withhold City of Cincinnati tax
I, authorize Northern Kentucky University to withhold City of Cincinnati tax from my paycheck.
I understand this tax will be withheld until I request in writing for the tax to be stopped.
SSN # XXX-XX-
By signing this form you agree to all of the conditions herein.
Signed Date
HR Use: EnteredDate

Please Print, Sign, and Date Upon Completion.

Rev. 8/1/2024

Instructions for Completing Form WH-4

This form should be completed by all resident and nonresident employees having income subject to Indiana state and/or county income tax.

Print or type your full name, social security number and home address on the appropriate lines of the Form WH-4. Enter your Indiana county of residence and county of principal employment as of January 1 of the current year. If you did not live or work in Indiana on January 1 of the current year, enter "not applicable" on the line(s). Your county tax withholding is based first on the county where you lived on January 1. If that county has adopted a county income tax, then you are subject to that county's resident tax rate on your earnings for the rest of the year or until you are no longer an Indiana resident. If the county in which you lived has not adopted a county income tax, then you are subject to the nomesident tax rate of the county in which you were employed on January 1 of the current tax year. If you move to (or work in) another county after January 1, your county status will not change until the next calendar tax year. Lines 1 & 2 - You are allowed to claim one exemption for yourself and one for your spouse (if he/she does not claim the exemption for him/herself). If a parent or legal guardian claims you on their federal tax return, you may still claim an exemption for yourself for Indiana purposes. You cannot claim more than the correct number of exemptions; however, you are permitted to claim a lesser number of exemptions if you wish additional withholding to be deducted. Line 3 - Dependent Exemptions: You are allowed one exemption for each of your dependents based on state and federal guidelines. To qualify as your dependent, a person must receive more than one-half of his/her support from you for the tax year and must have less than \$1,000 gross income during the tax year (unless the person is your child and is under age 19 or under age 24 and a full-time student at least during 5 months of the tax year at a qualified educational institution). Additional Exemptions: You are also allowed one exemption each for you and/or your spouse if either is 65 or older and/or blind up to a maximum of four (4) additional exemptions. Enter the total number of dependents and additional exemptions claimed on the line provided

Line 4 - Add the total of exemptions claimed on lines 1, 2, and 3. Enter the total in the box provided.

Line 5 - Additional Dependent Exemption: An additional exemption is allowed for certain dependent children that are included on line 3. The dependent child must be a son, stepson, daughter, stepdaughter and/or foster child. Enter the total in the box provided. Line 6 - If you would like an additional amount to be withheld from your wages each pay period, enter the amount on the line provided. NOTE: An entry on this line does not obligate your employer to withhold the amount. You are still liable for any additional taxes due at the end of the tax year. If the employer does withhold the additional amount, it should be submitted along with the regular state and county tax withholding.

You may file a new Form WH-4 at any time if the number of exemptions increases. You must file a new Form WH-4 within 10 days if the number of exemptions previously claimed by you decreases for any of the following reasons:

(a) you divorce (or are legally separated from) your spouse for whom you have been claiming an exemption or your spouse claims him/herself on a separate Form WH-4; (b) someone else takes over the support of a dependent you claim or you no longer provide more than one-half of the person's support for the tax year, or

(c) the person who you claim as an exemption will receive more than \$1,000 of income during the tax year.

Penalties are imposed for willingly supplying false information or information which would reduce the withholding exemption.

Indiana County of Residence as of January 1: [Rec instructions] [Indiana County of Principal Employment as of January 1: [Rec instructions] [How to Claim Your Withholding Exemptions and Principal Employment as of January 1: [Rec instructions] [Rec instructions]
