

START FORM / DEAL MEMO

EMAIL COMPLETED FORMS TO YOUR PAYROLL COORDINATOR

Production Company	Signatory Com	ıpany		Production	Title	
	•			•		
Francisco Norma (Lant First Middle Initial)			Ci-l Cit-	. Ni la		
Employee Name (Last, First, Middle Initial)			Social Security	Number		
Permanent Address		Apt#	City		S	State Zip
Mailing Address (If Different From Above)		Apt#	City		S	tate Zip
IF AN AGENT, OR OTHER 3RD PARTY RECIPIES	IT, SHOULD RECEIVE	THE CHECK PAYMI	ENT(S), THEN A SI	GNED 'CHECK PAYM	ENT AUTHORIZA	ATION' MUST BE ATTACHED.
		/	/	YES	NO	YES NO
1st Phone Number (Circle Type) Home	Cell Office	Date of E	Birth (Required)	Minor? ((Circle One)	U.S. Citizen? (Circle One)
						MALE FEMALE NON-BINARY
2nd Phone Number (Circle Type) Home	Cell Office		Ema	il Address		Gender (Circle One)
	FTI	HNIC CODE (Please	check one)			
WHITE BLAC		SPANIC	ASIAN	NATIVE	AMERICAN	OTHER
<u> </u>						
Union / Local No. Position / Job C	assification	Labor Acco	ounting Code	Fringe Acc	ounting Code	e Holiday Accrual Code
			I	ı		
Hourly Daily Weekly						/ /
Rate per: (Circle One)	\$\$\$ Rate		Work State	Guaranteed H	lours:	Start Date
Box Rental Rate * Box Rental Ac	counting Code	Per Die	m Rate	Per Diem Acc	ounting Code	e Other Payments / Terms
(Must Attach Box Rental Invento	y)			•		
In order to ensure compliance under the below. PLEASE NOTE: The classification w				icable employr	nent classif	ication box
Full Time Employee of the o	ompany?*			Corporate Owi	ner of the co	ompany?
☐ Variable Hour Employee of the Company?**		*		Officer of the C	Company?	
Employee Signature				Date		
Authorized Signature				Date		
Authorized Signature				Date		

know the employee is expected to terminate employment within 60 days of hire, the employee should be considered a Variable Hour Employee

^{*} Full Time Employee - Such employee must be hired with (a) no intention of having periods of unemployment, seasonality or variability in employment, and (b) expected to work a consistent 30 hours or more per week

^{**} Variable Hour Employee - If an employer cannot determine whether the employee is reasonably expected to work an average of at least 30 hours per week because the employee's hours are variable OR they

Form W-4

Employee's Withholding Certificate

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

► Give Form W-4 to your employer.

► Your withholding is subject to review by the IRS.

2022

OMB No. 1545-0074

Department of the Treasury Internal Revenue Service

Step 1: (a)

Step 1:	(a) First name and middle initial	Last name		(b) So	cial security number	
Enter Personal Information	Address City or town, state, and ZIP code			▶ Does your name match the name on your social security card? If not, to ensure you get credit for your earnings, contact SSA at 800-772-1213 or go to www.ssa.gov.		
	(c) Single or Married filing separately Married filing jointly or Qualifying widow(er) Head of household (Check only if you're unmarr	ried and pay more than half the costs	of keeping up a home for yo	ourself and	d a qualifying individual.)	
	ps 2–4 ONLY if they apply to you; otherwis on from withholding, when to use the estimate			n on ea	ch step, who can	
Step 2: Multiple Job or Spouse Works	Complete this step if you (1) hold more also works. The correct amount of wit Do only one of the following. (a) Use the estimator at www.irs.gov/(b) Use the Multiple Jobs Worksheet of withholding; or (c) If there are only two jobs total, you option is accurate for jobs with sim TIP: To be accurate, submit a 2022 Foliocome, including as an independent of	hholding depends on income was accurate with the page 3 and enter the result may check this box. Do the nilar pay; otherwise, more taxorm W-4 for all other jobs. If you	e earned from all of the thholding for this step It in Step 4(c) below f same on Form W-4 for than necessary may you (or your spouse)	ese job (and S or rough or the o	steps 3–4); or hly accurate other job. This hheld >	
	ps 3–4(b) on Form W-4 for only ONE of the ate if you complete Steps 3–4(b) on the Form			s. (You	r withholding will	
Step 3: Claim Dependents	If your total income will be \$200,000 or Multiply the number of qualifying che Multiply the number of other dependent. Add the amounts above and enter the	ildren under age 17 by \$2,000 ndents by \$500		- - - 3	\$	
Step 4 (optional): Other Adjustments	(a) Other income (not from jobs). expect this year that won't have w This may include interest, dividend	If you want tax withheld fithholding, enter the amount ls, and retirement income . deductions other than the st se the Deductions Workshee	of other income here andard deduction and t on page 3 and ente	4(a)	\$	
Step 5: Sign Here	Under penalties of perjury, I declare that this certified by the second	•	dge and belief, is true, co		nd complete.	
Employers Only	Employer's name and address		First date of employment	Employe number	er identification (EIN)	

Form W-4 (2022) Page **2**

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 2022 if you meet both of the following conditions: you had no federal income tax liability in 2021 and you expect to have no federal income tax liability in 2022. You had no federal income tax liability in 2021 if (1) your total tax on line 24 on your 2021 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 2022 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, 2023.

Your privacy. If you prefer to limit information provided in Steps 2 through 4, use the online estimator, which will also increase accuracy.

As an alternative to the estimator: if you have concerns with Step 2(c), you may choose Step 2(b); if you have concerns with Step 4(a), you may enter an additional amount you want withheld per pay period in Step 4(c). If this is the only job in your household, you may instead check the box in Step 2(c), which will increase your withholding and significantly reduce your paycheck (often by thousands of dollars over the year).

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

- 1. Expect to work only part of the year;
- 2. Have dividend or capital gain income, or are subject to additional taxes, such as Additional Medicare Tax;
- 3. Have self-employment income (see below); or
- 4. Prefer the most accurate withholding for multiple job situations.

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

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

Specific Instructions

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

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

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

If you (and your spouse) have a total of only two jobs, you may instead 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 roughly 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 2022 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 (2022)

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.

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	2 a	\$
	b Add the annual wages of the two highest paying jobs from line 2a together and use the total as the wages in the "Higher Paying Job" row and use the annual wages for your third job in the "Lower Paying Job" column to find the amount from the appropriate table on page 4 and enter this amount on line 2b	2b	\$
	c Add the amounts from lines 2a and 2b and enter the result on line 2c	2c	\$
3	Enter the number of pay periods per year for the highest paying job. For example, if that job pays weekly, enter 52; if it pays every other week, enter 26; if it pays monthly, enter 12, etc	3	
4	Divide the annual amount on line 1 or line 2c by the number of pay periods on line 3. Enter this amount here and in Step 4(c) of Form W-4 for the highest paying job (along with any other additional amount you want withheld)	4	\$
	Step 4(b) – Deductions Worksheet (Keep for your records.)		
1	Enter an estimate of your 2022 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: • \$25,900 if you're married filing jointly or qualifying widow(er) • \$19,400 if you're head of household • \$12,950 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 possessions for use in administering their tax laws; and to the Department of Health and Human Services for use in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

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

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

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

Form W-4 (2022) Page **4**

			Marri	ed Filing	Jointly	or Quali	fvina Wi	dow(er)				r age 1
Higher Paying Job			mairi					Wage & S	Salarv			
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	\$110	\$850	\$860	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,770	\$1,870
\$10,000 - 19,999	110	1,110	1,860	2,060	2,220	2,220	2,220	2,220	2,220	2,970	3,970	4,070
\$20,000 - 29,999	850	1,860	2,800	3,000	3,160	3,160	3,160	3,160	3,910	4,910	5,910	6,010
\$30,000 - 39,999	860	2,060	3,000	3,200	3,360	3,360	3,360	4,110	5,110	6,110	7,110	7,210
\$40,000 - 49,999	1,020	2,220	3,160	3,360	3,520	3,520	4,270	5,270	6,270	7,270	8,270	8,370
\$50,000 - 59,999	1,020	2,220	3,160	3,360	3,520	4,270	5,270	6,270	7,270	8,270	9,270	9,370
\$60,000 - 69,999	1,020	2,220	3,160	3,360	4,270	5,270	6,270	7,270	8,270	9,270	10,270	10,370
\$70,000 - 79,999	1,020	2,220	3,160	4,110	5,270	6,270	7,270	8,270	9,270	10,270	11,270	11,370
\$80,000 - 99,999	1,020	2,820	4,760	5,960	7,120	8,120	9,120	10,120	11,120	12,120	13,150	13,450
\$100,000 - 149,999	1,870	4,070	6,010	7,210	8,370	9,370	10,510	11,710	12,910	14,110	15,310	15,600
\$150,000 - 239,999	2,040	4,440	6,580	7,980	9,340	10,540	11,740	12,940	14,140	15,340	16,540	16,830
\$240,000 - 259,999	2,040	4,440	6,580	7,980	9,340	10,540	11,740	12,940	14,140	15,340	16,540	17,590
\$260,000 - 279,999	2,040	4,440	6,580	7,980	9,340	10,540	11,740	12,940	14,140	16,100	18,100	19,190
\$280,000 - 299,999	2,040	4,440	6,580	7,980	9,340	10,540	11,740	13,700	15,700	17,700	19,700	20,790
\$300,000 - 319,999	2,040	4,440	6,580	7,980	9,340	11,300	13,300	15,300	17,300	19,300	21,300	22,390
\$320,000 - 364,999	2,100	5,300	8,240	10,440	12,600	14,600	16,600	18,600	20,600	22,600	24,870	26,260
\$365,000 - 524,999	2,970	6,470	9,710	12,210	14,670	16,970	19,270	21,570	23,870	26,170	28,470	29,870
\$525,000 and over	3,140	6,840	10,280	12,980 Single 6	15,640	18,140 d Filing \$	20,640	23,140	25,640	28,140	30,640	32,240
Distance Baseline and Lab							•	· Wage & S	Salany			
Higher Paying Job Annual Taxable	<u> </u>	¢10.000	¢00,000							¢00,000	¢100.000	¢110,000
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	\$400	\$930	\$1,020	\$1,020	\$1,250	\$1,870	\$1,870	\$1,870	\$1,870	\$1,970	\$2,040	\$2,040
\$10,000 - 19,999	930	1,570	1,660	1,890	2,890	3,510	3,510	3,510	3,610	3,810	3,880	3,880
\$20,000 - 29,999	1,020	1,660	1,990	2,990	3,990	4,610	4,610	4,710	4,910	5,110	5,180	5,180
\$30,000 - 39,999	1,020	1,890	2,990	3,990	4,990	5,610	5,710	5,910	6,110	6,310	6,380	6,380
\$40,000 - 59,999	1,870	3,510	4,610	5,610	6,680	7,500	7,700	7,900	8,100	8,300	8,370	8,370
\$60,000 - 79,999 \$80,000 - 99,999	1,870 1,940	3,510 3,780	4,680 5,080	5,880 6,280	7,080 7,480	7,900 8,300	8,100 8,500	8,300 8,700	8,500 9,100	8,700 10,100	8,970 10,970	9,770
\$100,000 - 124,999	2,040	3,880	5,180	6,380	7,480	8,400	9,140	10,140	11,140	12,140	13,040	14,140
\$125,000 - 149,999	2,040	3,880	5,180	6,520	8,520	10,140	11,140	12,140	13,320	14,620	15,790	16,890
\$150,000 - 174,999	2,040	4,420	6,520	8,520	10,520	12,170	13,470	14,770	16,070	17,370	18,540	19,640
\$175,000 - 199,999	2,720	5,360	7,460	9,630	11,930	13,860	15,160	16,460	17,760	19,060	20,230	21,330
\$200,000 - 249,999	2,970	5,920	8,310	10,610	12,910	14,840	16,140	17,440	18,740	20,040	21,210	22,310
\$250,000 - 399,999	2,970	5,920	8,310	10,610	12,910	14,840	16,140	17,440	18,740	20,040	21,210	22,310
\$400,000 - 449,999	2,970	5,920	8,310	10,610	12,910	14,840	16,140	17,440	18,740	20,040	21,210	22,470
\$450,000 and over	3,140	6,290	8,880	11,380	13,880	16,010	17,510	19,010	20,510	22,010	23,380	24,680
						Househo						
Higher Paying Job		1		Lowe	1	1	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	\$0	\$760	\$910	\$1,020	\$1,020	\$1,020	\$1,190	\$1,870	\$1,870	\$1,870	\$2,040	\$2,040
\$10,000 - 19,999	760	1,820	2,110	2,220	2,220	2,390	3,390	4,070	4,070	4,240	4,440	4,440
\$20,000 - 29,999	910	2,110	2,400	2,510	2,680	3,680	4,680	5,360	5,530	5,730	5,930	5,930
\$30,000 - 39,999	1,020	2,220	2,510	2,790	3,790	4,790	5,790	6,640	6,840	7,040	7,240	7,240
\$40,000 - 59,999	1,020	2,240	3,530	4,640	5,640	6,780	7,980	8,860	9,060	9,260	9,460	9,460
\$60,000 - 79,999	1,870	4,070	5,360	6,610	7,810	9,010	10,210	11,090	11,290	11,490	11,690	12,170
\$80,000 - 99,999	1,870	4,210	5,700	7,010	8,210	9,410	10,610	11,490	11,690	12,380	13,370	14,170
\$100,000 - 124,999	2,040	4,440	5,930	7,240	8,440	9,640	10,860	12,540	13,540	14,540	15,540	16,480
\$125,000 - 149,999	2,040	4,440	5,930	7,240	8,860	10,860	12,860	14,540	15,540	16,830	18,130	19,230
\$150,000 - 174,999	2,040	4,460	6,750	8,860	10,860	12,860	15,000	16,980	18,280	19,580	20,880	21,980
\$175,000 - 199,999	2,720	5,920	8,210	10,320	12,600	14,900	17,200	19,180	20,480	21,780	23,080	24,180
\$200,000 - 449,999 \$450,000 and over	2,970	6,470	9,060	11,480	13,780	16,080	18,380	20,360	21,660	22,960	24,250	25,360
\$450,000 and over	3,140	6,840	9,630	12,250	14,750	17,250	19,750	21,930	23,430	24,930	26,420	27,730



EMPLOYEE'S WITHHOLDING ALLOWANCE CERTIFICATE

Complete this form so that your employer can withhold the correct California state income tax from your paycheck.

• • • •	· · · · ·
Enter Personal Information	
First, Middle, Last Name	Social Security Number
Address	Filing Status
City, State, and ZIP Code	SINGLE or MARRIED (with two or more incomes) MARRIED (one income) HEAD OF HOUSEHOLD

- 1. Total Number of Allowances you're claiming (Use Worksheet A for regular withholding allowances. Use other worksheets on the following pages as applicable, Worksheet A+B).
- 2. Additional amount, if any, you want withheld each pay period (if employer agrees), **(Worksheet B and C)**OR

Exemption from Withholding

I claim exemption from withholding for 2020, and I certify I meet both of the conditions for exemption.
 OR

Write "Exempt" here

4. I certify under penalty of perjury that I am **not subject** to California withholding. I meet the conditions set forth under the Service Member Civil Relief Act, as amended by the Military Spouses Residency Relief Act and the Veterans Benefits and Transition Act of 2018.

(Check box here)

Under the penalties of perjury, I certify that the number of withholding allowances claimed on this certificate does not exceed the number to which I am entitled or, if claiming exemption from withholding, that I am entitled to claim the exempt status.

Employee's Signature _____ Date

Employer's Section: Employer's Name and Address	California Employer Payroll Tax Account Number

PURPOSE: This certificate, DE 4, is for **California Personal Income Tax (PIT) withholding** purposes only. The DE 4 is used to compute the amount of taxes to be withheld from your wages, by your employer, to accurately reflect your state tax withholding obligation.

Beginning January 1, 2020, Employee's Withholding Allowance Certificate (Form W-4) from the Internal Revenue Service (IRS) will be used for federal income tax withholding **only**. You must file the state form Employee's Withholding Allowance Certificate (DE 4) to determine the appropriate California Personal Income Tax (PIT) withholding.

If you do not provide your employer with a withholding certificate, the employer must use Single with Zero withholding allowance.

CHECK YOUR WITHHOLDING: After your DE 4 takes effect, compare the state income tax withheld with your estimated total annual tax. For state withholding, use the worksheets on this form.

EXEMPTION FROM WITHHOLDING: If you wish to claim exempt, complete the federal Form W-4 and the state DE 4. You may claim exempt from withholding California income tax if you meet both of the following conditions for exemption:

- 1. You did not owe any federal/state income tax last year, and
- You do not expect to owe any federal/state income tax this year. The exemption is good for one year.

If you continue to qualify for the exempt filing status, a new DE 4 designating EXEMPT must be submitted by February 15 each year to continue your exemption. If you are not having federal/state income tax withheld this year but expect to have a tax liability next year, you are required to give your employer a new DE 4 by December 1.

Member Service Civil Relief Act: Under this act, as provided by the Military Spouses Residency Relief Act and the Veterans Benefits and Transition Act of 2018, you may be exempt from California income tax on your wages if

- your spouse is a member of the armed forces present in California in compliance with military orders;
- (ii) you are present in California solely to be with your spouse; and
- (iii) you maintain your domicile in another state.

If you claim exemption under **this** act, **check the box on Line 4**. You may be required to provide proof of exemption upon request.

The *California Employer's Guide* (DE 44) (PDF, 2.4 MB) (edd.ca.gov/pdf_pub_ctr/de44.pdf) provides the income tax withholding tables. This publication may be found by visiting Forms and Publications (edd.ca.gov/Payroll_Taxes/Forms_and_Publications.htm). To assist you in calculating your tax liability, please visit the Franchise Tax Board (FTB) (ftb.ca.gov).

If you need information on your last *California Resident Income Tax Return* (FTB Form 540), visit the Franchise Tax Board (FTB) (ftb.ca.gov).

NOTIFICATION: The burden of proof rests with the employee to show the correct California income tax withholding. Pursuant to section 4340-1(e) of **Title 22**, **California Code of Regulations (CCR)**, the FTB or the EDD may, by special direction in writing, require an employer to submit a Form W-4 or DE 4 when such forms are necessary for the administration of the withholding tax programs.

PENALTY: You may be fined \$500 if you file, with no reasonable basis, a DE 4 that results in less tax being withheld than is properly allowable. In addition, criminal penalties apply for willfully supplying false or fraudulent information or failing to supply information requiring an increase in withholding. This is provided by section 13101 of the **California Unemployment Insurance Code** and section 19176 of the **Revenue and Taxation Code**.

WORKSHEETS

INSTRUCTIONS — 1 — ALLOWANCES*

When determining your withholding allowances, you must consider your personal situation:

- Do you claim allowances for dependents or blindness?
- Will you itemize your deductions?
- Do you have more than one income coming into the household?

TWO-EARNERS/MULTIPLE INCOMES: When earnings are derived from more than one source, under-withholding may occur. If you have a working spouse or more than one job, it is best to check the box "SINGLE or MARRIED (with two or more incomes)." Figure the total number of allowances you are entitled to claim on all jobs using only one DE 4 form. Claim allowances with **one** employer.

Do **not** claim the same allowances with more than one employer. Your withholding will usually be most accurate when all allowances are claimed on the DE 4 filed for the highest paying job and zero allowances are claimed for the others.

MARRIED BUT NOT LIVING WITH YOUR SPOUSE: You may check the "Head of Household" marital status box if you meet all of the following tests:

- (1) Your spouse will not live with you at any time during the year;
- (2) You will furnish over half of the cost of maintaining a home for the entire year for yourself and your child or stepchild who qualifies as your dependent; and
- (3) You will file a separate return for the year.

HEAD OF HOUSEHOLD: To qualify, you must be unmarried or legally separated from your spouse and pay more than 50% of the costs of maintaining a home for the **entire** year for yourself and your dependent(s) or other qualifying individuals. Cost of maintaining the home includes such items as rent, property insurance, property taxes, mortgage interest, repairs, utilities, and cost of food. It does not include the individual's personal expenses or any amount which represents value of services performed by a member of the household of the taxpayer.

WC	PRKSHEET A REGULAR WITHHOLDING ALLOWANCES	
(A)	Allowance for yourself — enter 1	(A)
(B)	Allowance for your spouse (if not separately claimed by your spouse) — enter 1	(B)
(C)	Allowance for blindness — yourself — enter 1	(C)
(D)	Allowance for blindness — your spouse (if not separately claimed by your spouse) — enter 1	(D)
(E)	Allowance(s) for dependent(s) — do not include yourself or your spouse	(E)
(F)	Total — add lines (A) through (E) above and enter on line 1 of the DE 4	(F)

INSTRUCTIONS — 2 — (OPTIONAL) ADDITIONAL WITHHOLDING ALLOWANCES

If you expect to itemize deductions on your California income tax return, you can claim additional withholding allowances. Use Worksheet B to determine whether your expected estimated deductions may entitle you to claim **one or more additional** withholding allowances. Use last year's FTB Form 540 as a model to calculate this year's withholding amounts.

Do not include deferred compensation, qualified pension payments, or flexible benefits, etc., that are deducted from your gross pay but are not taxed on this worksheet.

You may reduce the amount of tax withheld from your wages by claiming one additional withholding allowance for each \$1,000, or fraction of \$1,000, by which you expect your estimated deductions for the year to exceed your allowable standard deduction.

WORKSHEET B ESTIMATED DEDUCTIONS

Use this worksheet **only** if you plan to itemize deductions, claim certain adjustments to income, or have a large amount of nonwage income not subject to withholding.

- 1. Enter an estimate of your itemized deductions for California taxes for this tax year as listed in the schedules in the FTB Form 540 1.
- 2. Enter \$9,074 if married filing joint with two or more allowances, unmarried head of household, or qualifying widow(er) with dependent(s) or \$4,537 if single or married filing separately, dual income married, or married with multiple employers —
- 3. Subtract line 2 from line 1, enter difference
- 4. Enter an estimate of your adjustments to income (alimony payments, IRA deposits) +
- 5. Add line 4 to line 3, enter sum
- 6. Enter an estimate of your nonwage income (dividends, interest income, alimony receipts) 6
- 7. If line 5 is greater than line 6 (if less, see below [go to line 9]);

 Subtract line 6 from line 5, enter difference = 7.
- 8. Divide the amount on line 7 by \$1,000, round any fraction to the nearest whole number 8.
- Add this number to Line F of Worksheet A and enter it on line 1 of the DE 4. Complete Worksheet C, if needed, otherwise **stop here**.
- Enter amount from line 6 (nonwage income)

10.

9.

= 3.

11. Subtract line 10 from line 9, enter difference

10. Enter amount from line 5 (deductions)

11.

Complete Worksheet C

9. If line 6 is greater than line 5;

*Wages paid to registered domestic partners will be treated the same for state income tax purposes as wages paid to spouses for California PIT withholding and PIT wages. This law does not impact federal income tax law. A registered domestic partner means an individual partner in a domestic partner relationship within the meaning of section 297 of the Family Code. For more information, please call our Taxpayer Assistance Center at 1-888-745-3886.

1.	Enter estimate of total wages for tax year 2020.	1.
2.	Enter estimate of nonwage income (line 6 of Worksheet B).	2.
3.	Add line 1 and line 2. Enter sum.	3.
4.	Enter itemized deductions or standard deduction (line 1 or 2 of Worksheet B, whichever is largest).	4.
5.	Enter adjustments to income (line 4 of Worksheet B).	5.
6.	Add line 4 and line 5. Enter sum.	6.
7.	Subtract line 6 from line 3. Enter difference.	7.
8.	Figure your tax liability for the amount on line 7 by using the 2020 tax rate schedules below.	8.
9.	Enter personal exemptions (line F of Worksheet A x \$134.20).	9.
10.	Subtract line 9 from line 8. Enter difference.	10.
11.	Enter any tax credits. (See FTB Form 540).	11.
12.	Subtract line 11 from line 10. Enter difference. This is your total tax liability.	12.
13.	Calculate the tax withheld and estimated to be withheld during 2020. Contact your employer to request the amount that will be withheld on your wages based on the marital status and number of withholding allowances you will claim for 2020. Multiply the estimated amount to be withheld by the number of pay periods left in the year. Add the total to the amount already withheld for 2020.	13.
14.	Subtract line 13 from line 12. Enter difference. If this is less than zero, you do not need to have additional taxes withheld.	14.
15.	Divide line 14 by the number of pay periods remaining in the year. Enter this figure on line 2 of the DE 4.	15.

NOTE: Your employer is not required to withhold the additional amount requested on line 2 of your DE 4. If your employer does not agree to withhold the additional amount, you may increase your withholdings as much as possible by using the "single" status with "zero" allowances. If the amount withheld still results in an underpayment of state income taxes, you may need to file quarterly estimates on Form 540-ES with the FTB to avoid a penalty.

THESE TABLES ARE FOR CALCULATING WORKSHEET C AND FOR 2020 ONLY

SINGLE PERSONS, DUAL INCOME MARRIED WITH MULTIPLE EMPLOYERS

IF THE TAXABL	E INCOME IS	CO	MPUTED TAX	IS				
OVER	BUT NOT	OF AMO	UNT OVER	PLUS				
	OVER							
\$0	\$8,809	1.100%	\$0	\$0.00				
\$8,809	\$20,883	2.200%	\$8,809	\$96.90				
\$20,883	\$32,960	4.400%	\$20,883	\$362.53				
\$32,960	\$45,753	6.600%	\$32,960	\$893.92				
\$45,753	\$57,824	8.800%	\$45,753	\$1,738.26				
\$57,824	\$295,373	10.230%	\$57,824	\$2,800.51				
\$295,373	\$354,445	11.330%	\$295,373	\$27,101.77				
\$354,445	\$590,742	12.430%	\$354,445	\$33,794.63				
\$590,742	\$1,000,000	13.530%	\$590,742	\$63,166.35				
\$1,000,000	and over	14.630%	\$1,000,000	\$118,538.96				

UNMARRIED HEAD OF HOUSEHOLD

IF THE TAXABL	E INCOME IS	COMPUTED TAX IS			
OVER	BUT NOT	OF AMO	UNT OVER	PLUS	
	OVER				
\$0	\$17,629	1.100%	\$0	\$0.00	
\$17,629	\$41,768	2.200%	\$17,629	\$193.92	
\$41,768	\$53,843	4.400%	\$41,768	\$724.98	
\$53,843	\$66,636	6.600%	\$53,843	\$1,256.28	
\$66,636	\$78,710	8.800%	\$66,636	\$2,100.62	
\$78,710	\$401,705	10.230%	\$78,710	\$3,163.13	
\$401,705	\$482,047	11.330%	\$401,705	\$36,205.52	
\$482,047	\$803,410	12.430%	\$482,047	\$45,308.27	
\$803,410	\$1,000,000	13.530%	\$803,410	\$85,253.69	
\$1,000,000	and over	14.630%	\$1,000,000	\$111,852.32	

MARRIED PERSONS

IF THE TAXABI	LE INCOME IS	COMPUTED TAX IS		
OVER	BUT NOT	OF AMO	DUNT OVER	PLUS
	OVER			
\$0	\$17,618	1.100%	\$0	\$0.00
\$17,618	\$41,766	2.200%	\$17,618	\$193.80
\$41,766	\$65,920	4.400%	\$41,766	\$725.06
\$65,920	\$91,506	6.600%	\$65,920	\$1,787.84
\$91,506	\$115,648	8.800%	\$91,506	\$3,476.52
\$115,648	\$590,746	10.230%	\$115,648	\$5,601.02
\$590,746	\$708,890	11.330%	\$590,746	\$54,203.55
\$708,890	\$1,000,000	12.430%	\$708,890	\$67,589.27
\$1,000,000	\$1,181,484	13.530%	\$1,000,000	\$103,774.24
\$1,181,484	and over	14.630%	\$1,181,484	\$128,329.03

If you need information on your last California Resident Income Tax Return, FTB Form 540, visit **Franchise Tax Board (FTB)** (ftb.ca.gov).

The DE 4 information is collected for purposes of administering the PIT law and under the authority of Title 22, CCR, section 4340-1, and the California Revenue and Taxation Code, including section 18624. The Information Practices Act of 1977 requires that individuals be notified of how information they provide may be used. Further information is contained in the instructions that came with your last California resident income tax return.



Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 10/31/2022

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

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

		ob offer.)				Form I-9 no later	
	First Name <i>(Given Nar</i>	· · · · · · · · · · · · · · · · · · ·	Middle Initial	Other L	r Last Names Used <i>(if any)</i>		
Address (Street Number and Name)	Apt. Number	City or Town	1		State	ZIP Code	
Date of Birth (mm/dd/yyyy) U.S. Social Security Number Employee's E-mail Address En					mployee's	Telephone Number	
I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.							
I attest, under penalty of perjury, that I a	m (cneck one of the	e following bo	xes):				
1. A citizen of the United States							
2. A noncitizen national of the United States	(See instructions)						
3. A lawful permanent resident (Alien Regi	stration Number/USCI	S Number):					
4. An alien authorized to work until (expirate		,,,,,					
Some aliens may write "N/A" in the expira	•	,			OF	R Code - Section 1	
Aliens authorized to work must provide only one An Alien Registration Number/USCIS Number (of Write In This Space	
Alien Registration Number/USCIS Number: OR							
2. Form I-94 Admission Number: OR							
3. Foreign Passport Number:							
Country of Issuance:							
Signature of Employee			Today's Dat	e (mm/dd/	(1000)		
oignature of Employee			Today 3 Dat	c (mm/aa/	<i>yyyy)</i>		
Preparer and/or Translator Certification (check one): I did not use a preparer or translator. A preparer(s) and/or translator(s) assisted the employee in completing Section 1. (Fields below must be completed and signed when preparers and/or translators assist an employee in completing Section 1.)							
I attest, under penalty of perjury, that I has knowledge the information is true and co		completion of	Section 1 of th	is form a	ind that t	o the best of my	
Signature of Preparer or Translator				Today's D)ate (mm/a	ld/yyyy)	
Last Name (Family Name)		First Na	me (Given Name)				
Address (Street Number and Name)		City or Town			State	ZIP Code	

ST0F

Employer Completes Next Page

STOP

Form I-9 10/21/2019 Page 1 of 3



Employment Eligibility Verification Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 10/31/2022

Section 2. Employer or Authorized Representative Review and Verification

(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You

must physically examine one docu of Acceptable Documents.")	ment from List	A OR	a combin	ation of one	document	from List	B and	one docum	nent from Li	st C as listed on the "Lists	
Employee Info from Section 1	Last Name (Family	Name)		First Name	e (Given	Name,) M.	I. Citizer	ship/Immigration Status	
List A Identity and Employment Aut		OR		List Iden			AN	D	Emple	List C byment Authorization	
Document Title		Do	cument T		,			Document		,,	
Issuing Authority			Issuing Authority					Issuing Authority			
Document Number			Document Number					Document Number			
Expiration Date (if any) (mm/dd/yyyy)			Expiration Date (if any) (mm/dd/yyyy)					Expiration Date (if any) (mm/dd/yyyy)			
Document Title											
Issuing Authority	Issuing Authority			Additional Information				QR Code - Sections 2 & 3 Do Not Write In This Space			
Document Number											
Expiration Date (if any) (mm/dd/yy	уу)										
Document Title											
Issuing Authority											
Document Number											
Expiration Date (if any) (mm/dd/yy	уу)										
Certification: I attest, under per (2) the above-listed document (employee is authorized to work	s) appear to	be ge	nuine ar								
The employee's first day of	employment	(mm/	/dd/yyyy	<i>(</i>):		(S	ee ins	structions	for exem	nptions)	
Signature of Employer or Authorized Representative				Today's Date (mm/dd/yyyy) Title o			Title o	of Employer or Authorized Representative			
Last Name of Employer or Authorized Representative Fir			First Name of Employer or Authorized Representative			ative	Employer's Business or Organization Name				
Employer's Business or Organization Address (Street N			Number and Name) City or To			wn			State	ZIP Code	
Section 3. Reverification	and Rehire	es (To	be com	pleted and	signed by	employ	er or	authorized	d represer	tative.)	
A. New Name (if applicable)							Е	B. Date of Rehire (if applicable)			
Last Name (Family Name) First Name (Given I			Name) Middle Initial D			Date (mm/dd/yyyy)					
C. If the employee's previous grant continuing employment authorization					provide the	e informa	tion for	r the docum	nent or rece	ipt that establishes	
Document Title			Document Number			E	Expiration Date (if any) (mm/dd/yyyy)				
I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.											
Signature of Employer or Authorize				Date (mm/c						epresentative	

LISTS OF ACCEPTABLE DOCUMENTS All documents must be UNEXPIRED

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

	LIST A Documents that Establish Both Identity and Employment Authorization	OR	LIST B Documents that Establish Identity AN	ND	LIST C Documents that Establish Employment Authorization	
2.	U.S. Passport or U.S. Passport Card Permanent Resident Card or Alien Registration Receipt Card (Form I-551) Foreign passport that contains a temporary I-551 stamp or temporary	t;	Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address	2.	A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION	
4.	I-551 printed notation on a machine- readable immigrant visa Employment Authorization Document that contains a photograph (Form I-766)		2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address		(3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION Certification of report of birth issued by the Department of State (Forms DS-1350, FS-545, FS-240)	
5.	For a nonimmigrant alien authorized to work for a specific employer because of his or her status: a. Foreign passport; and b. Form I-94 or Form I-94A that has		 School ID card with a photograph Voter's registration card U.S. Military card or draft record Military dependent's ID card 		Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal	
	the following: (1) The same name as the passport; and (2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or		 U.S. Coast Guard Merchant Mariner Card Native American tribal document 	5.	Native American tribal document U.S. Citizen ID Card (Form I-197) Identification Card for Use of	
			Driver's license issued by a Canadian government authority For persons under age 18 who are unable to present a document		Resident Citizen in the United States (Form I-179) Employment authorization document issued by the	
6.	limitations identified on the form. Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		listed above: 0. School record or report card 1. Clinic, doctor, or hospital record 2. Day-care or nursery school record		Department of Homeland Security	

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

Refer to the instructions for more information about acceptable receipts.

Form I-9 10/21/2019 Page 3 of 3



NOTICE TO EMPLOYEE

Labor Code section 2810.5

EMPLOYEE						
Employee Name: Start Date:						
EMPLOYER						
Legal Name of Hiring Employer: Is hiring employer a staffing agency/business (e.g., Temporary Services Agency; Employee Leasing						
Company; or Professional Employer Organization [PEO])? □ Yes □ No Other Names Hiring Employer is "doing business as" (if applicable):						
Physical Address of Hiring Employer's Main Office:						
Hiring Employer's Mailing Address (if different than above):						
Hiring Employer's Telephone Number:						
If the hiring employer is a staffing agency/business (above box checked "Yes"), the following is the other entity						
for whom this employee will perform work:						
Name:						
Physical Address of Main Office:						
Mailing Address:						
Telephone Number:						
WAGE INFORMATION						
Rate(s) of Pay: Overtime Rate(s) of Pay:						
Rate by (check box): Hour Shift Day Week Salary Piece rate Commission Other (provide specifics):						
Does a written agreement exist providing the rate(s) of pay? (check box) □ Yes □ No						
If yes, are all rate(s) of pay and bases thereof contained in that written agreement? □ Yes □ No						
Allowances, if any, claimed as part of minimum wage (including meal or lodging allowances):						
(If the employee has signed the acknowledgment of receipt below, it does not constitute a "voluntary written agreement" as required under the law between the employer and employee in order to credit any meals or lodging against the minimum wage. Any such voluntary written agreement must be evidenced by a separate document.)						
Regular Payday:						

WORKERS' COMPENSATION						
Insurance Carrier's Name: Address: Telephone Number: Policy No.: Self-Insured (Labor Code 3700) and Certificate Number						
PAID	O SICK LEAVE					
Unless exempt, the employee identified on this notice is entitled to minimum requirements for paid sick leave under state law which provides that an employee: a. May accrue paid sick leave and may request and use up to 3 days or 24 hours of accrued paid sick leave per year; b. May not be terminated or retaliated against for using or requesting the use of accrued paid sick leave; and c. Has the right to file a complaint against an employer who retaliates or discriminates against an employee for 1. requesting or using accrued sick days; 2. attempting to exercise the right to use accrued paid sick days; 3. filing a complaint or alleging a violation of Article 1.5 section 245 et seq. of the California Labor Code; 4. cooperating in an investigation or prosecution of an alleged violation of this Article or opposing any policy or practice or act that is prohibited by Article 1.5 section 245 et seq. of the California Labor Code. The following applies to the employee identified on this notice: (Check one box) 1. Accrues paid sick leave only pursuant to the minimum requirements stated in Labor Code §245 et seq. with no other employer policy providing additional or different terms for accrual and use of paid sick leave. 2. Accrues paid sick leave pursuant to the employer's policy which satisfies or exceeds the accrual, carryover, and use requirements of Labor Code §246. 3. Employer provides no less than 24 hours (or 3 days) of paid sick leave at the beginning of each 12-month period. 4. The employee is exempt from paid sick leave protection by Labor Code §245.5. (State exemption and specific subsection for exemption):						
ACKNOWLEDGEMENT OF RECEIPT						
(PRINT NAME of Employer representative) (SIGNATURE of Employer Representative) (Date) The employee's signature on this notice merely constitutes as	(PRINT NAME of Employee) (SIGNATURE of Employee) (Date)					
The employee's signature on this notice merely constitutes a	cknowledgementor receipt.					
Notice within seven calendar days after the time of the chan	tify you in writing of any changes to the information set forth in this ges, unless one of the following applies: (a) All changes are reflected abor Code section 226; (b) Notice of all changes is provided in anges.					



150 West 30th Street, Suite 405 New York, NY 10001 212.206.1099 Tel 212.206.1070 Fax

Direct Deposit Agreement Form

Authorization Agreement

I hereby authorize **GreenSlate** to initiate automatic deposits to my account at the financial institution named below. I also authorize **GreenSlate** to make withdrawals from this account in the event that a credit entry is made in error.

Further, I agree not to hold **GreenSlate** responsible for any delay or loss of funds due to incorrect or incomplete information supplied by me or by my financial institution or due to an error on the part of my financial institution in depositing funds to my account.

This agreement will remain in effect until **GreenSlate** receives a written notice of cancellation from me or my financial institution, or until I submit a new direct deposit form to the Payroll Department.

Account Information						
Name of Financial Institution:						
Routing Number:						
Account Number:		Checking ("X")	Savings ("V")			
	Signature					
Print Name (Primary)		Date: _				
Authorized Signature (Primary):		Date:				
Authorized Signature (Joint):		Date: _				

Please attach a direct deposit form issued by your bank or a voided check and return this form to the Payroll Department.