

NEW HIRE REPORTING INFORMATION FOR GEORGIA

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1. What is the new hire law?

The “Personal Responsibility and Work Opportunity Reconciliation Act” (PRWORA) of 1996 was passed as part of the larger welfare reform legislation. This Act requires that all employers report information on people they hire or re-hire to a state directory shortly after they are hired. Although a Federal law, this legislation looks to the individual states to implement the law and to maintain the directories of new hires. Georgia Code at Title 19, Chapter 11, Section 19-11-9.2 is the implementation of PRWORA within the State of Georgia.

2. Why is new hire reporting required?

New hire reporting was designed to speed up any child support withholding order processes by expediting collection of child support from parents who change jobs frequently. It also helps locate non-custodial parents to help in establishing paternity and child support orders. Thus, employers serve as key partners in ensuring financial stability for many children and families by helping them receive the financial support they deserve.

3. Who is required to report?

Employers doing business in the state of Georgia must report on the following employees:

- **New Employees:** Employers must report information on newly hired employees who reside or work in the State of Georgia. This includes employees of all ages, those who work less than a full day, those still in a probationary period, part-time and seasonal employees. This information must be reported even if the employee is employed for only one day before termination.
- **Rehired or recalled employees:** Employers must report information on employees who are rehired or recalled to work after being laid off, furloughed, separated, granted a leave without pay or are terminated from employment and who reside or work in the State of Georgia. This includes teachers, substitutes, seasonal workers, etc.
- **Temporary employees:** Temporary agencies are responsible for reporting information on any employee hired to report for an assignment. This need be done only once, employees do not need to be re-reported each time they report to a new client, unless there is a break in service or gap in wages, in which case they need to be reported as a rehire.

While Georgia welcomes employers reporting on the hiring of Independent Contractors, it is not required.

Employers doing business in the state of Georgia must report information on anyone hired if the individual is considered an employee for purposes of paying federal income tax withholding. This includes employees of all ages, those who work less than a full day, those still in a probationary period, part-time, seasonal employees and employees who are rehired. This information must be reported even if the employee is employed for only a few hours before termination.

Employers are not required to report information on terminated employees unless the terminated employee had an Income Withholding Order for child support, in which case the termination should be reported to the agency that issued the Order.

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4. What information must be reported?

In accordance with the Federal legislation, the State of Georgia requires the following information to be reported:

- The employer's Federal Employer Identification Number (FEIN). If the employer has more than one FEIN, use the same one used to report quarterly wage information
- The employer's name
- The employer's address
- Medical insurance availability and eligibility for employee (optional)
- The employee's name (full name: first, middle and last)
- The employee's address
- The employee's Social Security Number
- The employee's date of hire
- The employee's date of birth
- The state of hire
- The employee's medical insurance availability (yes or no)
- The employee's actual start date (optional)
- The employee's monthly salary (optional)

5. How and where is this information reported?

The Georgia New Hire Reporting Program offers several options that make it easy for employers to report new hires. The options available are:

Electronic Reporting

- Go to <https://newhirereporting.com/ga-newhire/default.asp> and click "Register" to register to report any new hires on-line.
- Go to <https://newhirereporting.com/ga-newhire/media.asp> for the data specifications and other instructions on how to send a tape or CD with new hire reporting information. Mail any diskettes or CDs to the address below.
- Go to <https://newhirereporting.com/NewhireFunctions/logon.asp> to register to send a secure file electronically.
- Go to <https://newhirereporting.com/SharedPages/ftp.asp> for instructions on how to send a secure file electronically through the Georgia New Hire Reporting Program site or using SSL file transfer protocol.
- Contact the Georgia New Hire Reporting Program at (404) 525-2985, or toll-free at (888) 541-0469 for instructions and information on sending new hire reports as an attachment to an encrypted e-mail.
- Using software downloaded from the Georgia New Hire Reporting Program Web site, employers can simply fill in employee information and then electronically send in their new hire reports using their own communications software. The file can also be copied to a diskette and then mailed to the Georgia New Hire Reporting Program. To download the software go to: <https://newhirereporting.com/sharedpages/download.asp>

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Non-Electronic Reporting

- Spreadsheet: You can create a spreadsheet containing all of the required data elements. Be sure to have the employer's name, Federal Employer Identification Number, and address clearly displayed at the top of the report. Go to: <https://newhirereporting.com/ga-newhire/instruct.asp> for additional information on using a spreadsheet to submit new hires and to view a sample spreadsheet layout.
- New hire reporting form: Go to <https://newhirereporting.com/ga-newhire/GAForm.pdf> to download the form or use the one attached.
- W-4 form: You may choose to submit a W-4 form as a new hire report. If you do, please ensure that the W-4 is easily readable and has the employer's name, Federal Employer Identification Number, and address written in blocks 8 and 10 on each form.
- New hire reports may either be faxed or mailed to the following:

Mail reports, diskettes or CDs to:
Georgia New Hire Reporting Program
P.O. Box 38480
Atlanta, GA 30334-0480

Fax reports to:
(404) 525-2983
Toll-free: (888) 541-0521

Other Reporting Methods

- Payroll Service: Leading payroll services are already electronically reporting new hires for thousands of employers. If you use one a payroll or accounting service see if the service can report new hires for you.

6. How often must the information be reported?

Employers are required to submit new hire reports within 10 days after an employee is hired, rehired or returns to work. If you have multiple new hires in a month and are submitting electronic files, these files must be submitted in two monthly transmissions not more than sixteen days apart.

7. What is the penalty if the report is late?

A penalty of \$25 per employee per month may be assessed for each failure to report a new hire. Also, a penalty of \$500 may be assessed for the failure to report new hire information if the failure is the result of conspiracy between the business or government entity and the employee.

8. How will the information be used?

Federal and State laws contain strict regulations on how new hire reporting information may be used. New hire reporting information is matched against any open child support orders to locate non-custodial parents and enforce these orders.

This information will also be fed into a national directory to provide more current information for locating out-of-state noncustodial parents.

New hire information may also be used by states to help detect and prevent fraudulent payments to recipients of unemployment insurance, worker's compensation and welfare benefits.

The use of this information helps maintain financial stability in Georgia families and helps to keep down the cost of welfare, unemployment and worker's compensation insurance.

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9. What to do if you have never reported new hires.

Begin by reporting any new employees you've hired or rehired in the last 180 days. Then going forward be sure to report any new hires or rehires within 10 of the hire date.

10. Additional information.

For questions about new hire reporting you can contact the Georgia New Hire Reporting Program at (404) 525-2985, or toll-free at (888) 541-0469. The telephone system is available 24 hours and help desk staff is available Monday through Friday from 8:00 am to 5:00 pm Eastern Time.

You can also submit questions electronically by going to:
<https://newhirereporting.com/sharedpages/feedback.asp>

Georgia New Hire Reporting Form

Send completed forms to:

Georgia New Hire Reporting Program
PO Box 38480
Atlanta, GA 30334-0480
Fax: (404) 525-2983 or toll-free fax 1 (888) 541-0521

To ensure the highest level of accuracy, please print neatly in capital letters and avoid contact with the edges of the boxes. The following will serve as an example:

A	B	C				1	2	3
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EMPLOYER INFORMATION

Federal Employer ID Number (FEIN) (Please use the same FEIN that appears on your quarterly wage reports you submit to the State):

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Multiple medical insurance: Y/N

Primary Insurance Company Name (if available to the employee):

If available/offered: Y/N

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Employer Name:

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Employer Address: (Please indicate the address where the Wage Withholding Orders should be sent).

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Employer City:

Employer State: Zip Code (5 digit):

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Employer Phone:

Extension:

Employer Fax:

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E-mail:

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EMPLOYEE INFORMATION

Employee Social Security Number (SSN):

Employee Starting Salary (Monthly):*

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Employee First Name:

Middle Initial:*

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Employee Last Name:

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Employee Address:

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Employee City:

Employee State: Zip Code:

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Date of Hire:

Date of Birth:

Actual First Day of Work:*

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Medical Insurance Company Name:*

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*optional

Reports must be submitted within 10 days of date of hire or rehire

Questions? Call us at (404) 525-2985 or toll-free 1 (888) 541-0469