

2017 PAYROLL RATES AND LIMITS

		Rate	G	ross Wage Base	Ma	ximum Dollar Amount
E1 W/41-1	-14:	Kate		ioss wage base		Aillouilt
Employee Withl						
	FICA/SS	6.20%	\$	127,200	\$	7,886.40
	FICA/Medicare Portion	1.45%		no limit		no maximum
				- applies when wages threshold amounts -		
	Additional Medicare Tax (HI)	0.90% ***		see below		no maximum
	SDI	0.90%	\$	110,902	\$	998.12
Employer Tax:						
	FICA/SS	6.20%	\$	127,200	\$	7,886.40
	FICA/Medicare Portion	1.45%		no limit		no maximum
	FUTA	0.60% *	\$	7,000	\$	42
	SUI	**	\$	7,000		**
	ETT	0.10%	\$	7,000	\$	7

California E-file/E-Pay Mandate: Beginning January 1, 2017, employers with 10 or more employees are required to file all EDD returns electronically and remit all payroll taxes electronically. The mandate extends to all employers beginning January 1, 2018.

Minimum wage: Effective January 1, 2017, the California minimum wage is \$10.00 per hour for employers with 25 employees or less and \$10.50 per hour for employers with 26 employees or more.

Standard Mileage Rate for 2017 business is 53.5 cents per mile. The Standard Mileage Rate for 2016 was 54 cents per mile.

Self Employment Tax is currently 12.4 % for Social Security self-employment taxes on self-employment income up to a maximum of \$127,200 through December 31, 2017. Medicare self-employment tax is currently 2.9% for all of 2017 with no maximum wage base. The Additional Medicare Tax also applies to self-employment income.

401(k): The 2017 limit for 401(k) pre-tax contributions and deferred compensation plans 403(b), 408(k)(6) and 457(b) is \$18,000. Individuals who are age 50 or over at the end of the calendar year can make annual catch up contributions of \$6,000. The contribution limit for SIMPLE plans is \$12,500 with a catch up amount of \$3,000.

The annual compensation limit for 401(k), 403(b), 408(p) SIMPLE plans and defined benefit plans ((401(a)(17), 404(j), and <math>408(k)(3)(C)(7)) is \$270,000 for 2017.

* If the employer's FUTA tax liability at the end of the quarter (plus any accumulated FUTA tax liability for prior quarters) is more than \$500, a quarterly deposit will be required. See instructions to Form 940. The 0.6% rate assumes eligibility for the maximum credit for amounts paid into state unemployment funds. For 2016, many states have a reduction of the federal credit in place. For California employers in 2016, there was a 1.8 % credit reduction. This may increase for 2017. Credit reduction rates by state will be included on Schedule A of Form 940 for 2017 once those forms are released.

*** For tax years beginning after December 31, 2012, an individual is liable for Additional Medicare Tax (HI) if their wages, compensation, or self-employment income (together with that of their spouse if filing a joint return) exceed the threshold amount for the individual's filing status:

Filing Status	Threshold	l Amount
Married filing jointly	\$	250,000
Married filing separately	\$	125,000
Single	\$	200,000
Head of household (with qualifying person)	\$	200,000
Qualifying widow(er) with dependent child	\$	200,000

This means that the portion of wages received in excess the above amounts will be subject to a $2.35\,\%$ ($1.45\,\% + 0.9\,\%$) employee portion of the Medicare tax, and a total Medicare rate (employer and employee portions) of $3.8\,\%$. Unlike the general $1.45\,\%$ Medicare tax on wages, the additional $0.9\,\%$ tax is on the combined wages of the employee and the employee's spouse, in the case of a joint return. An employer must withhold Additional Medicare Tax from wages to an individual in excess of \$200,000 in a calendar year, without regard to the individual's filing status, compensation paid by another employer and/or the amount of wages received by the employee's spouse.

^{**} Determined on an individual basis.



Employee or Independent Contractor?

To determine if a worker is an employee or independent contractor complete the IRS' 20 Factors and the Additional California Factors that follow this page and enter the results below. Please note that the Federal and State may not arrive at the same determination. For example, a subcontractor may be an independent contractor according to the IRS' 20 factors but would not be considered an independent contractor if the answer to #7 on Additional California Factors is "no".

For assistance in answering these questions or determining the results please contact any of the professionals at Caliber Accounting & Tax, LLP.

The IRS' 20 Factors

"No" answers on questions 1 through 14, 19, and 20 and "yes" answers on question 15 through 18 support independent contractor status.

	YES	NO
1. Does the principal provide instructions to the worker about when, where, and how he or she is to perform the work?		
2. Does the principal provide training to the worker?		
3. Are the services provided by the worker integrated into the principal's business operations?		
4. Must the services be rendered personally by the worker?		
5. Does the principal hire, supervise, and pay assistants to the worker?		
6. Is there a continuing relationship between the principal and the worker?		
7. Does the principal set the work hours and schedule?		
8. Does the worker devote substantially full time to the business of the principal?		
9. Is the work performed on the principal's premises?		
10. Is the worker required to perform the services in an order or sequence set by the principal?		
11. Is the worker required to submit oral or written reports to the principal?		
12. Is the worker paid by the hour, week, or month?		
13. Does the principal pay the business or traveling expenses of the worker?		
14. Does the principal furnish significant tools, materials, and equipment?		
15. Does the worker have a significant investment in facilities?		
16. Can the worker realize a profit or loss as a result of his or her services?		
17. Does the worker provide services for more than one firm at a time?		

	YES	NO
18. Does the worker make his or her services available to the general public?		
19. Does the principal have the right to discharge the worker at will?		
20. Can the worker terminate his or her relationship with the principal any time her or she wishes without incurring liability to the principal?		

Additional California Factors

"Yes" answers on questions 1 through 3 and "no" answers on questions 4 & 5 support independent contractor status. Questions 6 & 7 MUST have "yes" answers to be an independent contractor.

	YES	NO
1. Is the worker engaged in a separately established occupation or business?		
2. In this locality, is the work usually done under the direction of the principal without supervision?		
3. Is skill required in performing the services and accomplishing the desired results?		
4. Does the principal have employees who do the same type of work?		
5. Did the worker previously perform the same or similar services for the principal as an employee?		
6. Do the parties believe they are creating an independent contractor relationship?		
7. Does the person have all required licenses (i.e., Contractor License) necessary to do the work?		



Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 08/31/2019

► 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.

Section 1. Employee Inform than the first day of employment,				st complete an	d sign Se	ection 1 o	f Form I-9 no later
Last Name (Family Name)	me (Given Name)	Middle Initial	Other L	s Used <i>(if any)</i>		
Address (Street Number and Name)	,	Apt. Number	City or Town	,		State	ZIP Code
Date of Birth (mm/dd/yyyy) U.S. So	cial Security Num	ber Employ	ee's E-mail Addr	ress	Er	mployee's	Telephone Number
I am aware that federal law provice connection with the completion o	f this form.				or use of	false do	cuments in
l attest, under penalty of perjury,	that I am (chec	k one of the fo	ollowing boxe	es):			
1. A citizen of the United States							
2. A noncitizen national of the Unite	d States (See ins	tructions)					
3. A lawful permanent resident (A	lien Registration	Number/USCIS N	Number):				
4. An alien authorized to work unt Some aliens may write "N/A" in the			_		_		
Aliens authorized to work must provide An Alien Registration Number/USCIS							QR Code - Section 1 Not Write In This Space
Alien Registration Number/USCIS N OR	Number:			_			
2. Form I-94 Admission Number: OR				_			
3. Foreign Passport Number:				_			
Country of Issuance:				_			
Signature of Employee				Today's Dat	e (mm/dd/	<i>(</i> уууу)	
Preparer and/or Translator I did not use a preparer or translator. (Fields below must be completed all attest, under penalty of perjury,	A prepared A signed when that I have ass	rer(s) and/or trans preparers and/	slator(s) assisted or translators	assist an empl	oyee in c	ompleting	g Section 1.)
knowledge the information is true Signature of Preparer or Translator	and correct.				Today's F	Date (mm/d	dd/aaa)
Signature of Freparet of Halistatol					1 Oudy S L	vale (IIIII/C	<i>, уууу)</i>
Last Name (Family Name)			First Nam	ne (Given Name)			
Address (Street Number and Name)		С	city or Town			State	ZIP Code
							1

STOP

Employer Completes Next Page

STOP



Employment Eligibility Verification Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 08/31/2019

Section 2. Employer or Authorized Representative Review and Verification

must physically examine one docu of Acceptable Documents.")										
Employee Info from Section 1	Last Nan	ne <i>(Famil</i>	y Name)		First Name	e (Given N	lame _,) M	l.I. (Citizenship/Immigration Status
List A Identity and Employment Aut	horization	OR		List Iden			AN	D	E	List C Employment Authorization
Document Title		D	ocument Ti	tle				Documen	t Title	
Issuing Authority		Is	suing Autho	ority				Issuing A	uthority	<i>y</i>
Document Number		D	ocument N	umber				Documen	t Numl	ber
Expiration Date (if any)(mm/dd/yy	yy)	E	xpiration Da	ate (if any)(i	mm/dd/yyyy)		Expiration	Date	(if any)(mm/dd/yyyy)
Document Title										
Issuing Authority			Additional	Informatio	n					QR Code - Sections 2 & 3 Do Not Write In This Space
Document Number										
Expiration Date (if any)(mm/dd/yy	yy)									
Document Title										
Issuing Authority										
Document Number										
Expiration Date (if any)(mm/dd/yy	yy)									
Certification: I attest, under po (2) the above-listed document employee is authorized to wor	(s) appear	r to be g	enuine an							
The employee's first day of				·):		(Se	e ins	struction	s for e	exemptions)
Signature of Employer or Authoriz	ed Repres	entative		Today's Da	te(mm/dd/y)	ууу) Т	itle o	f Employe	r or Au	thorized Representative
Last Name of Employer or Authorized	Representa	ative Fi	rst Name of I	Employer or <i>i</i>	Authorized Re	epresentati	ve	Employer	's Busi	iness or Organization Name
Employer's Business or Organizat	ion Addres	s (Street	Number an	d Name)	City or Tov	vn			State	e ZIP Code
Section 3. Reverification	and Rel	hires (7	o be comp	oleted and	signed by	employe	er or	authorize	d repi	resentative.)
A. New Name (if applicable)							Е	3. Date of F	Rehire	(if applicable)
Last Name (Family Name)		First Nam	ne <i>(Given N</i>	lame)	Mid	ldle Initial		Date (mm/d	dd/yyy	y)
C. If the employee's previous grant continuing employment authorizati					provide the	information	on fo	r the docur	ment o	r receipt that establishes
Document Title				Docume	ent Number				Expirat	tion Date (if any) (mm/dd/yyyy)
I attest, under penalty of perju the employee presented docu										
Signature of Employer or Authoriz				Date (mm/c		_				ed Representative

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	۱D	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)		1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye	1.	A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT
	Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa		color, and address 2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or		(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION(3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
	Employment Authorization Document that contains a photograph (Form I-766)		information such as name, date of birth, gender, height, eye color, and address 3. School ID card with a photograph		Certification of Birth Abroad issued by the Department of State (Form FS-545)
5.	For a nonimmigrant alien authorized to work for a specific employer because of his or her status:		4. Voter's registration card	3.	Certification of Report of Birth issued by the Department of State (Form DS-1350)
	a. Foreign passport; andb. Form I-94 or Form I-94A that has the following:(1) The same name as the passport;		 U.S. Military card or draft record Military dependent's ID card U.S. Coast Guard Merchant Mariner Card 	4.	Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
	and (2) An endorsement of the alien's		8. Native American tribal document	5.	Native American tribal document
	nonimmigrant status as long as that period of endorsement has		Driver's license issued by a Canadian government authority	6.	U.S. Citizen ID Card (Form I-197)
	not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.		For persons under age 18 who are unable to present a document listed above:		Identification Card for Use of Resident Citizen in the United States (Form I-179)
6.	Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		10. School record or report card 11. Clinic, doctor, or hospital record 12. Day-care or nursery school record	8.	Employment authorization document issued by the Department of Homeland Security

Examples of many of these documents appear in Part 8 of the Handbook for Employers (M-274).

Refer to the instructions for more information about acceptable receipts.

INSTRUCTIONS FOR FORM I-9 ARE AVAILABLE AT https://www.uscis.gov/i-9

Form I-9 11/14/2016 N Page 3 of 3



Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

intorna	11010	And Col vice								
	1 N	Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.								
page 2.	2 E	Business name/disregarded entity name, if different from above								
uo s	3 (Check appropriate box for federal tax classification; check only one of the following seven boxes: Individual/sole proprietor or C C Corporation S Corporation Partnership single-member LLC Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partners)	cert	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any)						
Print or type	Note. For a single-member LLC that is disregarded, do not check LLC; check the appropriate box in the line above for the tax classification of the single-member owner.							FATC	A repo	orting
Ę Ĕ		Other (see instructions) ►				le (if ar ies to acc	-	naintaine	d outside	the U.S.)
Fig.	5 /	Address (number, street, and apt. or suite no.)	Reques	ter's nan	ne and a	ddress	s (opti	onal)		
eci							(-1-	,		
See S p	6 (City, state, and ZIP code								
	7 L	ist account number(s) here (optional)								
Par	t I	Taxpayer Identification Number (TIN)								
Enter	vour	TIN in the appropriate box. The TIN provided must match the name given on line 1 to av	oid	Social	security	numb	oer			
backu reside	p wi nt al	thholding. For individuals, this is generally your social security number (SSN). However, f lien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other is your employer identification number (EIN). If you do not have a number, see <i>How to ge</i>	or a			-		-		
TIN or	,	, , , , , , , , , , , , , , , , , , , ,		or						
Note.	If th	e account is in more than one name, see the instructions for line 1 and the chart on page	4 for	Employ	yer iden	tificati	ion nu	ımber		
		on whose number to enter.								
					-					
Par		Certification								1 1
Under	per	nalties of perjury, I certify that:								
	•	mber shown on this form is my correct taxpayer identification number (or I am waiting for	a numb	er to be	e issued	l to m	e); ar	nd		
Se	rvice	ot subject to backup withholding because: (a) I am exempt from backup withholding, or (be (IRS) that I am subject to backup withholding as a result of a failure to report all interest per subject to backup withholding; and								
3. I aı	n a l	U.S. citizen or other U.S. person (defined below); and								
4. The	FA7	Γ CA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting	ng is con	rect.						
becau interes genera instruc	se y st pa ally, ction	ion instructions. You must cross out item 2 above if you have been notified by the IRS the ount have failed to report all interest and dividends on your tax return. For real estate trans aid, acquisition or abandonment of secured property, cancellation of debt, contributions to payments other than interest and dividends, you are not required to sign the certification as on page 3.	actions, o an ind	item 2 i ividual i	does no etireme	ot app ent an	oly. Fo	or moi ment	rtgage (IRA)	e and
Sign Here		Signature of U.S. person ► Da	ate ▶							

General Instructions

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

Future developments. Information about developments affecting Form W-9 (such as legislation enacted after we release it) is at www.irs.gov/fw9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following:

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)

- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding? on page 2.

By signing the filled-out form, you:

- 1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
 - 2. Certify that you are not subject to backup withholding, or
- 3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
- 4. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct. See *What is FATCA reporting?* on page 2 for further information.

Form W-9 (Rev. 12-2014) Page **2**

Note. If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien;
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States;
- · An estate (other than a foreign estate); or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax under section 1446 on any foreign partners' share of effectively connected taxable income from such business. Further, in certain cases where a Form W-9 has not been received, the rules under section 1446 require a partnership to presume that a partner is a foreign person, and pay the section 1446 withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid section 1446 withholding on your share of partnership income.

In the cases below, the following person must give Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States:

- In the case of a disregarded entity with a U.S. owner, the U.S. owner of the disregarded entity and not the entity;
- In the case of a grantor trust with a U.S. grantor or other U.S. owner, generally, the U.S. grantor or other U.S. owner of the grantor trust and not the trust; and
- In the case of a U.S. trust (other than a grantor trust), the U.S. trust (other than a grantor trust) and not the beneficiaries of the trust.

Foreign person. If you are a foreign person or the U.S. branch of a foreign bank that has elected to be treated as a U.S. person, do not use Form W-9. Instead, use the appropriate Form W-8 or Form 8233 (see Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities).

Nonresident alien who becomes a resident alien. Generally, only a nonresident alien individual may use the terms of a tax treaty to reduce or eliminate U.S. tax on certain types of income. However, most tax treaties contain a provision known as a "saving clause." Exceptions specified in the saving clause may permit an exemption from tax to continue for certain types of income even after the payee has otherwise become a U.S. resident alien for tax purposes.

If you are a U.S. resident alien who is relying on an exception contained in the saving clause of a tax treaty to claim an exemption from U.S. tax on certain types of income, you must attach a statement to Form W-9 that specifies the following five items:

- 1. The treaty country. Generally, this must be the same treaty under which you claimed exemption from tax as a nonresident alien.
 - 2. The treaty article addressing the income.
- 3. The article number (or location) in the tax treaty that contains the saving clause and its exceptions.
- 4. The type and amount of income that qualifies for the exemption from tax.
- 5. Sufficient facts to justify the exemption from tax under the terms of the treaty article.

Example. Article 20 of the U.S.-China income tax treaty allows an exemption from tax for scholarship income received by a Chinese student temporarily present in the United States. Under U.S. law, this student will become a resident alien for tax purposes if his or her stay in the United States exceeds 5 calendar years. However, paragraph 2 of the first Protocol to the U.S.-China treaty (dated April 30, 1984) allows the provisions of Article 20 to continue to apply even after the Chinese student becomes a resident alien of the United States. A Chinese student who qualifies for this exception (under paragraph 2 of the first protocol) and is relying on this exception to claim an exemption from tax on his or her scholarship or fellowship income would attach to Form W-9 a statement that includes the information described above to support that exemption.

If you are a nonresident alien or a foreign entity, give the requester the appropriate completed Form W-8 or Form 8233.

Backup Withholding

What is backup withholding? Persons making certain payments to you must under certain conditions withhold and pay to the IRS 28% of such payments. This is called "backup withholding." Payments that may be subject to backup withholding include interest, tax-exempt interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee pay, payments made in settlement of payment card and third party network transactions, and certain payments from fishing boat operators. Real estate transactions are not subject to backup withholding.

You will not be subject to backup withholding on payments you receive if you give the requester your correct TIN, make the proper certifications, and report all your taxable interest and dividends on your tax return.

Payments you receive will be subject to backup withholding if:

- 1. You do not furnish your TIN to the requester,
- 2. You do not certify your TIN when required (see the Part II instructions on page 3 for details),

- 3. The IRS tells the requester that you furnished an incorrect TIN.
- 4. The IRS tells you that you are subject to backup withholding because you did not report all your interest and dividends on your tax return (for reportable interest and dividends only), or
- 5. You do not certify to the requester that you are not subject to backup withholding under 4 above (for reportable interest and dividend accounts opened after 1983 only).

Certain payees and payments are exempt from backup withholding. See *Exempt payee code* on page 3 and the separate Instructions for the Requester of Form W-9 for more information.

Also see Special rules for partnerships above.

What is FATCA reporting?

The Foreign Account Tax Compliance Act (FATCA) requires a participating foreign financial institution to report all United States account holders that are specified United States persons. Certain payees are exempt from FATCA reporting. See Exemption from FATCA reporting code on page 3 and the Instructions for the Requester of Form W-9 for more information.

Updating Your Information

You must provide updated information to any person to whom you claimed to be an exempt payee if you are no longer an exempt payee and anticipate receiving reportable payments in the future from this person. For example, you may need to provide updated information if you are a C corporation that elects to be an S corporation, or if you no longer are tax exempt. In addition, you must furnish a new Form W-9 if the name or TIN changes for the account; for example, if the grantor of a grantor trust dies.

Penalties

Failure to furnish TIN. If you fail to furnish your correct TIN to a requester, you are subject to a penalty of \$50 for each such failure unless your failure is due to reasonable cause and not to willful neglect.

Civil penalty for false information with respect to withholding. If you make a false statement with no reasonable basis that results in no backup withholding, you are subject to a \$500 penalty.

Criminal penalty for falsifying information. Willfully falsifying certifications or affirmations may subject you to criminal penalties including fines and/or imprisonment.

Misuse of TINs. If the requester discloses or uses TINs in violation of federal law, the requester may be subject to civil and criminal penalties.

Specific Instructions

Line 1

You must enter one of the following on this line; **do not** leave this line blank. The name should match the name on your tax return.

If this Form W-9 is for a joint account, list first, and then circle, the name of the person or entity whose number you entered in Part I of Form W-9.

a. **Individual.** Generally, enter the name shown on your tax return. If you have changed your last name without informing the Social Security Administration (SSA) of the name change, enter your first name, the last name as shown on your social security card, and your new last name.

Note. ITIN applicant: Enter your individual name as it was entered on your Form W-7 application, line 1a. This should also be the same as the name you entered on the Form 1040/1040A/1040EZ you filed with your application.

- b. **Sole proprietor or single-member LLC.** Enter your individual name as shown on your 1040/1040A/1040EZ on line 1. You may enter your business, trade, or "doing business as" (DBA) name on line 2.
- c. Partnership, LLC that is not a single-member LLC, C Corporation, or S Corporation. Enter the entity's name as shown on the entity's tax return on line 1 and any business, trade, or DBA name on line 2.
- d. Other entities. Enter your name as shown on required U.S. federal tax documents on line 1. This name should match the name shown on the charter or other legal document creating the entity. You may enter any business, trade, or DBA name on line 2.
- e. **Disregarded entity.** For U.S. federal tax purposes, an entity that is disregarded as an entity separate from its owner is treated as a "disregarded entity." See Regulations section 301.7701-2(c)(2)(iii). Enter the owner's name on line 1. The name of the entity entered on line 1 should never be a disregarded entity. The name on line 1 should be the name shown on the income tax return on which the income should be reported. For example, if a foreign LLC that is treated as a disregarded entity for U.S. federal tax purposes has a single owner that is a U.S. person, the U.S. owner's name is required to be provided on line 1. If the direct owner of the entity is also a disregarded entity, enter the first owner that is not disregarded for federal tax purposes. Enter the disregarded entity's name on line 2, "Business name/disregarded entity name." If the owner of the disregarded entity is a foreign person, the owner must complete an appropriate Form W-8 instead of a Form W-9. This is the case even if the foreign person has a U.S. TIN.

Form W-9 (Rev. 12-2014) Page **3**

Line 2

If you have a business name, trade name, DBA name, or disregarded entity name, you may enter it on line 2.

Line 3

Check the appropriate box in line 3 for the U.S. federal tax classification of the person whose name is entered on line 1. Check only one box in line 3.

Limited Liability Company (LLC). If the name on line 1 is an LLC treated as a partnership for U.S. federal tax purposes, check the "Limited Liability Company" box and enter "P" in the space provided. If the LLC has filed Form 8832 or 2553 to be taxed as a corporation, check the "Limited Liability Company" box and in the space provided enter "C" for C corporation or "S" for S corporation. If it is a single-member LLC that is a disregarded entity, do not check the "Limited Liability Company" box; instead check the first box in line 3 "Individual/sole proprietor or single-member LLC."

Line 4, Exemptions

If you are exempt from backup withholding and/or FATCA reporting, enter in the appropriate space in line 4 any code(s) that may apply to you.

Exempt payee code.

- Generally, individuals (including sole proprietors) are not exempt from backup withholding.
- Except as provided below, corporations are exempt from backup withholding for certain payments, including interest and dividends.
- Corporations are not exempt from backup withholding for payments made in settlement of payment card or third party network transactions.
- Corporations are not exempt from backup withholding with respect to attorneys' fees or gross proceeds paid to attorneys, and corporations that provide medical or health care services are not exempt with respect to payments reportable on Form 1099-MISC.

The following codes identify payees that are exempt from backup withholding. Enter the appropriate code in the space in line 4.

- 1-An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2)
 - 2-The United States or any of its agencies or instrumentalities
- $3-\!A$ state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities
- $4-\!\mbox{A}$ foreign government or any of its political subdivisions, agencies, or instrumentalities
 - 5-A corporation
- 6—A dealer in securities or commodities required to register in the United States, the District of Columbia, or a U.S. commonwealth or possession
- $7\!-\!\mathrm{A}$ futures commission merchant registered with the Commodity Futures Trading Commission
 - 8-A real estate investment trust
- 9-An entity registered at all times during the tax year under the Investment Company Act of 1940
 - 10-A common trust fund operated by a bank under section 584(a)
 - 11-A financial institution
- 12-A middleman known in the investment community as a nominee or custodian
 - 13-A trust exempt from tax under section 664 or described in section 4947
- The following chart shows types of payments that may be exempt from backup withholding. The chart applies to the exempt payees listed above, 1 through 13.

IF the payment is for	THEN the payment is exempt for
Interest and dividend payments	All exempt payees except for 7
Broker transactions	Exempt payees 1 through 4 and 6 through 11 and all C corporations. S corporations must not enter an exempt payee code because they are exempt only for sales of noncovered securities acquired prior to 2012.
Barter exchange transactions and patronage dividends	Exempt payees 1 through 4
Payments over \$600 required to be reported and direct sales over \$5,000 ¹	Generally, exempt payees 1 through 5 ²
Payments made in settlement of payment card or third party network transactions	Exempt payees 1 through 4

¹See Form 1099-MISC, Miscellaneous Income, and its instructions.

² However, the following payments made to a corporation and reportable on Form 1099-MISC are not exempt from backup withholding: medical and health care payments, attorneys' fees, gross proceeds paid to an attorney reportable under section 6045(f), and payments for services paid by a federal executive agency.

Exemption from FATCA reporting code. The following codes identify payees that are exempt from reporting under FATCA. These codes apply to persons submitting this form for accounts maintained outside of the United States by certain foreign financial institutions. Therefore, if you are only submitting this form for an account you hold in the United States, you may leave this field blank. Consult with the person requesting this form if you are uncertain if the financial institution is subject to these requirements. A requester may indicate that a code is not required by providing you with a Form W-9 with "Not Applicable" (or any similar indication) written or printed on the line for a FATCA exemption code.

- A—An organization exempt from tax under section 501(a) or any individual retirement plan as defined in section 7701(a)(37)
- B-The United States or any of its agencies or instrumentalities
- C-A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities
- D—A corporation the stock of which is regularly traded on one or more established securities markets, as described in Regulations section 1.1472-1(c)(1)(i)
- E—A corporation that is a member of the same expanded affiliated group as a corporation described in Regulations section 1.1472-1(c)(1)(i)
- F—A dealer in securities, commodities, or derivative financial instruments (including notional principal contracts, futures, forwards, and options) that is registered as such under the laws of the United States or any state
 - G-A real estate investment trust
- H—A regulated investment company as defined in section 851 or an entity registered at all times during the tax year under the Investment Company Act of
- I-A common trust fund as defined in section 584(a)
- J-A bank as defined in section 581
- K-A broker
- L-A trust exempt from tax under section 664 or described in section 4947(a)(1)
- M-A tax exempt trust under a section 403(b) plan or section 457(g) plan

Note. You may wish to consult with the financial institution requesting this form to determine whether the FATCA code and/or exempt payee code should be completed.

Line 5

Enter your address (number, street, and apartment or suite number). This is where the requester of this Form W-9 will mail your information returns.

Line 6

Enter your city, state, and ZIP code.

Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have and are not eligible to get an SSN, your TIN is your IRS individual taxpayer identification number (ITIN). Enter it in the social security number box. If you do not have an ITIN, see *How to get a TIN* below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN. However, the IRS prefers that you use your SSN.

If you are a single-member LLC that is disregarded as an entity separate from its owner (see *Limited Liability Company (LLC)* on this page), enter the owner's SSN (or EIN, if the owner has one). Do not enter the disregarded entity's EIN. If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note. See the chart on page 4 for further clarification of name and TIN combinations.

How to get a TIN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local SSA office or get this form online at www.ssa.gov. You may also get this form by calling 1-800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at www.irs.gov/businesses and clicking on Employer Identification Number (EIN) under Starting a Business. You can get Forms W-7 and SS-4 from the IRS by visiting IRS.gov or by calling 1-800-TAX-FORM (1-800-829-3676).

If you are asked to complete Form W-9 but do not have a TIN, apply for a TIN and write "Applied For" in the space for the TIN, sign and date the form, and give it to the requester. For interest and dividend payments, and certain payments made with respect to readily tradable instruments, generally you will have 60 days to get a TIN and give it to the requester before you are subject to backup withholding on payments. The 60-day rule does not apply to other types of payments. You will be subject to backup withholding on all such payments until you provide your TIN to the requester.

Note. Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon.

Caution: A disregarded U.S. entity that has a foreign owner must use the appropriate Form W-8.

Form W-9 (Rev. 12-2014) Page 4

Part II. Certification

To establish to the withholding agent that you are a U.S. person, or resident alien, sign Form W-9. You may be requested to sign by the withholding agent even if items 1, 4, or 5 below indicate otherwise.

For a joint account, only the person whose TIN is shown in Part I should sign (when required). In the case of a disregarded entity, the person identified on line 1 must sign. Exempt payees, see Exempt payee code earlier.

Signature requirements. Complete the certification as indicated in items 1 through 5 below

- 1. Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983. You must give your correct TIN, but you do not have to sign the certification.
- 2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983. You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.
- 3. Real estate transactions. You must sign the certification. You may cross out item 2 of the certification
- 4. Other payments. You must give your correct TIN, but you do not have to sign the certification unless you have been notified that you have previously given an incorrect TIN. "Other payments" include payments made in the course of the requester's trade or business for rents, royalties, goods (other than bills for merchandise), medical and health care services (including payments to corporations), payments to a nonemployee for services, payments made in settlement of payment card and third party network transactions, payments to certain fishing boat crew members and fishermen, and gross proceeds paid to attorneys (including payments to corporations).
- 5. Mortgage interest paid by you, acquisition or abandonment of secured property, cancellation of debt, qualified tuition program payments (under section 529), IRA, Coverdell ESA, Archer MSA or HSA contributions or distributions, and pension distributions. You must give your correct TIN, but you do not have to sign the certification.

What Name and Number To Give the Requester

For this type of account:	Give name and SSN of:
Individual Two or more individuals (joint account)	The individual The actual owner of the account or, if combined funds, the first individual on the account
Custodian account of a minor (Uniform Gift to Minors Act)	The minor ²
4. a. The usual revocable savings trust (grantor is also trustee) b. So-called trust account that is not a legal or valid trust under state law	The grantor-trustee' The actual owner'
Sole proprietorship or disregarded entity owned by an individual	The owner ³
6. Grantor trust filing under Optional Form 1099 Filing Method 1 (see Regulations section 1.671-4(b)(2)(i) (A))	The grantor*
For this type of account:	Give name and EIN of:
7. Disregarded entity not owned by an individual	The owner
8. A valid trust, estate, or pension trust	Legal entity ⁴
Corporation or LLC electing corporate status on Form 8832 or Form 2553	The corporation
Association, club, religious, charitable, educational, or other tax- exempt organization	The organization
11. Partnership or multi-member LLC	The partnership
12. A broker or registered nominee	The broker or nominee
13. Account with the Department of Agriculture in the name of a public entity (such as a state or local government, school district, or prison) that receives agricultural program payments	The public entity
14. Grantor trust filing under the Form 1041 Filing Method or the Optional Form 1099 Filing Method 2 (see Regulations section 1.671-4(b)(2)(i) (B))	The trust

List first and circle the name of the person whose number you furnish. If only one person on a joint account has an SSN, that person's number must be furnished.

You must show your individual name and you may also enter your business or DBA name on the "Business name/disregarded entity" name line. You may use either your SSN or EIN (if you have one), but the IRS encourages you to use your SSN.

List first and circle the name of the trust, estate, or pension trust. (Do not furnish the TIN of the personal representative or trustee unless the legal entity itself is not designated in the account title.) Also see Special rules for partnerships on page 2. *Note. Grantor also must provide a Form W-9 to trustee of trust.

Note. If no name is circled when more than one name is listed, the number will be considered to be that of the first name listed.

Secure Your Tax Records from Identity Theft

Identity theft occurs when someone uses your personal information such as your name, SSN, or other identifying information, without your permission, to commit fraud or other crimes. An identity thief may use your SSN to get a job or may file a tax return using your SSN to receive a refund.

To reduce your risk:

- · Protect your SSN,
- Ensure your employer is protecting your SSN, and
- Be careful when choosing a tax preparer.

If your tax records are affected by identity theft and you receive a notice from the IRS, respond right away to the name and phone number printed on the IRS notice or letter.

If your tax records are not currently affected by identity theft but you think you are at risk due to a lost or stolen purse or wallet, questionable credit card activity or credit report, contact the IRS Identity Theft Hotline at 1-800-908-4490 or submit Form 14039

For more information, see Publication 4535, Identity Theft Prevention and Victim

Victims of identity theft who are experiencing economic harm or a system problem, or are seeking help in resolving tax problems that have not been resolved through normal channels, may be eligible for Taxpayer Advocate Service (TAS) assistance. You can reach TAS by calling the TAS toll-free case intake line at 1-877-777-4778 or TTY/TDD 1-800-829-4059.

Protect yourself from suspicious emails or phishing schemes. Phishing is the creation and use of email and websites designed to mimic legitimate business emails and websites. The most common act is sending an email to a user falsely claiming to be an established legitimate enterprise in an attempt to scam the user into surrendering private information that will be used for identity theft.

The IRS does not initiate contacts with taxpayers via emails. Also, the IRS does not request personal detailed information through email or ask taxpayers for the PIN numbers, passwords, or similar secret access information for their credit card, bank, or other financial accounts.

If you receive an unsolicited email claiming to be from the IRS, forward this message to phishing@irs.gov. You may also report misuse of the IRS name, logo, or other IRS property to the Treasury Inspector General for Tax Administration (TIGTA) at 1-800-366-4484. You can forward suspicious emails to the Federal Trade Commission at: spam@uce.gov or contact them at www.ftc.gov/idtheft or 1-877-IDTHEFT (1-877-438-4338).

Visit IRS.gov to learn more about identity theft and how to reduce your risk.

Privacy Act Notice

Section 6109 of the Internal Revenue Code requires you to provide your correct TIN to persons (including federal agencies) who are required to file information returns with the IRS to report interest, dividends, or certain other income paid to you; mortgage interest you paid; the acquisition or abandonment of secured property; the cancellation of debt; or contributions you made to an IRA, Archer MSA, or HSA. The person collecting this form uses the information on the form to file information returns with the IRS, reporting the above information. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation and to cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their laws. The information also may be disclosed to other countries under a treaty, to federal and state agencies to enforce civil and criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism. You must provide your TIN whether or not you are required to file a tax return. Under section 3406, payers must generally withhold a percentage of taxable interest, dividend, and certain other payments to a payee who does not give a TIN to the payer. Certain penalties may also apply for providing false or fraudulent information.

Circle the minor's name and furnish the minor's SSN.

Form W-4 (2017)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2017 expires February 15, 2018. See Pub. 505, Tax Withholding and Estimated Tax.

Note: If another person can claim you as a dependent on his or her tax return, you can't claim exemption from withholding if your total income exceeds \$1,050 and includes more than \$350 of unearned income (for example, interest and dividends).

Exceptions. An employee may be able to claim exemption from withholding even if the employee is a dependent, if the employee:

- Is age 65 or older,
- Is blind, or

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• Will claim adjustments to income; tax credits; or itemized deductions, on his or her tax return.

The exceptions don't apply to supplemental wages greater than \$1,000,000.

Basic instructions. If you aren't exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Head of household. Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 505 for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 505 for details.

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

Check your withholding. After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2017. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Future developments. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at www.irs.gov/w4.

		Person	al Allowances Works	heet (Keep for your records.)							
Α	Enter "1" for yo	ourself if no one else can	claim you as a dependent			A					
	ſ	 You're single and have 	e only one job; or)						
В	Enter "1" if: {	 You're married, have 	only one job, and your spo	ouse doesn't work; or	} .	В					
	(Your wages from a se 	cond job or your spouse's v	wages (or the total of both) are \$1,5	00 or less.						
С	Enter "1" for yo	"1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more									
	than one job. (I	nan one job. (Entering "-0-" may help you avoid having too little tax withheld.)									
D	Enter number of	of dependents (other tha	n your spouse or yourself)	you will claim on your tax return .		D					
E	Enter "1" if you	1" if you will file as head of household on your tax return (see conditions under Head of household above) E									
F	Enter "1" if you	have at least \$2,000 of c	hild or dependent care e	xpenses for which you plan to cla	aim a credit .	F					
	(Note: Do not i	include child support pay	ments. See Pub. 503, Child	d and Dependent Care Expenses,	for details.)						
G	Child Tax Cree	dit (including additional c	hild tax credit). See Pub. 9	72, Child Tax Credit, for more info	rmation.						
	• If your total in	ncome will be less than \$	70,000 (\$100,000 if married	l), enter "2" for each eligible child;	then less "1" if	you					
	have two to for	ur eligible children or less	"2" if you have five or mor	re eligible children.							
	 If your total in 	come will be between \$70	,000 and \$84,000 (\$100,000	and \$119,000 if married), enter "1"	for each eligible	child. G					
Н	Add lines A thro	ugh G and enter total here.	(Note: This may be different f	rom the number of exemptions you c	laim on your tax r	return.) ► H					
	For accuracy,	• If you plan to itemiz and Adjustments Wo		ncome and want to reduce your wit	hholding, see the	Deductions					
	complete all worksheets that apply.	• If you are single and	I have more than one job o exceed \$50,000 (\$20,000 if	or are married and you and your sp married), see the Two-Earners/Mu	ouse both work Itiple Jobs Work	and the combined asheet on page 2					
		• If neither of the abo	ve situations applies, stop h	ere and enter the number from line	H on line 5 of Fo	rm W-4 below.					
		Senarate here and	Laive Form W-4 to your em	nployer. Keep the top part for you	r recorde						
		•									
Ганна	W-4	Employe	ee's Withholding	g Allowance Certifica	ite	OMB No. 1545-0074					
Form Depart	tment of the Treasury			er of allowances or exemption from wi		2017					
	al Revenue Service			e required to send a copy of this form							
1	Your first name	and middle initial	Last name		2 Your social	security number					
	Llama adduaca	(number and atreat or mind nou	10)								
	Home address	number and street or rural rou	te)	3 Single Married Mar Note: If married, but legally separated, or sp		at higher Single rate. alien, check the "Single" box.					
	City or town, sta	ate, and ZIP code		4 If your last name differs from that shown on your social security card,							
		c 11		check here. You must call 1-800-							
5		•	• ,	or from the applicable worksheet	,	5 6 \$					
6			thheld from each paychecl			<u> </u>					
7		_		neet both of the following condition		on.					
	-	_		held because I had no tax liability							
				ecause I expect to have no tax lia							
Linda				to the best of my knowledge and b	7	orrect and complete					
		• • •	Adminiod this obttilleate allu	, to the best of my knowledge and b	onoi, it is true, ot	on con, and complete.					
	loyee's signatur form is not valid	e unless you sign it.) ▶			Date ►						

Employer identification number (EIN)

Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)

9 Office code (optional)

Form W-4 (2017) Page **2**

Deductions and Adjustments Worksheet									
Note 1	Example: Use this worksheet only if you plan to itemize deductions or claim certain credits or adjustments to income. Enter an estimate of your 2017 itemized deductions. These include qualifying home mortgage interest, charitable contributions, state and local taxes, medical expenses in excess of 10% of your income, and miscellaneous deductions. For 2017, you may have to reduce your itemized deductions if your income is over \$313,800 and you're married filing jointly or you're a qualifying widow(er); \$287,650 if you're single, not head of household and not a qualifying widow(er); or \$156,900 if you're								
	married filing sep	oarately. See Pub	. 505 for details ied filing jointly or qua				1	\$	
2	Enter: { \$9	9,350 if head			}		2	\$	
3	Subtract line 2 from line 1. If zero or less, enter "-0-"							\$	
4	Enter an estimate of your 2017 adjustments to income and any additional standard deduction (see Pub. 505)						Pub. 505) 4	\$	
5	Add lines 3 and 4 and enter the total. (Include any amount for credits from the <i>Converting Credits to Withholding Allowances for 2017 Form W-4</i> worksheet in Pub. 505.)							\$	
6	Enter an estimate of your 2017 nonwage income (such as dividends or interest)						6	\$	
7	Subtract line 6 from line 5. If zero or less, enter "-0-"						7	\$	
8	Divide the amount on line 7 by \$4,050 and enter the result here. Drop any fraction						8		
9	Enter the nur	mber from the	Personal Allowance	es Workshee	t, line H, page 1		9		
10	Add lines 8 and 9 and enter the total here. If you plan to use the Two-Earners/Multiple Jobs Worksheet,								
also enter this total on line 1 below. Otherwise, stop here and enter this total on Form W-4, line 5, page 1									
Two-Earners/Multiple Jobs Worksheet (See Two earners or multiple jobs on page 1.)									
	Note: Use this worksheet only if the instructions under line H on page 1 direct you here.								
1	Enter the number from line H, page 1 (or from line 10 above if you used the Deductions and Adjustments Worksheet)								
2	you are married filing jointly and wages from the highest paying job are \$65,000 or less, do not enter more								
2									
3 If line 1 is more than or equal to line 2, subtract line 2 from line 1. Enter the result here (if zero, enter "-0-") and on Form W-4, line 5, page 1. Do not use the rest of this worksheet									
Note: If line 1 is less than line 2, enter "-0-" on Form W-4, line 5, page 1. Complete lines 4 through 9 below to									
figure the additional withholding amount necessary to avoid a year-end tax bill.									
4	4 Enter the number from line 2 of this worksheet								
5	Enter the number from line 2 of this worksheet								
6	Subtract line 5 from line 4								
7	Find the amount in Table 2 below that applies to the HIGHEST paying job and enter it here								
8	Multiply line 7 by line 6 and enter the result here. This is the additional annual withholding needed 8 \$								
9									
weeks and you complete this form on a date in January when there are 25 pay periods remaining in 2017. Enter									
the result here and on Form W-4, line 6, page 1. This is the additional amount to be withheld from each paycheck 9 \$									
Table 1 Table 2									
Married Filing Jointly			All Other	s	Married Filing Jointly		All Others		's
	es from LOWEST job are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from HI 0 paying job are—	GHEST	Enter on line 7 above
	\$0 - \$7,000	0	\$0 - \$8,000	0	\$0 - \$75,000	\$610	\$0 - \$0		\$610
7,001 - 14,000 14,001 - 22,000		1 2	8,001 - 16,000 16,001 - 26,000	1 2	75,001 - 135,000 135,001 - 205,000	1,010 1,130	38,001 - 8 85,001 - 18		1,010 1,130
22,001 - 27,000		3	26,001 - 34,000	3	205,001 - 360,000	1,340	185,001 - 40	00,000	1,340
27,001 - 35,000 35,001 - 44,000		4 5	34,001 - 44,000 44,001 - 70,000	4 5	360,001 - 405,000 405,001 and over	1,420 1,600	400,001 and	over	1,600
44,001 - 55,000		6	70,001 - 85,000	6	400,001 and over	1,000			
55,0	001 - 65,000	7	85,001 - 110,000	7					
	001 - 75,000 001 - 80,000	8 9	110,001 - 125,000 125,001 - 140,000	8 9					
80,001 - 95,000		10	140,001 and over	10					
95,001 - 115,000 115,001 - 130,000		11 12							
130,001 - 140,000		13							

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 who claims no withholding allowances; 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.

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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.