

NEW HIRE REPORTING INFORMATION FOR NORTH CAROLINA

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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. General Statutes of North Carolina, Chapter 110, Article 9, Section 110-129.2 is the implementation of PRWORA within the State of North Carolina.

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 North Carolina must report on the following employees:

- **New Employees:** Employers must report information on newly hired employees who reside or work in the State of North Carolina. 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 North Carolina. 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.

Employers doing business in the state of North Carolina 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.

4. What information must be reported?

In accordance with the Federal legislation, the State of North Carolina 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

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- The employer's State Employer Identification Number as used on the NCUI01 Employer Tax and Wage Statement.
- The employer's name
- The employer's address
- 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 (optional)
- The employee's date of birth (optional)

5. How and where is this information reported?

The North Carolina State Directory of New Hires offers several options that make it easy for employers to report new hires. The options available are:

Electronic Reporting

- Go to <https://newhirereporting.com/nc-newhire/default.asp> and click "Register" to register to report any new hires on-line.
- Go to <https://newhirereporting.com/nc-newhire/media.asp> for the data specifications and other instructions on how to send a tape, disk or electronic file with new hire reporting information. Mail any disks or tapes to the address below.
- Go to <https://newhirereporting.com/SharedPages/ftp.asp> for instructions on how to send a secure file electronically or additional information on electronic reporting.
- Using software downloaded from the North Carolina New Hire Reporting 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 North Carolina New Hire Reporting Center. To download the software go to: <https://newhirereporting.com/nc-newhire/download.asp>

Non-Electronic Reporting

- Printed List: If you cannot or do not wish to report new hire information electronically, you might be able to have your accounting, payroll, or personnel software create a printed list containing your new hire data. The printed list should contain all of the required information, use at least a 10-point font size, and have the employer's name, Federal Employer Identification Number, and address clearly displayed at the top of the report.
- New hire reporting form: Go to <https://newhirereporting.com/SharedPages/NCform.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.

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- New hire reports may either be faxed or mailed to the following:

Mail reports, disks or electronic tapes to:
North Carolina State Directory of New Hires
PO Box 90369
East Point, GA 30364-0369

Fax reports to:
Toll-free: (866) 257-7005

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 20 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 which are not less than 12 days nor more than 16 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 North Carolina families and helps to keep down the cost of welfare, unemployment and worker's compensation insurance.

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 20 of the hire date.

10. Additional information.

For questions about new hire reporting you can contact the North Carolina State Directory of New Hires toll-free at (888) 514-4568. You can also submit questions electronically by going to: <https://newhirereporting.com/SharedPages/feedback.asp>

North Carolina New Hire Reporting Form

Effective October 1, 1997, North Carolina employers are required to report certain information about employees who have been newly hired, rehired, or have returned to work. Employers must either (1) complete this form, (2) submit a copy of the employee's IRS W-4 form with the employee's date of birth and date of hire filled out on this form, or (3) submit the information by magnetic tape or floppy diskette.

This form may be reproduced as necessary.

Send completed forms to:

North Carolina New Hire Reporting Program
 P.O. Box 90369
 East Point, GA 30364-0369

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) <i>(Please enter the same FEIN used to report the employee's quarterly wages.)</i>											
--						State ID:					
Employer Name <i>(Include middle initial):</i>											
Employer Payroll Address:											
Employer City:											
Employer State:						Zip Code (5 digit):					
Employer Phone (optional):				Extension:				Employer Fax (optional):			
Email Address:											
EMPLOYEE INFORMATION											
Employee Social Security Number (SSN):											
--						Is this employee an Independent Contractor? Yes: No:					
Employee Name <i>(Include middle initial):</i>											
Employee Address:											
Employee City:						Employee State:					
Date of Hire:						Date of Birth:					

Reports must be submitted within 20 days of date of hire or rehire. Failure to report could result in a fine.

REPORTS WILL NOT BE PROCESSED IF REQUIRED INFORMATION IS MISSING.

Call 1-888-514-4568 to obtain information about submitting new hire reports electronically,
 or visit our website at www.ncnewhires.com to report you new hires online.

REV 04/08