# Human Resources Operations Guide

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Position Management and Organization

Pay Plan
Texas Tech University has a list of established position titles we share with Texas Tech University Health Sciences Center as well as the HSC El Paso campus. This list is called the Pay Plan. You can find it on the Human Resources Website or in the HR box of the A&F Work Tools tab on Raiderlink.

Each position has been assigned a position class code noted in the pay plan. The Position Class Code is the alpha numeric combination that communicates which position title you are needing to be assigned to your department.

Link to Texas Tech Pay Plan.

Texas Tech University System's Classified Pay Plan is administered by each component institution’s Human Resources department. Each classified position has a standardized specification with a position code, position class title, position summary, minimum qualifications, exempt/nonexempt status, job category, pay grade, and pay range with set minimum, mid-point, and maximum salary rates. Essential job duties and preferred qualifications are determined by the employing college or department.

Texas Tech University System's Non-Classified Pay Plan is administered by each component institution's Human Resources department. Non-Classified positions are often one of a kind, used by a small number of employees, or are faculty-related and allows flexibility to address the university's unique job market when determining compensation. Non-Classified positions are often recruited for nationally or internationally and typically require a specific degree and/or specialized training. Non-Classified positions have standardized specifications with a position code, position class title, minimum qualifications, exemption status, and job category. Essential job duties are determined by the employing college or department.
Both the classified and non-classified plans can be searched by using the search box at the top of the document and sorted by clicking the various column titles.

Clicking on the individual titles will bring up information for that position title only.
Position Number
A Position Number is the T, S or W number that is used to assign a position to an organization or department. The alpha part of the position number will be determined by the chart of account in which the position will be funded or paid.

- T = Texas Tech University Funds
- S = Texas Tech University System Funds
- W = Federal Work-Study Funds

The numeric portion of the position number is assigned by Human Resources. New positions or existing positions can be used in ePAF transactions.

Requesting a new position is done with a form called the New Position/Reclassification Request Form. You will use the information from the Pay Plan to fill in the New Position/Reclassification Request Form.

Filling out the New Position/Reclassification Request Form
A checklist has been provided below to ensure all fields are completed.

New Position:
- Department Contact Information – This should be the person to be notified after the new position number has been created and activated or the Reclassification has been.
- New Position Request Information – Information about the position can be found in the pay plan.
  - Select position – Staff, Faculty, Student
  - Select S/P – Single or Pooled *Note, most staff and faculty positions are single. Most student positions are pooled. Contact HR Compensation Operations if you have questions.
  - Security Level – Level I is background check only; Level II is background check and drug test.
  - Position Class Code – From pay plan.
  - Title – From pay plan.
  - FTE – Full Time Equivalent
    - 40 hours per week = 1.0 FTE
    - Less than 40 hours per week = hours worked per week / 40.
  - Monthly or Hourly Rate – Monthly rate for exempt positions; Hourly rate for non-exempt positions.
  - Home Organization – Organization code where the position is to reside.
  - Date – Date in which the position should be active.
  - Estimated Annual Cost – Cost per year for this position (base salary only, do not include fringe cost).
- Labor Distribution (Funding Source) – FOAP information from which the position will be funded.
Comments/Justification – reasons for the position. Any information you want to communicate to the approvers.

Approvals – approval levels based on your organization’s hierarchy. Department is responsible for acquiring the Department Head; AVP/Dean and Provost/Vice President before sending to Human Resources. HR will process the request and forward to Budget for approval and position activation.

Position Description and Org Chart – For staff requests the position description and an updated organizational chart noting where the new position will be placed within the organization should be attached.

New Position Number – the new position number will be emailed back to you when it has been activated.

Reclassification:

Department Contact Information – This should be the person to be notified after the new position number has been created and activated or the Reclassification has been.

Reclassification of an Existing Position Number – A list of all current Position Numbers assigned to your department can be found via Cognos Report RPT_PBUD_002
  - Home Organization – Organization code where the position is to reside.
  - Current Position Number – The number of the position you are reclassing
  - Incumbent Name – The name of the employee you are reclassing. If the position is vacant, put “vacant”
  - Tech ID – The R# of the employee. If vacant, leave blank.
  - Current:
    - FTE – Full Time Equivalent
      - 40 hours per week = 1.0 FTE
      - Less than 40 hours per week = hours worked per week / 40
      - [link to FTE calculator]
    - Eclass – From pay plan (Employee Class)
    - Monthly Salary/Hourly Rate – Monthly salary for exempt or hourly rate for non-exempt
    - Position Class Code – From pay plan.
    - Title – From pay plan.
  - Proposed:
    - FTE – Full Time Equivalent
      - 40 hours per week = 1.0 FTE
      - Less than 40 hours per week = hours worked per week / 40
      - [link to FTE calculator]
    - Eclass – From pay plan (Employee Class)
    - Monthly Salary/Hourly Rate – List monthly salary for exempt or hourly rate for non-exempt
    - Position Class Code – From pay plan.
    - Title – From pay plan.
  - Estimated Additional Annual Cost – Increase of cost over one year from the current
position to the proposed position.
  
  - **Effective Date** – Date in which the reclassed title will take effect
  - **Labor Distribution (Funding Source)** – FOAP information from which the position will be funded.
  - **Comments/Justification** – Short explanation of the reason for the reclass. Any information you want to communicate to the approvers.
  - **Approvals** – Approval levels based on your organization’s hierarchy. Department is responsible for acquiring the Department Head, AVP/Dean, and Provost/Vice President before sending to Human Resources. HR will process the request and forward to Budget for approval.
  - **Position Description and Org Chart** - For staff requests the position description and an updated organizational chart should be attached.
  - **Approval Email** – Once HR has received approval from Budget, the completed form will be forwarded to you.
  - **Effective Date Deadlines** –

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Non-Exempt</th>
<th>Exempt</th>
</tr>
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<tbody>
<tr>
<td>1st of the month</td>
<td>15th of the same month</td>
<td>20th of the same month</td>
</tr>
<tr>
<td>16th of the month</td>
<td>last day of the month</td>
<td>NA</td>
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</tbody>
</table>

**Posting the New Position**

After you have received the new position number, most faculty and staff positions will need to be posted using the Kenexa applicant tracking system. Human Resources Talent Acquisition maintains the Kenexa system and conducts training on how to use this system. Registration for training classes is done through Cornerstone. The Managers and Supervisor Hiring Tool-Box is also a useful resource for posting a position and the interview process that follows.

Currently student, temporary worker, or non-compensated positions do not need to be posted. However, the department can post them if they choose.
**Fair Labor Standards Act**

The **Federal Fair Labor Standards Act (FLSA)** establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and local governments.

**Nonexempt vs Exempt**

**Nonexempt Employees**
- ☐ Entitled to overtime pay
- ☐ Can earn any amount above the federal/state minimum wage
- ☐ Can work in any field
- ☐ Do not need to meet Duties Test

**Exempt Employees**
- ☐ Not entitled to overtime Pay
- ☐ Must earn at least $48,000 annually
- ☐ Job must fit into specific categories
- ☐ Must meet Duties Test

These employees must meet certain criteria to be considered exempt under FLSA guidance. The [Exemption Fact Sheet](#) will help determine if the position is eligible for an FLSA exemption.

You will need to know if a position is exempt, non-exempt, faculty, staff, or student in order to choose the correct ePAF type to process.

**Minimum Wage**

**OP 70.14: Compensation Policy**
- Federal: $7.25
- Texas State: $7.25
- TTU Full-Time and Part-Time Staff: $13.00

**Overtime**

**OP 70017: Overtime**

Nonexempt Employees are subject to overtime pay when the employee works over 40 hours during the work week. Overtime pay is calculated at time-and-a-half pay for all hours actually worked in excess of 40 hours during one work week. State agencies are allowed to pay overtime as comp time that the employee can take as leave time when requested. At Texas Tech University, we pay the employee the straight time portion of the pay and accrue the one-half portion as comp time that can be taken by the employee or, if not used by March 31st, is paid out on an annual basis. All overtime for non-exempt employees should be approved in advance by their supervisor.
Hours Worked

**FLSA Fact Sheet**

In general, “hours worked” includes all time and employee must be on duty, on the employer’s premises, or any other prescribed place of work. This also includes an additional time the employee is allowed (i.e., suffered or permitted) to work. For more information, please click on the FLSA Fact Sheet above.

Record Keeping

**TTU Reporting Hours**

All non-exempt employees are required by FLSA law to submit a daily record of actual hours worked and applicable leave usage. Per TTU policy, exempt employees will submit monthly reports of leave usage.

Child Labor Laws

**Texas State Child Labor Laws**

TTU does allow children under the age of 18 to be hired. However, due the strict laws around the work duties that child can perform, we ask that departments considering hiring anyone under 18, first contact HR.

Break Time for Nursing Mothers

**OP 70.46: Break Time for Nursing Mothers**

TTU provides two breaks per day of up to 20 minutes, one in the first four hours of the workday and one in the last four hours of the workday, will be compensated. Any time in excess of 20 minutes per break shall either be made up by extending the workday or taken as vacation or leave without pay and will be coordinated with the immediate supervisor. An employee is required to work with their supervisor to develop a schedule for breaks that ensures the least amount of disruption to the work of the employee's department.

TTU has renovated five rooms across campus to create a safe, quiet, and private place to express milk during work hours. Rooms are available to all nursing mothers who are TTU employees or students. Safe, efficient, and sanitary hospital-grade electric pumps are located in each nursing room. However, the employee or student will need to bring their own breast milk collection kit. More information can be found [here](#).

Pay Equity

All staff reclassification and hire request are reviewed by HR Comp and Ops for equity. If the proposed pay would cause the employee to make significantly more or less (i.e. $5,000 or more) than someone with the same title in the same department, than the department will be asked to complete a [Pay Rate Justification Form](#).
Remote Work Policy

**OP 70.49: Remote Work**

**Remote Work Guide**

A Remote Work Agreement (RWA) is needed for all remote work that is considered “ongoing” (i.e., 2 days or more for 1 month or longer) and for all remote work that will take place outside of the state of Texas, regardless of the length of time. The RWA must be completed and approved before the employee begins working remotely. If at any time an employee wants to change their remote work location, a new RWA must be submitted and approved.

Below is a brief overview of the Remote Work Agreement process:

- The employee who is requesting to work remotely will go to the Remote Work Agreement page
- Click “Start Agreement”
- Complete form & Submit
- Supervisor will receive an email to review the request
  - Write a justification for the request
  - Review all info and check for accuracy
  - Approve, Return for Revisions, or Deny
    - If approving, the supervisor will put in the next level approver’s info
- Once all departmental approvals have taken place all RWAs final destination will be the President (send to Grace Hernandez), however out of state request will first be routed to General Counsel (done automatically)
- Once completely approved an email notification will be sent to the employee and HR
What is an ePAF?
An Electronic Personnel Action Form or ePAF is a system delivered from our vendor that allows departments to communicate employee appointments to the payroll system for payment of wages.

Currently there are 41 different types of ePAF transactions. It will be very important to understand certain information about positions and appointments so the correct ePAF type is selected from the beginning.

Introduction to ePAF Groups
There are 5 different ePAF groups that our 41 ePAF types can be classified under. Choosing a group of ePAFs will narrow down the ePAF choices which will give the originator better direction when choosing the correct ePAF type.

A person’s current employment relationship with Texas Tech University System will also help the originator choose the correct ePAF group.

The Employee Relationship Diagram below illustrates the various “current employment” situations in which a person can be in and what ePAFs are used for each stage.

Employee Relationship Diagram

**Entering TTU workforce from Employment Outside of Texas Tech University System**

**Within Texas Tech University System**
Includes – TTU, TTUS, TTUHSC, TTUHSC – El Paso

**Exiting TTU workforce to Employment Outside of Texas Tech University System**

**Within My Department/Organization**
Job Begin ePAFs
Add Secondary ePAFs
Modify Job ePAFs
End Job ePAFs

**New Hire ePAFs**
Transfer Gaining ePAFs

**Transfer Losing ePAFs**
Termination ePAFs
The 5 ePAF groups are:

1. **Primary Jobs ePAFs** – These ePAF types establish a primary job for an employee.
   a. *New Hire ePAFs* establish employment with Texas Tech from another employer or unemployment.
   b. *Transfer Gaining ePAFs* are used to move employees from their current position and home organization to a new position and home organization.
   c. *Job Change Begin ePAFs* are used to start or re-start a position for a person that is already assigned to your organization.

2. **Secondary Jobs ePAFs** – Are used to add an additional position number to a person with a primary position already assigned. Secondary jobs can be from the same organization or with a different organization, but the total FTE for one individual cannot exceed 1.0 for faculty and staff positions or 0.5 for student positions.
   a. *Add Secondary Job* – Adds additional FTE to a person.
   b. *Add Overload* – Adds pay only while the FTE is 0. Only for full time exempt employees. Will have specific suffix dependent on the type of payment (determined by Earn Code). Overloads must end each fiscal year and are reappointed if the payment will continue. Jobs assigned with the Add Overload ePAF are not included in the Budget preparation cycle.
   c. *Retiree Returning to Work* – Adds a job with FTE to a person who is receiving retiree insurance benefits from Texas Tech.

3. **Modifying Jobs ePAFs** – Are used to change pay, FTE or funding source.
   a. *Pay Change* is used to change the rate of pay of an employee. Funding sources can be changed at the same time with this ePAF.
   b. *FTE Change* is used to change the FTE and rate of pay of an employee. Funding sources can be changed at the same time with this ePAF.
   c. *Labor Change* is used to change funding source only.

4. **Ending Jobs ePAFs** – End the appointment of an employee. The appointment can be either a primary or secondary job.
   a. *Termination* – Ends the employee’s employment relationship with Texas Tech.
   b. *Transfer Losing* – Ends the employee’s employment with an organization but does not end employment with Texas Tech University. This sets the stage for a transfer to a new organization.
   c. *End Job* – Ends the job within an organization but keeps the employment relationship with the organization.

5. **Multi-Action ePAFs** – Allow the originator to combine the actions of two ePAFs into one transaction.
   a. *End/Begin* – End one job and begin a new job within the same department or transfer out of one organization and transfer into the new organization.
   b. *Begin/End* – Assign a job but include a future end date.
   c. *End a Primary and Secondary job* – End a secondary job and end the primary job with one transaction.
How to Use the ePAF Guide

Each ePAF transaction is split up into various sections, the first few sections and the last two sections will always be the same for every ePAF transaction. The middle sections will be different depending on what action the originator is taking to an employee’s record.

The originator will use this guide to look up the various sections of the ePAF and learn how to fill out the fields within that section. We have color coded the middle sections to help the originator find the corresponding information in this guide. The information within each section will assist the originator in completing the ePAF transaction successfully.

Note:
- The sections with no color will be on each ePAF transaction.
- The middle sections will not appear in every ePAF transaction.

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Starting an ePAF Transaction
There are several things an ePAF originator will need to know in order to choose the right ePAF type and start the ePAF transaction to get an appointment assigned. This information can sometimes be retrieved from the Kenexa offer document, from the employee’s supervisor or from the biographic data form the new employee has completed.

The ePAF application can be located by using Raiderlink. Go to the A & F Work Tools and look for the Human Resources Channel.
We have provided a checklist of things you need to know to help you gather information for the ePAF transaction and to assist you in choosing the correct ePAF type:

- Employee’s identifying information
  - First and Last Name
  - Social Security Number
  - Date of Birth
  - R ID (if this information is known)
  - Current affiliation with the University (if any)
- Position number the person will be assigned
- FTE
- Rate of pay
- Funding source (FOAP)

Each new ePAF transaction will start with the same screen in which the originator will navigate through.
EPAF Person Selection

The ePAF Person Selection screen is where the originator will select the employee, enter the query date and choose the ePAF type (approval category). Once those are selected and populated with data, the originator can view the employee’s past and active appointments.

Select the Employee:

All students, employees and vendors are assigned a 9-digit number beginning with “R”. This number is sometimes referred to as an R ID, R# or employee/student ID number. These are as unique as social security numbers and no one should have more than one. It is possible for an individual to have an R ID but not know what it is.

If the employee’s R ID number is known, the originator will type that number into the ID field using the format RXXXXXXXX (this is case-sensitive, use a capital R). Press tab and the person’s name should appear in the second box.

If the person’s R ID number is unknown, the originator can use the magnifying glass to search for someone by name and/or social security number.

The last name and first name fields on this screen are not case-sensitive. If searching by SSN, enter 9-digits without hyphens.
For new hires only: It is possible for an individual to have an R ID but not be aware of it. Also, the Kenexa system may be able to assign an R ID but fail to generate an ePAF transaction. In those cases, the originator will need to start their own new hire ePAF transaction but use the R ID created in a prior process. That R ID can be found by using the search screen.

After confirming the person does not have an existing R ID number, click the 🚨 icon to generate a new R ID. ALWAYS search for the individual before generating.

The ID field will read GENERATED throughout the creation of the ePAF. The R ID will be assigned once the ePAF has successfully submitted.
Query Date:
The **Query Date** will default to today’s date. The originator will need to change this date to reflect the hire date, or the action effective date of the job to be added, modified, or ended. Notice the date format of MM/DD/YYYY. If the query date is entered incorrectly, the originator will **NOT** be able to edit later. A new ePAF must be started.

Choosing Query Date:
- *When adding primary appointments* – The query date will be the date the employee begins working in the position. If employee begins on first workday of the month, use the 1st as the query date. For transfers and job changes, the date should follow the end date of previous appointment so there is not a break in service. 9-month appointments typically follow the academic payroll schedule (9/1-1/15, 1/16-5/31, 6/1-7/15, 7/16-8/31).
- *When adding secondary appointments* – the query date will be the date the employee begins working in the secondary position. 9-month appointments typically follow the academic payroll schedule (9/1-1/15, 1/16-5/31, 6/1-7/15, 7/16-8/31).
- *When modifying primary or secondary appointments* – the query date will be the date the change occurs; typically, the beginning of a pay period. If the change started prior to the **Last Paid Date** on the appointment, the query date will be the *first* day of *next* pay period. The **Last Paid Date** is defined as the last date of a pay period in which an employee was processed through payroll.
  - *Example:* an employee’s pay was to be increased on 1/1 but last paid date is 1/15. The originator will need to use a query date of 1/16. The personnel date of 1/1 will be used
later in the ePAF. In this example, the department will need to process a manual check request to have the increased pay from 1/1 to 1/15 paid out to the employee.

- **When ending appointments** – the query date will be the date in which the appointment ends, or the end of the pay period. If the employee works the last workday of the month, use the last day of the month as the query date. 9-month appointments typically follow the academic payroll schedule (9/1-1/15, 1/16-5/31, 6/1-7/15, 7/16-8/31). If an appointment ended prior to the last paid date on the appointment, the query date will be the same as the last paid date.
  - *Example*: an employee’s appointment ended 1/15 but Last Paid Date is 1/31. The query date will be 1/31. The personnel date of 1/15 will be used later in the ePAF.

- **When using multi-action ePAF transactions** – The query date will vary based on which actions or ePAF transaction the originator is using. For multi-action ePAFs that allow the originator to
  - *End a Job then Begin a New Job*: the query date will be the date the new appointment begins.
  - *Begin a New Job and add a Future End date*: the query date will be the date the new appointment begins.
  - *End Two Jobs at once*: the query date will be the date the job will end.

---

**Choosing EPAF type:**
The **Approval Category** is the vendor’s description of the ePAF type. The drop-down box includes the ePAF types for the HSC and El Paso entities. We will only use the first 41 which all begin with “TTU”.

The originator will need to select the appropriate ePAF based on the type of action or change to the employee’s job or jobs (i.e. New Hire, Pay Change, Transfer, etc.). Refer to the **Employee Relationship Diagram** and 5 **ePAF groups** to determine which ePAF type would be best to use.
Nonexempt, exempt and faculty ePAF type choices will be based on the type of position and action to be processed for the employee.
When the ID, query date and ePAF type are selected, the employee’s active jobs will appear below the “Go” button. If the employee does not have an active job, the message will appear below:

**New EPAF Person Selection**

* - indicates a required field.

**ID:** GENERATED

**Query Date: MM/DD/YYYY** 01/01/2020

**Approval Category:** TTU New Hire Nonexempt, TNHN

**Go**

⚠️ There are no active jobs based on the Query Date.

**All Jobs**

Clicking the “All Jobs” button will allow the originator to view all (active and past) appointments held by the employee.

If there are no appointments, the message will read:

**New EPAF Person Selection**

* - indicates a required field.

**ID:** GENERATED

**Query Date: MM/DD/YYYY** 01/01/2020

**Approval Category:** TTU New Hire Nonexempt, TNHN

**Go**

⚠️ There are no jobs based on the Query Date.

**Active Jobs**

Clicking “Active Jobs” again will allow you to return to the list of active appointments.
The table, *Employee Job Assignments*, gives the originator an overview of employee appointments with key information that may need to be taken into consideration.

**Type:** indicates whether the appointment is/was Primary or Secondary.

**Status:** indicates whether the appointment is/was Active or Terminated. This refers to the status of the APPOINTMENT only, not the employee. An appointment may be terminated but the employee relationship with the university is not terminated.

**Time Sheet Organization:** indicates which department holds the appointment.

**End Date:** indicates the date the appointment ended or will end. A blank field means the department has not submitted an end date.
**Last Paid Date**: last date of a pay period in which an employee was processed through payroll.

- Query dates for ending appointments can match the Last Paid Date.
- Query dates for modifying appointments must be after the Last Paid Date.

---

**New EPAF Person Selection**

Enter an ID, select the link to search for an ID, or generate an ID. Enter the Query Date and select the Approval Category. Select Go.

* - indicates a required field.

**ID**: [Input Field]

**Query Date**: 02/01/2020

**Approval Category**: TTU Add Secondary Job NonExempt, TSJN

---

**Employee Job Assignments**

<table>
<thead>
<tr>
<th>Type</th>
<th>Position/Suffix</th>
<th>Title</th>
<th>Time Sheet Organization</th>
<th>Start Date</th>
<th>End Date</th>
<th>Last Paid Date</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>T92611</td>
<td>00 Lead Specialist</td>
<td>H15000, Human Resources</td>
<td>Oct 01, 2019</td>
<td>Dec 31, 2019</td>
<td>Active</td>
<td></td>
</tr>
<tr>
<td>Primary</td>
<td>T97142</td>
<td>00 Student Assistant</td>
<td>H15000, Human Resources</td>
<td>Feb 06, 2017</td>
<td>Sep 30, 2019</td>
<td>Sep 30, 2019</td>
<td>Terminated</td>
</tr>
</tbody>
</table>

---

[Return to EPAF Menu]
**Address and Telephone Selection**

The **Address and Telephone Selection** screen allows the originator to see if a work address and work telephone number have already been assigned to the employee.

The originator will ALWAYS choose the active record when the option is available. The work address and telephone number will be entered or corrected later in the ePAF data entry.

Select the existing Texas Tech Work record. DO NOT select the New Record. Click ‘Go’ to proceed to the next screen.
EPAF Job Selection

The **New EPAF Job Selection** screen is where the originator will choose the position number and suffix combination that will be assigned, modified or ended.

**Assigning primary and secondary jobs:**
Enter the position number and suffix in the **New Job** line. Each department has a list of position numbers assigned to the Home Organization. All primary appointments and most secondary appointments use a **00** suffix. If the employee is being reappointed to a previously held job (position #-suffix), the originator can select the ended appointment by clicking the radial button on the right. (The “All Jobs” button will show the employees past appointments.)

Secondary appointments on a position number which is currently assigned to the employee will use a different suffix to distinguish it from the primary. Summer appointments of 9-month faculty/students use 10, 20 or 30, etc when the primary appointment is on summer leave without pay. HR may advise the use of a Z1 suffix under certain circumstances. These secondary appointments will have an assigned FTE.

The department may assign additional payment with 0 FTE to full time exempt employees using an overload appointment. Part time employees are employees are not eligible for overloads; additional FTE must be assigned instead. Non-exempt employees are not eligible for overloads; all time worked is reported on timesheets and overtime rates apply for work above 40 hours in a week.
Assigning overload jobs:
Enter the position number and suffix in the New Job line. The position number may be the same as
the employee’s primary appointment or another position number assigned to the department.
The appropriate suffix for an overload appointment is dependent on the Earnings Code that best
describes the payment. The suffix options below are assigned to specific the Earnings Code which will
be used in the Default Earnings section of the ePAF.

<table>
<thead>
<tr>
<th>Earning Code</th>
<th>Earn Code Definitions</th>
<th>Suffix Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADC</td>
<td>Additional Compensation</td>
<td>A1, A2, A3, etc.</td>
</tr>
<tr>
<td>ADM</td>
<td>Administrative Duties</td>
<td>D1, D2, D3, etc.</td>
</tr>
<tr>
<td>ECH</td>
<td>Endowed Chair</td>
<td>C1, C2, C3, etc.</td>
</tr>
<tr>
<td>EPR</td>
<td>Endowed Professor</td>
<td>G1, G2, G3, etc.</td>
</tr>
<tr>
<td>INT</td>
<td>Interim Duties</td>
<td>K1, K2, K3, etc.</td>
</tr>
<tr>
<td>CAR</td>
<td>Car Allowance</td>
<td>P3</td>
</tr>
<tr>
<td>HOU</td>
<td>Housing Allowance</td>
<td>H1</td>
</tr>
<tr>
<td>OTB</td>
<td>Other Taxable Benefit</td>
<td>B1</td>
</tr>
</tbody>
</table>

If the employee will have multiple overload appointments with the same Earnings Code, select the
next sequential suffix option. For example, if an Assistant Professor has an existing A1 appointment,
select the A2 suffix option to add another appointment with the ADC Earnings Code. But if the second
appointment will be for administrative duties (ADM) select D1.
Modifying or Ending:
The originator will select the active appointment they are modifying or ending.

The originator will click Next Approval Type once the job is selected. The subsequent screens will require the originator to make sure the correct job is selected for each section heading. These headings will make up the different ePAF sections. The number of section headings will vary based on the ePAF type selected – some only have one section, others have nine. As long as “Next Approval Type” is visible, it is the appropriate button to click. If the wrong job is selected, the ePAF will be unusable and the originator will need to start the ePAF over.

When Next Approval Type is no longer on the screen, the originator will click Go to create the ePAF.
Reviewing the ePAF Before Data Entry:
The ePAF will generate with the section headings followed by the position-suffix and title. The originator will need to look over the created ePAF transaction to ensure that each section has the correct position number assigned to each section of the ePAF. This step is very important when processing multi-action ePAF transactions. End Old-Begin New multi-action ePAFs require the originator to select different position numbers for the end job section versus the new job and subsequent sections which will all match.

If the Position-Suffix and Title are missing, the transaction is corrupted, and the originator must start a new ePAF.
Person: General Person Data

The **Person: General Person Data** section appears in ALL new hire ePAF transactions. This section collects general personal data about the new employee.

If the employee already has an R ID number, some of the data may be available in the Banner system. This data is pulled into the general person section under the current value column. The ePAF originator can make changes to that existing data by filling in new information under the new value column. If the data under the current value column is correct, the originator will still need to copy that data over to the new value column for the ePAF to be submitted successfully.

The originator will fill in each data field marked with a red asterisk (*). Fields highlighted in yellow will be personal information acquired from the employee. The [biographical data form](#) will give the originator this information.

Fields highlighted in purple will be information based on the department organization in which the employee will be appointed. Notice the address is the Mail Stop location in the format of MSXXXX (no spaces). The work phone number should be the department’s phone number starting with 742XXXX (no dash and no spaces).

<table>
<thead>
<tr>
<th>Field</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>ID:</td>
<td>R019999999</td>
<td>R011000000</td>
</tr>
<tr>
<td>First Name:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Middle Name:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Last Name:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SSN/SSN/TIN:</td>
<td>S555555555</td>
<td>S555555555</td>
</tr>
<tr>
<td>Name Prefix:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name Suffix:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sex:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Birth Date: MM/DD/YYYY*</td>
<td>01/02/1991</td>
<td>01/02/1991</td>
</tr>
<tr>
<td>Citizenship:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ethnicity:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Veteran File Number:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Veteran Classif.:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Date of Discharge: MM/DD/YYYY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Armed Forces Medal: <em>(Not Enterable)</em></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Address From Date: MM/DD/YYYY#</td>
<td></td>
<td>02/01/2020</td>
</tr>
<tr>
<td>Address Type: (Not Enterable)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address Sequence No.:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address Line 1:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address Line 2:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address Line 3:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>City:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ZIP or Postal Code:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>County:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nation:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telephone Type: (Not Enterable)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telephone Seq. No.:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Area Code:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telephone Number:</td>
<td>74238531</td>
<td></td>
</tr>
<tr>
<td>Phone Extension No.:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
If the ePAF transaction will create an R ID for the new employee, the ID field will be marked as GENERATED. This will remain until the ePAF is submitted for approval. There is no current value column in ePAF transactions where an R ID is being generated. The ePAF originator will be required to put in all data for this brand-new employee.
Work Address Update

The **Work Address Update** section appears on all transfer ePAFs and allows the originator to update the work address and telephone number of the employee. This information is based on the department/organization in which the employee will be appointed. Notice the address is the Mail Stop location in the format of MSXXXX (no spaces). The work phone number should be the department’s phone number starting with 742XXXX (no dash and no spaces).
Employee Record

The **Employee Record** section will create the employee record for the employee being appointed. The employee record will consist of the employee class, leave category, benefit category, full time or part time status, assigned home chart of account, assigned home organization, distribution chart of account and distribution organization, current hire date and location code.

The originator can refer to the Employee Record Job Aid to identify the correct **Employee Class Code**, **Leave Category Code**, **Benefit Category** and **FT/PT Status** for the employee.

The originator will choose the correct corresponding employee class, leave category and benefit category that goes with the position being assigned. That information is entered into the 4 data fields highlighted below in the ePAF.
The *Home COAS, Home Organization, Distribution COA* and *Distribution Orgn* will all be based on the home organization the employee will be assigned to. That information is entered into the next 4 data fields of this section of the ePAF.

The **Current Hire Date** will default from the query date of the ePAF and should reflect the hire date or start date in which the employee begins working in the department. The **Location Code** is chosen from a drop-down menu and should be the building in which the employee will be assigned to work or where the office is located.
**Job Information**

The **Job Information** section is where the originator will assign specific data elements about the job in which the employee will be assigned. This section is essentially the same for both nonexempt and exempt positions, but we will point out the specific areas in which they differ. The first few data fields of the **job information** section are for dates.

The **Job Begin Date** will remain as the defaulted date unless the employee has held the same position in the past. In this case, the originator will need to change the **Job Begin Date** to match the current value date from the past appointment.

The **Jobs Effective Date** will remain the same as the defaulted date which should match the query date entered in the first part of building the ePAF transaction.

The **Personnel Date** will also be the same as the jobs effective date and the query date and will only be different when the ePAF will be changing job information in a past payroll period giving the position a last paid date. Other considerations need to be taken if the originator is changing job information that is in a past payroll period (i.e. manual check request processing, EOPS processing).

*Note: Date data entry is the same for these fields in exempt, nonexempt or faculty ePAF transactions.*
Pay Information:
In nonexempt ePAF transactions, the originator will enter the **Hourly Rate**. The hourly rate must meet the minimum of the pay grade and cannot exceed the maximum of the pay grade (without special permission from the President’s Office). This information can be found in the pay plan. Hourly rate can be figured by using the following calculation:

**Annual Salary to be paid to the employee / 2080 / FTE = Hourly Rate for the ePAF field**

Example: the employee is to be paid $25,000 for 50% FTE or 20 hours per week of work. The hourly rate would be $24.04 per hour.

---

**New Job Nonexempt, T97798-00 Senior Business Assistant, Last Paid Date: Dec 15, 2019**

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Begin Date: MM/DD/YYYY</td>
<td>03/09/2015</td>
<td>03/09/2015</td>
</tr>
<tr>
<td>Job Type: * (Not Enterable)</td>
<td>Primary</td>
<td>P</td>
</tr>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY</td>
<td>09/01/2019</td>
<td>01/01/2020</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY</td>
<td>09/01/2019</td>
<td>01/01/2020</td>
</tr>
<tr>
<td>Step: * (Not Enterable)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Hourly Rate: *</td>
<td>13.119444</td>
<td>24.04</td>
</tr>
<tr>
<td>Job Status: * (Not Enterable)</td>
<td>Active</td>
<td>A</td>
</tr>
<tr>
<td>Position Title: (Not Enterable)</td>
<td>Senior Business Assistant</td>
<td></td>
</tr>
<tr>
<td>FTE: *</td>
<td>1</td>
<td>0.5</td>
</tr>
<tr>
<td>Job Change Reason: *</td>
<td>SPUPL</td>
<td>REAPT, Reappointment</td>
</tr>
<tr>
<td>Timesheet COA: *</td>
<td>T</td>
<td></td>
</tr>
<tr>
<td>Timesheet Orgn: *</td>
<td>C17030</td>
<td></td>
</tr>
<tr>
<td>Time Entry Method:</td>
<td>Third Party with Approvals</td>
<td></td>
</tr>
<tr>
<td>Premium Pay Code:</td>
<td>LONG</td>
<td></td>
</tr>
<tr>
<td>Supervisor ID: *</td>
<td>R11434767</td>
<td></td>
</tr>
</tbody>
</table>

Pay Information:
In *exempt* ePAF transactions, the originator will enter the **Annual Salary**. This field is independent of the FTE; the annual salary entered will not be changed by the FTE. The annual salary must meet the minimum of the pay grade and cannot exceed the maximum of the pay grade (without special permission from the President’s Office). This information can be found in the pay plan.

For **Staff, 12-month Faculty and Graduate Research Assistants** the annual salary is the monthly amount to be received multiplied by 12. Annual salary for 12-month employees can be figured by using the following calculation:

**Monthly Salary to be paid to the employee X 12 = Annual Salary for the ePAF**

Example: the employee is to be paid $5,625.00 per month at 100% FTE or 40 hours per week. The Annual Salary will be $67,500.00
Pay Information:

In ePAF transactions for 9-Month Faculty, Graduate Teaching Assistants and Graduate Part-Time Instructors, the originator will enter the 9-month Annual Salary. This field is independent of the FTE; the annual salary entered will not be changed by the FTE. For these appointments, monthly salary is multiplied by 9. It can be figured by using the following calculation:

**Monthly Salary to be paid to the employee X 9 = Annual Salary for the ePAF**

Example: the employee is to be paid $6,666.67 per month at 100% FTE or 40 hours per week for 9 months only. The Annual Salary will be $60,000.
FTE is the abbreviation for Full Time Equivalent. This figure represents the employee’s workload. FTE is based on the number of hours per week the employee will work. A full-time employee, or 100% FTE employee, will work 40 hours per week. An employee’s FTE can be figured by using the following calculation:

\[
\text{Number of Hours the employee works in one week/40 hours} = \text{FTE}
\]

Example: An employee works 27 hours per week. The FTE for that employee would be 0.675 or 67.5%.

---

**New Job Nonexempt, T97798-00 Senior Business Assistant, Last Paid Date: Dec 15, 2019**

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Begin Date: MM/DD/YYYY*</td>
<td>03/09/2015</td>
<td>03/09/2015</td>
</tr>
<tr>
<td>Job Type: *(Not Enterable)</td>
<td>Primary</td>
<td>P</td>
</tr>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>09/01/2019</td>
<td>01/01/2020</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td>09/01/2019</td>
<td>01/01/2020</td>
</tr>
<tr>
<td>Step: *(Not Enterable)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Hourly Rate: *</td>
<td>13.119444</td>
<td>24.04</td>
</tr>
<tr>
<td>Job Status: *(Not Enterable)</td>
<td>Active</td>
<td>A</td>
</tr>
<tr>
<td>Position Title: *(Not Enterable)</td>
<td>Senior Business Assistant</td>
<td>Senior Business Assistant</td>
</tr>
<tr>
<td>FTE: *</td>
<td>1</td>
<td>.5</td>
</tr>
<tr>
<td>Job Change Reason: *</td>
<td>SPUPL</td>
<td>REAPT, Reappointment</td>
</tr>
<tr>
<td>Timesheet COA: *</td>
<td>T</td>
<td>T</td>
</tr>
<tr>
<td>Timesheet Orgn: *</td>
<td>C17030</td>
<td>C17030</td>
</tr>
<tr>
<td>Time Entry Method:</td>
<td>Third Party with Approvals</td>
<td>Employee Time Entry via Web</td>
</tr>
<tr>
<td>Premium Pay Code:</td>
<td>LONG</td>
<td>LONG</td>
</tr>
<tr>
<td>Supervisor ID: *</td>
<td>R11434767</td>
<td>R11434767</td>
</tr>
</tbody>
</table>

*Note: Data entry for FTE is not different in exempt, nonexempt or faculty ePAF transactions.*

The **Job Change Reason, Timesheet COA** and **Timesheet Orgn** will appear in various ways in this section of the ePAF depending on what type of ePAF the originator is processing.

The **Job Change Reason** will be the reason for the ePAF transaction. In new hire ePAFs, this field is not enterable as the data defaults to new hire. In other ePAFs such as Pay Change or FTE Change ePAFs, this field is open for the originator to identify the reason. The originator should review the drop-down list and choose the reason that best fits the situation.

The **Timesheet COA** and **Timesheet Orgn** will appear for nonexempt ePAF transactions so that originator can identify where the time sheet will be routed.

**Time Entry Method** is where the originator will identify which time keeping system the employee will be using to report hours worked. **Employee Time Entry via Web** is used for employees who will enter time in Web Time Entry on Raiderlink. **Third Party with Approvals** is used for employees who will enter time in Time Clock Plus.
The **Premium Pay Code** field will always be “Not Selected” unless you are assigning a full time staff employee. If this field needs to be changed, the originator will select “LONG” for Longevity pay to be applied to the employee’s appointment. “HAZ” for Hazard pay is for peace officers and may only be used by the TTU Police Department.

The **Supervisor ID** will always be the R ID of the individual that will serve as the employee’s supervisor. This field will set up access in the electronic Performance Management system (ePM system) for the supervisor to establish a Position Description and Evaluation for the employee.
Encumbrance 9-month

The **Encumbrance** section is only used in ePAFs for 9-month appointments (Faculty, Instructor, GPTI/TA). This section will have a **Job Begin Date**, **Encumbrance Begin Date** and **Encumbrance End Date**. When doing 9-month epafs, it is important to remember the semester dates:

- **Fall**: 9/1 – 1/15
- **Spring**: 1/16 – 5/31
- **Summer I**: 6/1 – 7/15
- **Summer II**: 7/16 – 8/31

The **Job Begin Date** will remain as the defaulted date unless the employee has held the same position in the past. In this case, the originator will need to change the **Job Begin Date** to match the current value date from the past appointment.

The **Encumbrance Begin Date** is the date in which the ePAF originator intends for funds to begin to be held to pay for an employee’s appointed job. The encumbrance begin date will default based on the query date. Because these are 9-month appointments, the query date should be the beginning of the semester: 9/1, 1/16, 6/1, or 7/16.

The **Encumbrance End Date** is the date in which the ePAF originator intends for funds to be released from an employee’s appointed job. The encumbrance end date will be the end of the semester for which the originator is appointing: 1/15, 5/31, 7/15, or 8/31. The Encumbrance End Date will NOT end the appointment. To end the appointment, an ePAF must be submitted.
Summer Leave Without Pay for 9-month Appointments
If a 9-month appointment is not ended 5/31, it will be placed on Leave Without Pay (LWOP) for the summer. Sometime during the month of May, an automated script will insert a 6/1 effective date for a leave without pay record on active 9-month appointments (if a 5/31 end date is in place, the script will not affect the appointment).

Secondary and overload appointments using a default earnings code other than RGS must end 5/31. The department will be responsible for ending these appointments so the employee will not be overpaid through the payroll process. LWOP will not prevent payment on those appointments.

Summer appointments can be entered using the summer ePAFs and a 10 suffix (or 20, 30 as needed).

Sometime during the month of August, a second automated script will insert a 9/1 effective date record on 9-month appointments to return them back to an active status (if an 8/31 end date is in place, the script will not affect the appointment).

Deferred Pay employees
Employees in a 9-month faculty position may elect to have a portion of their monthly pay deferred to pay out during the summer months. These employees will not go on LWOP.

Originators will still need to submit summer ePAFs if the employee works during the summer semesters. If the appointment is ending, use an 8/31 end date or termination date.

DO NOT END deferred pay appointments on 5/31 or mid-summer as it will disrupt the deferred pay the employee has selected and cause benefits to be interrupted or terminated for the employee.
Compensation Factor and Pays

The Compensation Factor & Pays section of the ePAF will consist of Jobs Effective Date, Hours per Day, Hours per Pay, Factor/Pays.

The Jobs Effective Date will remain the same as the defaulted date which should match the query date entered in the first part of building the ePAF transaction.

The Hours per Day and Hours per Pay will be dependent on the FTE.

The Hours per Day is the average number of hours the employee will work each day. For a full-time employee, this will be 8 hours. The Hours per Day is calculated as:

\[ 8 \times \text{FTE} = \text{Hours per Day} \]

Example using 0.5 FTE:

<table>
<thead>
<tr>
<th>Enter Changes</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date:</td>
<td>10/01/2019</td>
<td>10/01/2019</td>
</tr>
<tr>
<td>Hours per Day:</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Hours per Pay:</td>
<td>43.33</td>
<td>43.33</td>
</tr>
<tr>
<td>Factor:</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>Pays:</td>
<td>24</td>
<td>24</td>
</tr>
</tbody>
</table>

This field will allow two digits past the decimal. If the average hours per day is less than 1, the originator will need to use 1 instead. This will be the same for nonexempt, exempt and faculty ePAFs.

The Hours per Pay is the average number of hours the employee will work each pay period. Because nonexempt employees have a different pay period from exempt and faculty, the full-time rate of Hours per Pay is different. There is a minimum entry of .01 for this field. Full time hours per pay are noted in the chart below. Calculating hours per pay will begin with this full time number and calculate from there.

<table>
<thead>
<tr>
<th>Employee Status</th>
<th>Hours per Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonexempt</td>
<td>86.67</td>
</tr>
<tr>
<td>Exempt</td>
<td>173.33</td>
</tr>
<tr>
<td>9-month</td>
<td>173.33</td>
</tr>
</tbody>
</table>
Nonexempt:

\[ 86.67 \times \text{FTE} = \text{Nonexempt Hours per Pay} \]

Example using 0.5 FTE:

<table>
<thead>
<tr>
<th>Enter Changes</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date</td>
<td>*10/01/2019</td>
<td>10/01/2019</td>
</tr>
<tr>
<td>Hours per Day</td>
<td>*4</td>
<td>4</td>
</tr>
<tr>
<td>Hours per Pay</td>
<td>*43.33</td>
<td>43.33</td>
</tr>
<tr>
<td>Factor</td>
<td>*24</td>
<td>24</td>
</tr>
<tr>
<td>Pays</td>
<td>*24</td>
<td>24</td>
</tr>
</tbody>
</table>

Exempt:

\[ 173.33 \times \text{FTE} = \text{Exempt Hours per Pay} \]

Example using 1.0 FTE:

<table>
<thead>
<tr>
<th>Item</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>01/01/2020</td>
</tr>
<tr>
<td>Hours per Day:</td>
<td>8</td>
</tr>
<tr>
<td>Hours per Pay:</td>
<td>173.33</td>
</tr>
<tr>
<td>Factor</td>
<td>12</td>
</tr>
<tr>
<td>Pays</td>
<td>12</td>
</tr>
</tbody>
</table>

*Note: Hours per Pay entry is not different in exempt and faculty ePAF transactions.
The **Factor** and **Pays** indicate the number of pay periods and number of paychecks per year, respectively. For nonexempt and faculty ePAFs, these fields are defaulted to the correct number and are not editable.

For exempt ePAFs, the fields are enterable but should always be 12/12 as shown below.

![Compensation Nonexempt - Factor & Pays, T88853-00 Coordinator](image1)

![Compensation Exempt - Factor & Pays, T88483-00 Instructor](image2)

Employees in a 9-month faculty position who have elected to have a portion of their monthly pay deferred to pay out during the summer months may show a factor of 9 with a pay of 12. If the ePAF originator sees this type of factor and pay difference, other considerations should be taken so the summer payments to the employee will not be affected. Please contact Compensation and Operations when this situation is encountered. Email: hrs.compensation.operations@ttu.edu.

![Compensation Exempt - Factor & Pays, T96049-00 Server Administrator III](image3)

![Compensation Exempt - Factor & Pays, T960092-00 Associate Professor, Last Paid Date: Dec 31, 2019](image4)
Create or Change Default Earnings

The **Create or Change Default Earnings** section of the ePAF is used to enter an earnings code which allows the position to run through the payroll process and pay a specific earning to the employee. This section will consist of **Effective Date, Earnings Code, Hours/Units per Pay**. Overload ePAFs will also use the **Special Rate** field; please refer to the Add Overload section of this guide for detailed instructions.

For new appointments, the Default Earnings section will be blank; all new values must be entered. For reappointments, the ePAF is prepopulated with Current Default Earnings information already in the New Value. The originator **MUST** update the **Effective Date** (same as query date) and other fields if necessary. All appointments must have at least one **Earnings Code**. The code is selected from the drop-down box.

Nonexempt appointments will use either the **HLN** (Hazard/Longevity NonEligible) or **HLD** (Hazard/Longevity Eligible) codes. **HLD** is for full time staff employees only. All other employees will have HLN as the earnings code.

The **Hours or Units per Pay** will be 1. The **Special Rate** field will always be blank for nonexempt employee transactions.
Exempt appointments will require the RGS (Regular Salaried) earnings code in order to pay properly. This code is used for exempt and 9-month appointments which have an FTE.

The **Hours or Units per Pay** will match the hours used in the Compensation – Factor & Pays section of the ePAF (i.e. 173.33 for FT appointment). If the employee is full time staff, HLD will be entered on a separate line. The **Special Rate** will be blank for both entries.

*Note: HLD will only be used for primary appointments. If the originator is adding or adjusting a Secondary appointment, there is no need to add in the HLD earnings code.

Additional instructions specific to Overload appointments are found in the Add Overload section of this guide.
Create or Change Labor Distribution

The Create or Change Labor Distribution FOAPAL section will establish or adjust the funding source(s) of the appointment. This section will include Effective Date, Chart of Account (COA), Fund, Organization, Account, Program (FOAP).

The Effective Date will remain as defaulted from query date.

The COA will be T, for all TTU departments, or S, for TTU System departments. The fund, organization, account and program should be provided by the department. The Percent is how much of this appointment will be paid from the entered funding source.

The total percent of all FOAPs entered must equal 100. The other fields will be blank as we do not use them.
Add Overload ePAF

The Overload ePAF is used to add an appointment for pay above base salary with no FTE. To be eligible for an overload, an employee’s primary job must be exempt (may be staff or faculty) and they must have a cumulative FTE of 1.0 with the university.

Overload appointments will use a suffix from the chart below based on the type of pay. The suffix is entered during the ePAF Job Selection. Refer to page 21 of this guide for additional information on this stage.

<table>
<thead>
<tr>
<th>Earning Code</th>
<th>Earn Code Definitions</th>
<th>Suffix Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADC</td>
<td>Additional Compensation</td>
<td>A1, A2, A3, etc.</td>
</tr>
<tr>
<td>ADM</td>
<td>Administrative Duties</td>
<td>D1, D2, D3, etc.</td>
</tr>
<tr>
<td>ECH</td>
<td>Endowed Chair</td>
<td>C1, C2, C3, etc.</td>
</tr>
<tr>
<td>EPR</td>
<td>Endowed Professor</td>
<td>G1, G2, G3, etc.</td>
</tr>
<tr>
<td>INT</td>
<td>Interim Duties</td>
<td>K1, K2, K3, etc.</td>
</tr>
<tr>
<td>CAR</td>
<td>Car Allowance</td>
<td>P3</td>
</tr>
<tr>
<td>HOU</td>
<td>Housing Allowance</td>
<td>H1</td>
</tr>
<tr>
<td>OTB</td>
<td>Other Taxable Benefit</td>
<td>B1</td>
</tr>
</tbody>
</table>

If the employee will have multiple overload appointments with the same Earnings Code, select the next sequential suffix option. For example, if an Assistant Professor has an existing A1 appointment, select the A2 suffix option to add another appointment with the ADC Earnings Code. But if the second appointment will be for administrative duties (ADM) select D1.

Job Information:
The **Job Begin Date** will remain as the defaulted date unless the employee has held the same position in the past. In this case, the originator will need to change the Job Begin Date to match the current value date from the past appointment.

The **Jobs Effective Date** will remain the same as the defaulted date which should match the query date entered in the first part of building the ePAF transaction.

The **Personnel Date** will also match the jobs effective date and the query date.

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Begin Date: MM/DD/YYYY*</td>
<td></td>
<td>09/01/2021</td>
</tr>
<tr>
<td>Job Type: *(Not Enterable)</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td></td>
<td>09/01/2021</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td></td>
<td>09/01/2021</td>
</tr>
<tr>
<td>Step: *(Not Enterable)</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>FTE: *(Not Enterable)</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Annual Salary: *</td>
<td></td>
<td>12000</td>
</tr>
<tr>
<td>Hours per Pay: *(Not Enterable)</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Job Status: *(Not Enterable)</td>
<td></td>
<td>A</td>
</tr>
<tr>
<td>Job Change Reason: *(Not Enterable)</td>
<td></td>
<td>OVRLD</td>
</tr>
<tr>
<td>Leave Report Method: *(Not Enterable)</td>
<td></td>
<td>T</td>
</tr>
</tbody>
</table>

The **Annual Salary** is the annualized rate of payment. The Add Overload ePAF is used to set up 9- and 12-month overloads.

**Monthly Salary to be paid to the employee X 9 = Annual Salary for the ePAF**

Example: If $5,000 additional compensation is to be paid for teaching a spring course, the monthly rate is $1,111.11. Multiplied by 9 provides an Annual Salary of $10,000.

**Monthly Salary to be paid to the employee X 12 = Annual Salary for the ePAF**

Example: If $2,000 will be paid per month for fulfilling interim duties, the Annual Salary will be $24,000.

**Compensation – Factor & Pays:**
The **Jobs Effective Date** will remain the same as the defaulted date which should match the query date entered in the first part of building the ePAF transaction.

The **Factor** and **Pays** will both be 9 if the overload appointment will be a full or partial 9-month appointment (i.e. full academic year or a single semester).

![Compensation Exempt - Factor & Pays, T99372-A1 Instructor](image1)

The **Factor** and **Pays** will both be 12 if the overload appointment is on a staff title or is expected to last the full 12 months.

![Compensation Exempt - Factor & Pays, T98564-A1 Assistant Coach](image2)

**Default earnings:**

For new appointments, the **Default Earnings** section will be blank; all new values must be entered. For reappointments, the ePAF is prepopulated with **Current Default Earnings** information already in the New Value. The originator MUST update the **Effective Date** (same as query date) and other fields if necessary. Overloads have at only one **Earnings Code** which is selected from the drop-down box. Earn Codes for Overload appointments are listed in the chart below. If you believe another Earn Code is appropriate, please check with HR Compensation and Operations before submitting the ePAF.

<table>
<thead>
<tr>
<th>Alternative Earning Code Options</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Earning Code</strong></td>
</tr>
<tr>
<td>ADC</td>
</tr>
<tr>
<td>ADM</td>
</tr>
<tr>
<td>ECH</td>
</tr>
<tr>
<td>EPR</td>
</tr>
<tr>
<td>INT</td>
</tr>
<tr>
<td>CAR</td>
</tr>
<tr>
<td>HOU</td>
</tr>
<tr>
<td>OTB</td>
</tr>
</tbody>
</table>
For these Earnings codes, the Hours/Units per Pay will be 1. The originator will enter the MONTHLY amount the employee is to receive in the Special Rate field.

The columns for Deemed Hours and End Date will ALWAYS be BLANK. The Shift field defaults to 1 and must remain as 1 to ensure pay is correct.

**Labor Distribution:**
The COA will be T, for all TTU departments, or S, for System departments. The fund, organization, account and program should be provided by the department. The Percent is how much of this appointment will be paid from the entered funding source.

A few of these Earnings Codes require specific override Account codes as shown below.

<table>
<thead>
<tr>
<th>Earning Code</th>
<th>Earn Code Definitions</th>
<th>Suffix Options</th>
<th>Account Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADC</td>
<td>Additional Compensation</td>
<td>A1, A2, A3, etc.</td>
<td>6A2011</td>
</tr>
<tr>
<td>ADM</td>
<td>Administrative Duties</td>
<td>D1, D2, D3, etc.</td>
<td>no override, follows salary account code</td>
</tr>
<tr>
<td>ECH</td>
<td>Endowed Chair</td>
<td>C1, C2, C3, etc.</td>
<td>no override, follows salary account code</td>
</tr>
<tr>
<td>EPR</td>
<td>Endowed Professor</td>
<td>G1, G2, G3, etc.</td>
<td>no override, follows salary account code</td>
</tr>
<tr>
<td>INT</td>
<td>Interim Duties</td>
<td>K1, K2, K3, etc.</td>
<td>no override, follows salary account code</td>
</tr>
<tr>
<td>CAR</td>
<td>Car Allowance</td>
<td>P3</td>
<td>6A9011</td>
</tr>
<tr>
<td>HOU</td>
<td>Housing Allowance</td>
<td>H1</td>
<td>6A9010</td>
</tr>
<tr>
<td>OTB</td>
<td>Other Taxable Benefit</td>
<td>B1</td>
<td>6A9010</td>
</tr>
</tbody>
</table>

Example of override Account code used for appointment with ADC Earnings.
**Future End Job:**
Overload jobs may be set up for only a few months or for the entire fiscal year. These appointments are to be approved each year so they may not extend into the next fiscal year without a new Overload ePAF.

The **Jobs Effective Date, Personnel Date** and **Job End Date** will be the date the Overload appointment ends. 9-month overloads may end on 1/15 or 5/31 consistent with the academic payroll schedule.

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td></td>
<td>06/31/2022</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td></td>
<td>06/31/2022</td>
</tr>
<tr>
<td>Job Status: <em>(Not Enterable)</em></td>
<td></td>
<td>T</td>
</tr>
<tr>
<td>Job Change Reason: <em>(Not Enterable)</em></td>
<td></td>
<td>ENJOB</td>
</tr>
<tr>
<td>Job End Date: MM/DD/YYYY*</td>
<td></td>
<td>06/31/2022</td>
</tr>
</tbody>
</table>
FTE Change ePAF Type

The FTE Change ePAF allows the originator to adjust the FTE and all the affected fields. In most ePAFs, the FTE is one line of the Job Information section. However, the FTE Change ePAF has three unique sections that update information using fields we have already discussed in previous sections.

This ePAF is used to adjust part time FTEs or to lower a full-time appointment to allow for a secondary appointment. For example: changing a current part-time FTE (.01 - .99) to a different part-time FTE (.01 - .99) OR changing a full time FTE (1.0) to part time (.01 - .99) to accommodate another appointment, totaling 1.0 FTE.

If the desired change will result in a change of the employee class (example: FT to PT or vice versa), the originator may need to submit a reclassification request. Contact HR Compensation & Operations for clarification or exceptions.

The Jobs Effective Date will remain the same as the defaulted date which should match the query date entered in the first part of building the ePAF transaction.

The Employee Class Code will not be enterable.

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>10/01/2019</td>
<td>02/01/2020</td>
</tr>
<tr>
<td>Employee Class Code: (Not Enterable)</td>
<td>S4, PT Non Exempt Student</td>
<td></td>
</tr>
</tbody>
</table>
The originator can refer to the **Employee Record Job Aid** (see Appendix) to identify the correct **Benefit Category** and **Leave Category** based on the new FTE.

The originator will choose the correct corresponding leave and benefit category that goes with the employee’s full appointment. If there will be multiple appointments, the cumulative FTE is used to determine benefits/leave eligibility.

*Note: The nonexempt and exempt data entry of this section is the same except for the **Employee Class Code**. The employee class code will be enterable on the exempt FTE change ePAF; however, the data entered into the new value should always match the current value column.

The **Jobs Effective Date** will remain the same as the defaulted date which should match the query date entered in the first part of building the ePAF transaction.

The **Personnel Date** will also be the same as the jobs effective date and the query date and will only be different when the ePAF will be changing job information in a past payroll period giving the position a last paid date. Other considerations need to be taken if the originator is changing job information that is in a past payroll period (i.e. manual check request processing, EOPS processing).
FTE is the abbreviation for Full Time Equivalent. This figure represents the employee’s workload. FTE is based on the number of hours per week the employee will work. A full-time employee, or 100% FTE employee, will work 40 hours per week. An employee’s FTE can be figured by using the following calculation:

\[
\text{Number of Hours the employee works in one week} / 40 \text{ hours} = \text{FTE}
\]

Example: An employee works 27 hours per week. The FTE for that employee would be 0.675 or 67.5%.

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Class Code: (Not Enterable) S4, PT Non Exempt Student</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leave Category Code: *</td>
<td>NL, Not Leave Eligible</td>
<td>NL, Not Leave Eligible</td>
</tr>
<tr>
<td>Benefit Category: *</td>
<td>NE, Not Benefits Eligible</td>
<td>NE, Not Benefits Eligible</td>
</tr>
<tr>
<td>FT/PT Status: (Not Enterable)</td>
<td>Part Time</td>
<td></td>
</tr>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>10/01/2019</td>
<td>02/01/2020</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td>10/01/2019</td>
<td>02/01/2020</td>
</tr>
<tr>
<td>FTE: *</td>
<td>.5</td>
<td>.25</td>
</tr>
<tr>
<td>Hours per Day: *</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Job Change Reason: *(Not Enterable) NEWHI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hours per Pay: *</td>
<td>43.33</td>
<td>21.67</td>
</tr>
<tr>
<td>Premium Pay Code:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time Entry Method: *</td>
<td>Third Party with Approvals</td>
<td>Third Party with Approvals</td>
</tr>
</tbody>
</table>

The **Hours per Day** and **Hours per Pay** will be dependent on the FTE.

The **Hours per Day** is the average number of hours the employee will work each day. For a full-time employee, this will be 8 hours. The **Hours per Day** is calculated as:

\[
8 \times \text{FTE} = \text{Hours per Day}
\]

The **Hours per Pay** is the average number of hours the employee will work each pay period. Because nonexempt employees have a different pay period from exempt and faculty, the full-time rate of **Hours per Pay** is different. There is a minimum entry of .01 for this field. Full time hours per pay are noted in the chart below. Calculating hours per pay will begin with this full-time number and calculate from there.

<table>
<thead>
<tr>
<th>Employee Status</th>
<th>Hours per Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonexempt</td>
<td>86.67</td>
</tr>
<tr>
<td>Exempt</td>
<td>173.33</td>
</tr>
<tr>
<td>9-month</td>
<td>173.33</td>
</tr>
</tbody>
</table>
Nonexempt:

$$86.67 \times \text{FTE} = \text{Nonexempt Hours per Pay}$$

Exempt:

$$173.33 \times \text{FTE} = \text{Exempt Hours per Pay}$$

Example using 0.4 FTE:

The **Premium Pay Code** field will always be “Not Selected” unless you are assigning a **Full Time Staff Employee**. If this field needs to be changed, the originator will select “LONG” for Longevity pay to be applied to the employee’s appointment. “HAZ” for Hazard pay is for peace officers and may only be used by the TTU Police Department.

**Time Entry Method** is where the originator will identify which time keeping system the employee will be using to report hours worked. **Employee Time Entry via Web** is used for employees who will enter time in Web Time Entry on Raiderlink. **Third Party with Approvals** is used for employees who will enter time in Time Clock Plus. **Payroll Time Entry** is used for exempt employees.
The next section allows the originator to update the **Hourly Rate** (for nonexempt) or **Annual Salary** (for Exempt).

In *nonexempt* ePAF transactions, the originator will enter the **Hourly Rate**. The hourly rate must meet the minimum of the pay grade and cannot exceed the maximum of the pay grade (without special permission from the President’s Office). This information can be found in the pay plan. Hourly rate can be figured by using the following calculation:

\[
\text{Annual Salary to be paid to the employee} / 2080 / \text{FTE} = \text{Hourly Rate for the ePAF}
\]

Example: the employee is to be paid $25,000 for 50% FTE or 20 hours per week of work. The hourly rate would be $24.04 per hour.

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY</td>
<td>10/01/2019</td>
<td>02/01/2020</td>
</tr>
<tr>
<td>Hourly Rate:</td>
<td>7.75</td>
<td>8.10</td>
</tr>
</tbody>
</table>
In exempt ePAF transactions, the originator will enter the **Annual Salary**. This field is independent of the FTE; the annual salary entered will not be changed by the FTE. The annual salary must meet the minimum of the pay grade and cannot exceed the maximum of the pay grade (without special permission from the President’s Office). This information can be found in the pay plan.

For **Staff, 12-month Faculty and Graduate Research Assistants** the annual salary is the monthly amount to be received multiplied by 12. Annual salary for 12-month employees can be figured by using the following calculation:

**Monthly Salary to be paid to the employee X 12 = Annual Salary for the ePAF**

Example: the employee is to be paid $5,625.00 per month at 100% FTE or 40 hours per week. The Annual Salary will be $67,500.00

In ePAF transactions for **9-Month Faculty, Graduate Teaching Assistants and Graduate Part-Time Instructors**, the originator will enter the 9-month **Annual Salary**. This field is independent of the FTE; the annual salary entered will not be changed by the FTE. For these appointments, monthly salary is multiplied by 9. It can be figured by using the following calculation:

**Monthly Salary to be paid to the employee X 9 = Annual Salary for the ePAF**

Example: the employee is to be paid $6,666.67 per month at 100% FTE or 40 hours per week for 9 months only. The Annual Salary will be $60,000.

The remaining sections of the FTE Change ePAF (Compensation- Factors and Pay; Default Earnings; Labor Distribution; Routing Queue; Comments) are covered in their own sections in this manual.
Pay Change ePAF Type

The **Pay Change** ePAF type is used when the originator will assign a change in the rate of pay ONLY. This ePAF is not used if there will be a change in employee workload. The FTE Change ePAF type should be used if employee workload is changing.

The originator will need to take into consideration the last paid date. The query date should be AFTER the last paid date or a future date. Getting the query date correct will set the jobs effective date correctly.

The **Jobs Effective Date** will remain as the defaulted date from the query date.

The **Personnel Date** will also be the same as the **Jobs Effective Date** and the query date. It will only be different when the ePAF will change job information in a past payroll period prior to the **Last Paid Date**.

Other considerations need to be taken if the originator is changing job information that is in a past payroll period (i.e. manual check request, or EOPS transaction).

The **Job Change Reason** will need to be chosen from the drop-down box of the ePAF.

<table>
<thead>
<tr>
<th>Job Change Reason Codes for Pay Change ePAF</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADDTY</td>
</tr>
<tr>
<td>CERTI</td>
</tr>
<tr>
<td>EDINC</td>
</tr>
<tr>
<td>EQUITY</td>
</tr>
<tr>
<td>MERIT</td>
</tr>
<tr>
<td>SALCO</td>
</tr>
</tbody>
</table>

*Note: Date data entry is not different in nonexempt, exempt or faculty ePAF transactions.*
Pay Information:
In *nonexempt* ePAF transactions, the originator will enter the **Hourly Rate**. The hourly rate must meet the minimum of the pay grade and cannot exceed the maximum of the pay grade (without special permission from the President’s Office). This information can be found in the **Pay Plan**. Hourly rate can be figured by using the following calculation:

**Annual Salary to be paid to the employee / 2080 / FTE = Hourly Rate for the ePAF**

Pay Information:
In *exempt* ePAF transactions, the originator will enter the **Annual Salary**. This field is independent of the FTE; the annual salary entered will not be changed by the FTE. The annual salary must meet the minimum of the pay grade and cannot exceed the maximum of the pay grade (without special permission from the President’s Office). This information can be found in the **Pay Plan**.

For staff, 12-month Faculty and Graduate Research Assistants the annual salary is monthly amount to be received multiplied by 12. Annual Salary for 12-month employees can be figured by using the following calculation:

**Monthly Salary to be paid to the employee X 12 = Annuals Salary for the ePAF**

Pay Information:
For *9-Month Faculty, Graduate Teaching Assistants and Graduate Part-Time Instructors*, the Annual Salary can be figured by using the following calculation:

**Monthly Salary to be paid to the employee X 9 = Annual Salary for the ePAF**

The remaining sections of the Pay Change ePAF (Default Earnings; Labor Distribution; Routing Queue; Comments) are covered in their own sections in this manual.
End Job/End Secondary Job

The **End Job** section of the ePAF is used to end primary or secondary appointments. An ePAF with only the **End Job** section will end the *appointment* but not *terminate the employee*. This means the employee will no longer be paid but will still have benefits for which the department can be charged. If a benefits eligible employee is no longer working for the University, the originator needs to submit a **Termination** ePAF which will end the appointment *and* terminate the employee.

The **End Job** section will consist of a **Jobs Effective Date**, **Personnel Date**, **Job Change Reason**, and **Jobs End Date**.

The **Jobs Effective Date** and **Job End Date** will auto populate based on the **Query Date** used on the ePAF. The originator will need to enter the **Personnel Date** which should the same as the **Query Date** unless a payroll deadline was missed.

---

**End Job, T89771-00 Academic Advisor**

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>01/01/2020</td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td>01/01/2020</td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Job Status: *(Not Enterable)</td>
<td>Active</td>
<td>T</td>
</tr>
<tr>
<td>Job Change Reason: *</td>
<td>REAPT</td>
<td>ENJOB, End Job</td>
</tr>
<tr>
<td>Job End Date: MM/DD/YYYY*</td>
<td></td>
<td>01/31/2020</td>
</tr>
</tbody>
</table>

On 9-month appointments, there is an additional field: **Encumbrance End Date**. This will also default from the query date.

---

**End Job and Encumbrance 9-Month, T99372-00 Instructor, Last Paid Date: Jan 31, 2020**

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>09/01/2019</td>
<td>08/31/2020</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td>09/01/2019</td>
<td>08/31/2020</td>
</tr>
<tr>
<td>Job Status: *(Not Enterable)</td>
<td>Active</td>
<td>T</td>
</tr>
<tr>
<td>Job Change Reason: *</td>
<td>REAPT</td>
<td>TERMI, Terminate Employment</td>
</tr>
<tr>
<td>Job End Date: MM/DD/YYYY*</td>
<td></td>
<td>08/31/2020</td>
</tr>
<tr>
<td>Encumbrance End Dt: MM/DD/YYYY*</td>
<td>01/15/2020</td>
<td>08/31/2020</td>
</tr>
</tbody>
</table>

**IMPORTANT NOTE**: 9-month, benefits eligible employees are double deducted for insurance premium costs in March, April and May. Ending these appointments on 5/31 will disrupt benefits. Instead, allow the appointment to go on Leave Without Pay as noted on page 35, *Summer Leave Without Pay for 9-Month Appointments* and submit an 8/31 end date.
The **Job Change Reason** will default based on the type of ePAF the originator selects: **Job Change – End Job**, **Transfer – Losing**, or **Termination**. In most cases, this field will not require changes.

If another **Job Change Reason** is more appropriate, the originator can choose one from the drop-down box. For example, if an employee is retiring, the originator will choose a Termination ePAF and use the RETIR Job Change Reason.

---

**End Job, T98590-00 Senior Analyst, Last Paid Date: Dec 31, 2019**

<table>
<thead>
<tr>
<th><strong>Item</strong></th>
<th><strong>Current Value</strong></th>
<th><strong>New Value</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>09/01/2019</td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td>09/01/2019</td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Job Status: *(Not Enterable)</td>
<td>Active</td>
<td>T</td>
</tr>
<tr>
<td>Job Change Reason: *</td>
<td>SPUPL</td>
<td>ENJOB, End Job</td>
</tr>
<tr>
<td>Job End Date: MM/DD/YYYY*</td>
<td></td>
<td>01/31/2020</td>
</tr>
</tbody>
</table>

Multi-action ePAFs allow the originator to end two different appointments at once. These will have an **End Job** and an **End Secondary Job**.

---

**End Secondary Job, W96003-00 Student Assistant, Last Paid Date: Dec 31, 2019**

<table>
<thead>
<tr>
<th><strong>Item</strong></th>
<th><strong>Current Value</strong></th>
<th><strong>New Value</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>09/24/2019</td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td>09/24/2019</td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Job Status: *(Not Enterable)</td>
<td>Active</td>
<td>T</td>
</tr>
<tr>
<td>Job Change Reason: *(Not Enterable)</td>
<td>NEWJO</td>
<td>ENJOB</td>
</tr>
<tr>
<td>Job End Date: MM/DD/YYYY*</td>
<td></td>
<td>01/31/2020</td>
</tr>
</tbody>
</table>

---

**End Job, S99703-00 Student Assistant, Last Paid Date: Dec 31, 2019**

<table>
<thead>
<tr>
<th><strong>Item</strong></th>
<th><strong>Current Value</strong></th>
<th><strong>New Value</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>09/24/2019</td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td>09/24/2019</td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Job Status: *(Not Enterable)</td>
<td>Active</td>
<td>T</td>
</tr>
<tr>
<td>Job Change Reason: *</td>
<td>NEWHI</td>
<td>TRFLD, Transfer-Losing Department</td>
</tr>
<tr>
<td>Job End Date: MM/DD/YYYY*</td>
<td></td>
<td>01/31/2020</td>
</tr>
</tbody>
</table>
Terminate Employment

The Terminate Employment section will end the employee’s relationship with the University when all jobs are ended. This section consists of the Last Work Date, Termination Date, and Termination Reason Code.

The Termination Date will default from the query date.

The Last Work Date will be the last day the employee reported to work. This can be different from the Termination Date. In the example below, the employee used vacation time for the last week of the month. The Termination Date is the last day of the month, but the Last Work Date is the last day the employee was in the office.

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Work Date: MM/DD/YYYY</td>
<td></td>
<td>01/24/2020</td>
</tr>
<tr>
<td>Termination Date: MM/DD/YYYY</td>
<td></td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Term Reason Code: *</td>
<td></td>
<td>40, Accepted New Job</td>
</tr>
<tr>
<td>Employee Status: *(Not Enterable) Active</td>
<td></td>
<td>T</td>
</tr>
</tbody>
</table>

The originator will select the appropriate Termination Reason Code from the drop-down box.

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Work Date: MM/DD/YYYY</td>
<td></td>
<td>01/24/2020</td>
</tr>
<tr>
<td>Termination Date: MM/DD/YYYY</td>
<td></td>
<td>01/31/2020</td>
</tr>
<tr>
<td>Term Reason Code: *</td>
<td></td>
<td>40, Accepted New Job</td>
</tr>
<tr>
<td>Employee Status: *(Not Enterable) Active</td>
<td></td>
<td>T</td>
</tr>
<tr>
<td>Term Reason Code</td>
<td>Explanation</td>
<td></td>
</tr>
<tr>
<td>------------------</td>
<td>-------------</td>
<td></td>
</tr>
<tr>
<td>01, Position Discontinued</td>
<td>DO NOT USE.</td>
<td></td>
</tr>
<tr>
<td>02, Lack of Funding</td>
<td>Used when grant funding runs out for a specific position.</td>
<td></td>
</tr>
<tr>
<td>03, Completion of Contract</td>
<td>Used for employees who are hired on a contract basis.</td>
<td></td>
</tr>
<tr>
<td>04, Reorg/Reduction in Force</td>
<td>Used for employees who are being terminated due to their department downsizing or being reorganized. Must be approved by HR.</td>
<td></td>
</tr>
<tr>
<td>05, Leave of Absence Expiration</td>
<td>Used for employees who do not return upon completion of their leave of absence.</td>
<td></td>
</tr>
<tr>
<td>06, Completed Residency Program</td>
<td>TTU &amp; Systems employees – Do Not Use. HSC only.</td>
<td></td>
</tr>
<tr>
<td>20, Excess Absence or Tardiness</td>
<td>Used for employees who have excessive absences or tardiness. Must work with Talent Management.</td>
<td></td>
</tr>
<tr>
<td>21, Unsatisfactory Performance</td>
<td>Used for employees who are not meeting the minimum standards and qualifications for their position. Must work with Talent Management.</td>
<td></td>
</tr>
<tr>
<td>22, Misconduct/Violation of Rules</td>
<td>Used for employees who violate the rules of the department. Must work with Talent Management.</td>
<td></td>
</tr>
<tr>
<td>30, Retirement</td>
<td>Used for employees who are retiring from the university.</td>
<td></td>
</tr>
<tr>
<td>40, Accepted New Job</td>
<td>Used when employees are leaving their position for another job outside of the TTU System (TTU, TTUS, TTUHSC, TTUHSC – El Paso).</td>
<td></td>
</tr>
<tr>
<td>41, Job Abandonment</td>
<td>Used for employees who abandon their position without notice, and the department is unable to make further contact.</td>
<td></td>
</tr>
<tr>
<td>42, Marriage/Domestic Obligation</td>
<td>Used for employees who leave their position due to marriage and domestic obligations.</td>
<td></td>
</tr>
<tr>
<td>43, Dissatisfied with Pay</td>
<td>Used for employees who are dissatisfied with their pay.</td>
<td></td>
</tr>
<tr>
<td>44, Personal Reasons</td>
<td>Used for employees who quit due to personal reasons. This is the most common reason code.</td>
<td></td>
</tr>
<tr>
<td>45, Quit without Notice</td>
<td>Used for employees who quit without notice.</td>
<td></td>
</tr>
<tr>
<td>46, Relocation</td>
<td>Used for employees who are leaving their position to move to a different location.</td>
<td></td>
</tr>
<tr>
<td>47, Returned to School</td>
<td>Used for employees who leave their position due to returning to school.</td>
<td></td>
</tr>
<tr>
<td>48, Dissatisfied w/Working Conditions</td>
<td>Used for employees who are dissatisfied with their working conditions.</td>
<td></td>
</tr>
<tr>
<td>49, Lack of Opportunity for Advancement</td>
<td>Used for employees who are leaving due to lack of opportunity for advancement.</td>
<td></td>
</tr>
<tr>
<td>Code</td>
<td>Description</td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>----------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>50</td>
<td>Organization Transfer Used when departments are merged together and several staff are let go.</td>
<td></td>
</tr>
<tr>
<td>51</td>
<td>Dissatisfied w/ Superiors, Empl Used for employees who are dissatisfied with their superiors, or other employees they work with.</td>
<td></td>
</tr>
<tr>
<td>52</td>
<td>Travel Used for employees who are dissatisfied with the amount of travel required for their position.</td>
<td></td>
</tr>
<tr>
<td>53</td>
<td>Working Hours Used for employees who are resigning due to their working hours not fitting with their needs.</td>
<td></td>
</tr>
<tr>
<td>54</td>
<td>Resign in Lieu of Involuntary Separation Used for employees who are resigning in lieu of involuntary separation, in association with job termination reason codes 20, 21, and 22. Must work with Talent Management.</td>
<td></td>
</tr>
<tr>
<td>55</td>
<td>Degree Completed Used for employees who are leaving due to completing their degree.</td>
<td></td>
</tr>
<tr>
<td>56</td>
<td>Transfer to Another State Agency Used for employees who are transferring to another state agency anywhere in the state of Texas.</td>
<td></td>
</tr>
<tr>
<td>60</td>
<td>Medical Used for employees who are leaving their position due to medical reasons.</td>
<td></td>
</tr>
<tr>
<td>70</td>
<td>Military Used in the event that an employee is leaving their position due to military duties and obligations.</td>
<td></td>
</tr>
<tr>
<td>80</td>
<td>Death Used only for active employees who pass away. If the employee is a retiree, please contact HR for further assistance.</td>
<td></td>
</tr>
<tr>
<td>HR, Admin Termination – HR Use ONLY</td>
<td>HR use only.</td>
<td></td>
</tr>
</tbody>
</table>
Summer Instructions

All 9-month faculty and grad students working during the summer are assigned a secondary job for the summer session workload. Below are instructions for handling the academic year appointment and establishing the summer secondary appointments.

Summer Leave Without Pay for 9-month Appointments

Toward the end of May, an automated script will insert a 6/1 effective date to place all active 9-month appointments on Leave Without Pay (LWOP). No action is required on your part. If a Spring 9-month appointment is active, it will be placed on Leave Without Pay (LWOP). If a 5/31 end date is in place on the appointment, the script will not affect the appointment.

Please avoid ending benefits eligible appointments on 5/31. These should be allowed to go on LWOP for the summer as the employee was double deducted for summer premiums already. End the appointment for 8/31 if it will not continue into the next fiscal year.

*Cognos Report will not reflect LWOP or ‘B’ status until after the script runs at the end of May.

HR Tip: End 9-month appointments for 8/31 without disrupting budget encumbrances by changing the Encumbrance End Date to 5/31.

End Job and Encumbrance 9-Month, T99542-00 Teaching Assistant

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY</td>
<td>01/16/2021</td>
<td>08/31/2021</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY</td>
<td>01/16/2021</td>
<td>08/31/2021</td>
</tr>
<tr>
<td>Job Status: <em>(Not Enterable)</em></td>
<td>Active</td>
<td>T</td>
</tr>
<tr>
<td>Job Change Reason: *(Not Enterable) NEWHI</td>
<td>ENJOB</td>
<td></td>
</tr>
<tr>
<td>Job End Date: MM/DD/YYYY</td>
<td></td>
<td>08/31/2021</td>
</tr>
<tr>
<td>Encumbrance End Dt: MM/DD/YYYY</td>
<td>05/31/2021</td>
<td>05/31/2021</td>
</tr>
</tbody>
</table>
Deferred Pay Faculty: Employees in a 9-month faculty position may elect to have a portion of their monthly pay deferred to pay out during the summer months. These employees will not go on LWOP. Departments will still submit summer ePAFs if the employee works during the summer semesters. If the appointment is ending, use an 8/31 end date or termination date. DO NOT END deferred pay appointments on 5/31 or mid-summer as it will disrupt the deferred pay the employee has selected and may cause benefits to be interrupted or terminated.

Secondary and overload 0 FTE appointments (which use a default earnings code other than RGS) must end 5/31 if they are not meant to continue through the summer. The department will be responsible for ending these appointments so the employee is not be overpaid. LWOP status will not stop payment on those appointments. If it is meant continue through the summer, it must be ended for 8/31. All 0 FTE appointments must be reappointed for 9/1. These appointments may not carry over from one fiscal year to the next; instead, must be reappointed on an ePAF transaction.

**Return From Summer Leave Without Pay**

At the end of August, a second automated script will insert a 9/1 effective date record on 9-month appointments to return them to an active status. If an 8/31 end date is in place, the appointment will not be affected.
Summer Appointments

Summer appointments can be entered using the summer ePAF, TSJFJE. Use the employees position number (T#) from the primary appointment and a 10 suffix (or 20, 30 as needed). Summer salaries are not to exceed the employee’s institutional base pay; the employee’s summer monthly pay cannot be greater than the monthly rate of their primary appointment. If the summer appointment will exceed the institutional base pay, the Provost Office must approve the appointment (add level 51 Provost TTU to the ePAF). The FTE is determined by the workload of the summer session. This may vary depending on the classes, but two courses in a single session is typically considered a full teaching load.

Regardless of the class dates for the summer session, the payroll dates below are used to appoint the workload for teaching summer courses. Each summer session is paid over 1.5 months. If the workload is consistent over both sessions, you may appoint for the full summer, 6/1-8/31.

Summer I: 6/1-7/15
Summer II: 7/16-8/31

Research appointment dates do not have to follow the summer session dates and may vary.

Graduate Students

Graduate students must be enrolled in summer classes to be appointed as a GA, TA, GPTI or RA during the summer. Students who intend to work but not enroll may be appointed as Student Assistant (SA) for summer.

Summer appointments for graduate students appointed in 9-month positions (TA/GPTI) for spring, will be processed the same as 9-month faculty members. Allow the spring appointment to go on LWOP for summer. If the student will be in a different title in the fall semester, then submit an 8/31 end date on the spring appointment. Submit a summer ePAF to appoint for summer workload.

Graduate students appointed in 12-month positions (RA) for spring may continue through summer without changes. However, if a RA will be assigned to a different title for summer, the department can submit the Leave Without Pay Form to HR (hrs.compensation.operations@ttu.edu). Select ‘Between Term Leave with Benefits as the Leave type to ensure benefits are not affected. Once processed, a summer ePAF can be submitted on the other title. A Return From Leave Form will be necessary to return the student to an active status as a RA. Alternatively, the department can submit an 8/31 end date for the RA then reappoint for the Fall semester.

May Graduation: Students may stay in their current position through the end of the month in which they graduate (unless prohibited by visa restrictions). Submit a termination ePAF for graduating students with an effective date no later than 5/31. Exceptions can be made if the student is entering a new graduate program in the summer/fall semester.
Summer Secondary ePAF highlights

TTU Add Sec AND Future End Job-Summer Exempt, TSJFJE

Position Number:
- Faculty – use the primary position number
- Grad Student – use departmental pooled position (TA, GPTI or RA)

Suffix: 10; if subsequent appointments are needed, use 20, 30, etc.

Annual Salary:
- Faculty/TA/GPTI – monthly rate X 9 (not to exceed Institutional Base Salary)
- RA – monthly rate X 12 (not to exceed Institutional Base Salary)

FTE: based on summer workload

Hours Per Day: 8 X FTE

Hours Per Pay: 173.33 X FTE

Factors/Pay:
- Faculty/TA/GPTI – 9/9
- RA – 12/12

Default Earnings: RGS with the same Hours Per Pay used above

Labor Distribution:
- Instructional appointments (including TA/GPTI) use funding with program code 100
- Research appointments (including RA) use research funding with program code 200
Example

Electronic Personnel Action Form

- Enter the information for the EPAF and either Save or Submit.

**Name and ID:** [Redacted]  
**Query Date:** Jun 01, 2021

**Transaction:**  
**Transaction Status:**  
**Approval Category:** TTU Add Sec Job AND Future EndJob-SUMMER Exempt(new), TSJFIE

Save

Jump to Bottom

* - indicates a required field.

Add Secondary Job Exempt, T99372-10 Instructor, Last Paid Date: Aug 31, 2020

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Begin Date: MM/DD/YYYY*</td>
<td>06/01/2014</td>
<td>06/01/2021</td>
</tr>
<tr>
<td>Job Type: *(Not Enterable)</td>
<td>Secondary</td>
<td></td>
</tr>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>08/31/2020</td>
<td>06/01/2021</td>
</tr>
<tr>
<td>Personnel Date: MM/DD/YYYY*</td>
<td>08/31/2020</td>
<td>06/01/2021</td>
</tr>
<tr>
<td>Step: *(Not Enterable)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Annual Salary: *</td>
<td>9000</td>
<td>9300</td>
</tr>
<tr>
<td>Job Status: *(Not Enterable)</td>
<td>Terminated</td>
<td>A</td>
</tr>
<tr>
<td>Position Title: *(Not Enterable)</td>
<td>Instructor</td>
<td></td>
</tr>
<tr>
<td>FTE: *</td>
<td>.5</td>
<td>0.5</td>
</tr>
<tr>
<td>Job Change Reason: *</td>
<td>ENJOB</td>
<td></td>
</tr>
<tr>
<td>Timesheet COA: *</td>
<td>T</td>
<td></td>
</tr>
<tr>
<td>Timesheet Orgn: *</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supervisor ID: *</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Compensation Exempt - Factor & Pays, T99372-10 Instructor, Last Paid Date: Aug 31, 2020

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MM/DD/YYYY*</td>
<td>08/31/2020</td>
<td>06/01/2021</td>
</tr>
<tr>
<td>Hours per Day: *</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Hours per Pay: *</td>
<td>86.67</td>
<td>86.67</td>
</tr>
<tr>
<td>Factor: *</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>Pays: *</td>
<td>9</td>
<td>9</td>
</tr>
</tbody>
</table>
Create or Change Default Earnings, T99372-10 Instructor, Last Paid Date: Aug 31, 2020

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Earnings</th>
<th>Hours or Units Per Pay</th>
<th>Deemed Hours</th>
<th>Special Rate</th>
<th>Shift</th>
<th>End Date</th>
<th>MK/DD/YYYY</th>
<th>Remove</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/01/2020</td>
<td>RGS, Regular Salaried</td>
<td>86.67</td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

✓ Defaulting values for Default Earnings from the Job records.

Create or Change Labor Distribution FOAPAL, T99372-10 Instructor, Last Paid Date: Aug 31, 2020

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>COA Index Fund</th>
<th>Organization Account</th>
<th>Program Activity</th>
<th>Location</th>
<th>Project Cost</th>
<th>Percent</th>
<th>Encumbrance</th>
<th>Override End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/01/2020</td>
<td>T 11A004</td>
<td>853008</td>
<td>6A1801</td>
<td>100</td>
<td>100.00</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

✓ Defaulting values for Labor Distribution from the Job records.

End Job, T99372-10 Instructor, Last Paid Date: Aug 31, 2020

<table>
<thead>
<tr>
<th>Item</th>
<th>Current Value</th>
<th>New Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs Effective Date: MK/DD/YYYY</td>
<td>08/31/2020</td>
<td>08/31/2021</td>
</tr>
<tr>
<td>Personnel Date: MK/DD/YYYY</td>
<td>08/31/2020</td>
<td>08/31/2021</td>
</tr>
<tr>
<td>Job Status: (Not Enterable)</td>
<td>Terminated</td>
<td></td>
</tr>
<tr>
<td>Job Change Reason: ENJOB</td>
<td>ENJOB</td>
<td>ENDDO, End Job</td>
</tr>
<tr>
<td>Job End Date: MK/DD/YYYY</td>
<td>08/31/2020</td>
<td>08/31/2021</td>
</tr>
</tbody>
</table>
Routing Queue

The **Routing Queue** is the section of the ePAF where the originator will assign approvers for the ePAF transaction. The required routing does change for certain ePAF types. The transaction will load with the required minimum routing queue to be submitted.

Other levels can be added on at the departments discretion or as the appointment requires. This is done by using the drop-down box under the last numbered routing level. When levels are added, a **Required Action** must be selected. Select ‘Approve’ or ‘FYI’ as appropriate for whichever level is added. The ‘Apply’ option will only be used for level 99. Do not select the ‘Superuser Submit’ option, it is for administrative purposes only.

The table below provides a reference for the various approval levels available, when the approval levels may be added, what required action should be chosen.

<table>
<thead>
<tr>
<th>Approval Level</th>
<th>Required Action</th>
<th>When to Add</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - FYI Only TTU</td>
<td>FYI</td>
<td>Department choice</td>
</tr>
<tr>
<td>7 - Academic Support FYI TTU</td>
<td>FYI</td>
<td>Will default if required</td>
</tr>
<tr>
<td>10 - Principal Investigators TTU</td>
<td>Approve</td>
<td>Department choice</td>
</tr>
<tr>
<td>20 - Department TTU</td>
<td>Approve</td>
<td>Every ePAF; may add additional lines</td>
</tr>
<tr>
<td>32 - Financial Aid TTU</td>
<td>Approve</td>
<td>Work Study appts only</td>
</tr>
<tr>
<td>33 - Graduate School TTU</td>
<td>Approve</td>
<td>Graduate Student appts only</td>
</tr>
<tr>
<td>35 - Research Services TTU - SPAR</td>
<td>Approve</td>
<td>Grant funding</td>
</tr>
<tr>
<td>37 - Dean or Area TTU</td>
<td>Approve</td>
<td>If required</td>
</tr>
<tr>
<td>50 - Vice President TTU</td>
<td>Approve</td>
<td>If required</td>
</tr>
<tr>
<td>51 - Provost TTU</td>
<td>Approve</td>
<td>All faculty ePAFs (not Instructors)</td>
</tr>
<tr>
<td>60 - President TTU</td>
<td>Approve</td>
<td>If required</td>
</tr>
<tr>
<td>75 - Compensation TTU</td>
<td>Approve</td>
<td>Will default if required</td>
</tr>
<tr>
<td>80 - Budget TTU</td>
<td>Approve</td>
<td>Will default if required</td>
</tr>
<tr>
<td>95 - HR TTU Approval</td>
<td>Approve</td>
<td>Will default if required</td>
</tr>
<tr>
<td>99 - HR TTU Approval</td>
<td>Apply</td>
<td>Every ePAF</td>
</tr>
</tbody>
</table>

Human Resources Operations Guide 8/2022
Click the icon to select the approver. A new window will open with the list of approvers. Certain levels only have one approver available. Other levels (i.e. Department, Dean) will have multiple options. The originating department is responsible for knowing the appropriate approvers at those levels.

The routing list will auto-sort based on the Approval Level once the change is saved.

**Before save:**

<table>
<thead>
<tr>
<th>Approval Level</th>
<th>Routing Queue</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 - (DPTTTU) Department TTU</td>
<td>20 - (DPTTTU) Department TTU</td>
</tr>
<tr>
<td>75 - (CMPTTU) Compensation TTU</td>
<td>75 - (CMPTTU) Compensation TTU</td>
</tr>
<tr>
<td>80 - (BUDTTU) Budget TTU</td>
<td>80 - (BUDTTU) Budget TTU</td>
</tr>
<tr>
<td>95 - (HRTAPV) HR TTU Approval</td>
<td>95 - (HRTAPV) HR TTU Approval</td>
</tr>
<tr>
<td>99 - (HRTTU) HR TTU Apply-Upload</td>
<td>99 - (HRTTU) HR TTU Apply-Upload</td>
</tr>
<tr>
<td>60 - (PRETTU) President TTU</td>
<td>60 - (PRETTU) President TTU</td>
</tr>
<tr>
<td>20 - (DPTTTU) Department TTU</td>
<td>20 - (DPTTTU) Department TTU</td>
</tr>
<tr>
<td>Not Selected</td>
<td>Not Selected</td>
</tr>
<tr>
<td>Not Selected</td>
<td>Not Selected</td>
</tr>
</tbody>
</table>

**After save:**

<table>
<thead>
<tr>
<th>Approval Level</th>
<th>Routing Queue</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 - (DPTTTU) Department TTU</td>
<td>20 - (DPTTTU) Department TTU</td>
</tr>
<tr>
<td>75 - (CMPTTU) Compensation TTU</td>
<td>75 - (CMPTTU) Compensation TTU</td>
</tr>
<tr>
<td>80 - (BUDTTU) Budget TTU</td>
<td>80 - (BUDTTU) Budget TTU</td>
</tr>
<tr>
<td>95 - (HRTAPV) HR TTU Approval</td>
<td>95 - (HRTAPV) HR TTU Approval</td>
</tr>
<tr>
<td>99 - (HRTTU) HR TTU Apply-Upload</td>
<td>99 - (HRTTU) HR TTU Apply-Upload</td>
</tr>
<tr>
<td>Not Selected</td>
<td>Not Selected</td>
</tr>
<tr>
<td>Not Selected</td>
<td>Not Selected</td>
</tr>
<tr>
<td>Not Selected</td>
<td>Not Selected</td>
</tr>
</tbody>
</table>

**DO NOT** enter the same approver more than once on the routing queue.

This will cause the transaction to stop routing through the approvals properly.
Comments

The Comments section of the ePAF allows the originator and approvers to add comments to the ePAF as needed. The comment field will communicate with the approvers and originator.

Approvers cannot act, make changes or entries into the system based on comments. If additional action is needed, the ePAF originator is responsible for ensuring the appropriate office is notified of that additional action. Do NOT rely on the ePAF comment section to be the notification of additional action.

Any comment added to an ePAF becomes a permanent record for that ePAF transaction and added to the employee’s job record in Banner.

The originator can provide a brief description to explain the purpose of the ePAF. There may be additional information required for the request to be approved. For example:

- Non-Tech Employee appointments should communicate the purpose of the appointment and indicate who is paying the individual.
- Temporary Worker appointments should include the purpose and the end date of the appointment.
- ePAFs for split appointments should indicate the FTE and title of the other appointment (include the transaction number if available).
- ePAFs appointing to a position which was posted on Kenexa should include the Requisition number in the Comments Section.

Example:

![Example Image]

Approvers will use the Comments section to communicate corrections to the originator when they return it.

- Corrections required on Form I-9
- Attach required documents
- Add Approvers to Routing Queue
- Funding not available

Example:

![Example Image]
### ePAF Required Attachments

<table>
<thead>
<tr>
<th>ePAF</th>
<th>Documents</th>
</tr>
</thead>
</table>
| **New Hire ePAFs**  
  - *paper onboarding; not through Kenexa* | 1. Form I-9 and copies of documents used in verification  
  2. E-Verify® case results  
  3. W-4 (current year)  
  4. Texas Tech Biographical Data Form  
  5. Employee Acknowledgment Form  
  6. Proof of Selective Service Registration (male US citizens, 18-25 years old)  
  7. Voluntary Self-Identification of Disability  
  8. VEVRAA Form |
| **When Benefits Eligible:**  
  9. Benefits Enrollment Information Form (including benefits eligible grad students)  
  10. TRS Eligibility Form (faculty and staff; not grad students) |
| **Exempt Graduate Student appointments:**  
  11. GPTI/TA Certification  
  12. RA Certification |
| **New Hire ePAFs**  
  - *online onboarding; through Kenexa* | 1. Form I-9 and copies of documents used in verification  
  2. E-Verify® case results  
  3. (if online onboarding fails, additional documents may be required as directed by HR) |
| **Job Change Begin or Transfer Gaining ePAFs**  
  - when employee changes from non-benefits eligible to benefits eligible  
  - any transaction (re)appointing for semester | **When Benefits Eligible:**  
  1. Benefits Enrollment Information Form (including benefits eligible grad students)  
  2. TRS Eligibility Form (faculty and staff; not grad students) |
| **Exempt Graduate Student appointments:**  
  1. GPTI/TA Certification  
  2. RA Certification |
| **Termination ePAFs** | 1. Resignation letter (if provided by employee) |

Link to [New Employee Packet](#).
Attaching Documents

Many ePAFs require additional documentation that will be added to the employee’s file. These documents can be attached to a saved ePAF prior to or during routing for approval. The originator or approvers should not attach documents to ePAFs in the ‘Partially Completed’ or ‘Completed’ status. If your ePAF is ‘Partially Completed’ or ‘Completed,’ you can email the documents to hrs.compensation.operations@ttu.edu and request them to be added to the file. Please include the employee’s R ID.

The originator or approvers can upload documents to an ePAF from a saved file on a computer. The Upload Documents link can be found below the approval category. This link will open a new window in the Xtender System.

![EPAF Preview](image)

*Note: If you use the Xtender System to upload documents into your department’s applications/folders in addition to uploading ePAF attachments, Right Click to open the link in a Private or Incognito Window. This should allow you to retain both sessions. If you are still having problems accessing the correct Xtender application/file, close the ePAF window and clear the browser’s cache.

If you have scanning capabilities, you can scan directly to Xtender. Then Index the documents as described below.

Otherwise, save the file you need to upload on your computer. Save it as a PDF; Word documents and email attachments are not easily viewed in the Xtender system. Review the scan for readability and page orientation. Please do not upload documents upside down. Verify that you can read the information on the I-9 documents; if scanned too dark, you will be asked to submit a new copy.
Option One:

1. Click the “Add Page” icon
2. “Browse” to select the documents from your computer. Then “Upload” the files.
3. Index: select the Document Type from the drop-down box.
4. Save.

Option Two:

1. Drag and drop the document file directly into Xtender.
2. Index: select the Document Type from the drop-down box.
3. Save.
Error Messages

When you save and submit your ePAF transaction, the system will check for edits and errors. The messages appear in two locations. The first is at the top of the screen above the Name and ID.

The second is located above the first section heading of the transaction. The message table has three columns. The first column identifies the section heading in which the edit or error is found. The second column identifies the message as a WARNING or ERROR. The third column provides a description.

Transactions will submit with warnings.

- Search for the section specified in the first column.
- Double check that the information you entered is correct; look for typos.
- If everything is accurate, proceed despite the Warning.

Errors must be cleared before the transaction will submit.

- Search for the section specified in the first column.
- Double check that the information you entered is correct; look for typos.
- Save the transaction after making corrections; resubmitting without saving will not retain your changes and the error will remain.
- Resubmit the ePAF transaction.
- If the error persists, contact HR Compensation Operations for assistance.
  - Include the R ID, transaction number and the error in your email.
Common Error Messages

**Primary job error:** “This employee already has a primary job” – employees can only have one primary job at a time. If the employee has an active primary job, you will have to wait for it to be ended or submit your appointment as a secondary job instead. HOWEVER, if you verified that they do not have another active job, on the EPAF PERSON SELECTION screen, this should not be the case. This error will appear even though all primary jobs are ended. Past primary jobs may be causing the error. Email HR Compensation Operations for assistance.

**Contract date error:** “Contract End Date must not be later than Base Job End Date” – contract dates refer to Encumbrance dates for 9-month appointment. Double check your dates are correct; a mistyped date may cause this. Otherwise, this may require an update by HR directly to the appointment to allow the transaction to submit. Email HR Compensation Operations for assistance.

**Job begin date error:** “Begin Date must equal the first Jobs Detail Effective Date.” – when this error occurs there are usually multiple identical error messages; if it appears, correct the Job Begin Date and save before looking at other errors. The Job Begin Date must match the Current Value Column. Do NOT change your effective/personnel dates to try to clear this error.

**Nortran/Oracle error:** any errors containing “Nortan” or “Oracle” indicate that the ePAF transaction is corrupted. Start a new transaction.

**Deferred pay error:** “When Deferred Pay is entered the Factor cannot equal the Pays.” – when reappointing 9-month employees that have elected to defer their salary, you will encounter this error. Email HR Compensation & Operations for assistance hrs.compensation.operations@ttu.edu. We will submit it for approval on your behalf. Due to this error once the ePAF has been approved, the transaction will be voided by HR and manually entered in the database.

**Add mandatory approval level error:** “Mandatory Levels and Required Action Indicator must match NTRACAT” – review your routing queue. This error may mean that you are missing a mandatory approval level (example: 9-month ePAFs require the level 7 Academic Support FYI.

**Add required action error:** “Required Action must be entered.” – the required action is ‘Not Selected’ on an approval level of the routing queue. Select ‘Approve’ or ‘FYI’ as appropriate. ‘Apply’ is for level 99 only.
EPAF Status Definitions

Waiting – ePAF transaction status for a saved transaction that has not been submitted or re-submitted by the ePAF originator.

Pending – Transaction status of an ePAF that has been submitted for approvals. The ePAF will remain in pending status until it has been through all assigned approval levels 5 through 95. The originator can open the transaction and view the routing queue. This will show the progress of who has approved, and at which level the transaction is pending.

Approved - Once all levels have been approved and the transaction sits at level 99, the status will change to approved. At this point the changes have not been submitted to the database. HR may have to hold transactions at this level while payroll processes or because additional errors (that did not appear upon submission) must be resolved.

Completed – Once the ePAF applies, the status will say completed. Email notifications are sent to the originator when this happens. Changes to the employee’s job record have been done and should be visible on the HR 121 Current and Future report the day after the ePAF has been completed.

Partially Completed – If the status reads partially completed, the job appointment has applied to the database but the employee record (employee class, benefit and leave categories, etc) has not updated. This is most common on termination ePAFs but can happen anytime information is changing on the employee record. Transactions in the partially completed status will also have a future applied date under transaction history at the bottom of the page. Compensation & Operations handles this process and no action is required from the department unless specifically directed by HR.

### Transaction History

<table>
<thead>
<tr>
<th>Action</th>
<th>Date</th>
<th>User Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Created</td>
<td>Nov 21, 2019</td>
<td></td>
</tr>
<tr>
<td>Submitted</td>
<td>Nov 21, 2019</td>
<td></td>
</tr>
<tr>
<td>Applied</td>
<td>Feb 01, 2020</td>
<td></td>
</tr>
</tbody>
</table>

Returned for Correction – Transactions can be returned for correction by any approver and the originator of the ePAF. When a correction or change is needed to the ePAF, there will be a comment added to the ePAF or an email sent to the originator with instructions. Once corrections are made, the originator will resubmit the transaction for approvals.
**Cancelled** – If the transaction is cancelled BEFORE it reaches the partially completed or completed status, then the transaction is cancelled, and no changes are made. If the transaction is cancelled AFTER it reaches the partially completed or completed status, then the transaction status will update to cancelled but the changes will NOT be removed. At that stage the ePAF transaction has already applied to the database and are unaffected by the ePAF. If you need the changes removed, contact HR Compensation & Operations.

**Voided** – Transactions can be voided after they have been returned for correction. This may be necessary if the originator used the wrong ePAF and must start a new one to enter the changes. If this button is clicked by mistake, it cannot be reversed. A new transaction will be necessary.

*Note: Sometimes HR is not able to apply transactions with the automated process. The changes may need to be entered manually. When this is done, we will return the transaction and void it, so the transaction does not remain in the routing queue. A comment will be made that the transaction was “manually applied.” If you have a transaction that you did not void, check the comments section.*
Navigating your Originator Summary

The ePAF Menu screen will have several options available to you. The options will vary based upon your individual access.
ePAF Originators can access the ePAF Originator Summary to manage transactions.

The tabs allow Originators to navigate between Current transactions pending approval, upcoming transaction In My Queue, and a History of completed ePAFS.

The Queue Status allows Approvers to sort transactions by status of Waiting, Pending, etc. See ePAF Status Definitions on page 61.

The list of ePAF transactions will appear as shown below. Approvers may also Search for a specific transaction by Name, R ID, or transaction number.
Navigating your Approver Summary

The ePAF Menu screen will have several options available to you. The options will vary based upon your individual access.

ePAF Approvers can access the ePAF Approver Summary to manage transactions.

The tabs allow Approvers to navigate between **Current** transactions pending approval, upcoming transaction **In My Queue**, and a **History** of completed ePAFS.

The **Queue Status** allows Approvers to sort transactions by status of Waiting, Pending, etc. *See ePAF Status Definitions on page 61.*

The list of ePAF transactions will appear as shown below. Approvers may also **Search** for a specific transaction by Name, R ID, or transaction number.
Managing Proxies

Approvers may appoint proxies to approve on their behalf. Access the EPAF Proxy Records screen from the ePAF Menu screen or the ePAF Approver Summary.

1. Select the routing Approval Level
2. Select the Name from the drop-down list
3. Check the Add box
4. Click Save

Proxies can be removed by selecting the Remove box and clicking Save.

**NOTE:** If a proxy transfers to another department, the approver must remove the Proxy access on this screen.
Once assigned, the proxy will have the **Act as Proxy** link available on their ePAF Menu.
Deadlines

Ideally, you will submit ePAFs in advance of or on the effective date. When that is not possible, be sure to submit ePAFs in time for payroll processing. Refer to the Payroll Calendars for the specific dates from month to month.

The Payroll & Tax tab of Raiderlink will have deadline information as well as other forms needed if the ePAF transaction does not make the payroll deadline.

Other information you might need when not making a payroll deadline:

**Manual Check Request (MCR)** – If you miss the payroll, and the employee will be owed money, you will need to submit a Manual Check Request to Payroll and Tax Services AFTER the ePAF applies.

---

**Payroll Forms**

- Leave Adjustment Form
- Lump Sum Vacation Certification Form
- Manual Check Request - Exempt Employees Form
  - Instructions
  - Example
- Manual Check Request - Non-Exempt Employees Form
  - Instructions
  - Example
- Faculty 12 Month Salary Spread Request Application
**Overpayment** – If the ePAF was to lower or stop payment: contact Payroll and Compensation & Operations immediately. Your ePAF transaction will still need to be submitted but the overpayment process can begin while it is routing. Timely notification can stop the payment before it is paid.

**Fee Waivers for TA/GPTI/RA** – Student Business Services has deadlines each semester for fee waiver and tuition benefits for graduate students who qualify. Refer to SBS communications for the specifics. If you do not have your ePAF submitted and completed by their deadlines, the fee waivers will not be applied properly, and you will have unhappy students.
ePAF Appendix

Appointing Non-Compensated Employees

Non-compensated positions are for access only. Individuals will be appointed as a Non-Tech Employee using a TTU New Hire Exempt ePAF. The information below will assist originators in completing these Non-Tech Employees appointments. Refer to the ePAF instructions for fields not mentioned here.

**Employee Record**
- Employee Class – M1, Without Compensation Employee
- Leave Category – NL, Not Leave Eligible
- Benefit Category – NE, Not Benefits Eligible

**New Job Exempt**
- Annual Salary – 0
- FTE – 0

**Compensation Exempt**
- Hours per Day – 8
- Hours per Pay – 173.33
- Factor – 1
- Pays – 1

**Create or Change Default Earnings**
- Earnings code – HLN; do not use RGS
- Hours per Pay – 1

**Comments**
- Purpose of appointment (reason to gain access)
- Identify entity compensating individual
Adding Instructor Overload Appointments to Full Time Exempt Staff

Full time (1.0) exempt staff employees may teach class in addition to their regular duties provided the home organization is supportive of the secondary appointment and the work does not interfere with the primary job of the employee.

These employees must be assigned the Instructor position title in order to receive Instructor of Record (IOR) designation and gain access to online tools. EPAF originators will use a TTU Add Overload and Future End ePAF to add this appointment.

- Generate a TTU Add Overload and Future End (TOVFEE) ePAF.
  - Position Number – an Instructor position. If the department does not have one, submit a New Position Request form to create one.
  - Suffix – A1
  - Job Information:
    - Effective Date – 9/1 for fall appointments or 1/16 for spring appointments
    - Annual Salary – Monthly amount to be paid X 9
  - Factor/Pays – 9/9
  - Default Earnings:
    - Earnings Code – ADC
    - Hours or Units per Pay – 1
    - Account Code – 6A2011
    - Special Rate – Monthly amount to be paid
  - End Job
    - Effective Date – 1/15 for fall appointments or 5/31 for spring appointments

For more detailed instructions, refer to the Add Overload section of this guide on page 43.
# Employee Record Job Aid

## EXEMPT Job Titles (Annual Salary paid over 12 months):

<table>
<thead>
<tr>
<th>Empl Class</th>
<th>Description</th>
<th>Factor</th>
<th>LCAT</th>
<th>BCAT</th>
</tr>
</thead>
<tbody>
<tr>
<td>E1</td>
<td>FT Exempt Staff</td>
<td>12</td>
<td>TE</td>
<td>FT</td>
</tr>
<tr>
<td>E4</td>
<td>PT Exempt Staff</td>
<td>12</td>
<td>NL, TE</td>
<td>NE, PT, IF</td>
</tr>
<tr>
<td>F7</td>
<td>PT 12 Month Faculty</td>
<td>12</td>
<td>NL, TE</td>
<td>NE, PT, IF</td>
</tr>
<tr>
<td>F8</td>
<td>FT 12 Mo Fac Vac Elig</td>
<td>12</td>
<td>TE</td>
<td>FT</td>
</tr>
<tr>
<td>R2</td>
<td>Exempt Working TRS Retiree</td>
<td>12</td>
<td>NL</td>
<td>WR</td>
</tr>
<tr>
<td>S8</td>
<td>PT Exempt Research Assistant</td>
<td>12</td>
<td>NL</td>
<td>NE, GS, IF</td>
</tr>
</tbody>
</table>

## NONEXEMPT Job Titles (Hourly Wage, paid Semi-monthly):

<table>
<thead>
<tr>
<th>Empl Class</th>
<th>Description</th>
<th>Factor</th>
<th>LCAT</th>
<th>BCAT</th>
</tr>
</thead>
<tbody>
<tr>
<td>N0</td>
<td>PT Non Exempt Staff</td>
<td>24</td>
<td>NL, TN</td>
<td>NE, PT, IF</td>
</tr>
<tr>
<td>N1</td>
<td>PT Non Exempt Staff</td>
<td>24</td>
<td>TN</td>
<td>FT</td>
</tr>
<tr>
<td>N6</td>
<td>PT Non Exempt Non Ben El Temp</td>
<td>24</td>
<td>NL</td>
<td>NE, IF</td>
</tr>
<tr>
<td>N7</td>
<td>PT Non Exempt Non Ben El Temp</td>
<td>24</td>
<td>NL</td>
<td>NE, IF</td>
</tr>
<tr>
<td>S1</td>
<td>PT Non Exempt Graduate Asst</td>
<td>24</td>
<td>NL</td>
<td>NE, GS, IF</td>
</tr>
<tr>
<td>S4</td>
<td>PT Non Exempt Student</td>
<td>24</td>
<td>NL</td>
<td>NE</td>
</tr>
<tr>
<td>S6</td>
<td>PT Non Exempt High Sch Student</td>
<td>24</td>
<td>NL</td>
<td>NE</td>
</tr>
<tr>
<td>R1</td>
<td>Non Exempt Working TRS Retiree</td>
<td>24</td>
<td>NL</td>
<td>WR</td>
</tr>
</tbody>
</table>

## FACULTY/TA/GPITI Titles (Annual Salary paid over 9 months):

<table>
<thead>
<tr>
<th>Empl Class</th>
<th>Description</th>
<th>Factor</th>
<th>LCAT</th>
<th>BCAT</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1</td>
<td>FT 9 Mo Fac Non Vac Elig</td>
<td>9</td>
<td>T9</td>
<td>FT</td>
</tr>
<tr>
<td>F4</td>
<td>PT 9 Mo Fac Non Vac Elig</td>
<td>9</td>
<td>NL, T9</td>
<td>NE, PT, IF</td>
</tr>
<tr>
<td>S2</td>
<td>PT Exempt TA/GPITI/GRHA</td>
<td>9</td>
<td>NL</td>
<td>NE, GS, IF</td>
</tr>
</tbody>
</table>

## Benefit Categories

- FT: Full Time Benefits Eligible
- PT: Part Time Benefits Eligible
- IF: Insurance FT Eligible
- GS: Graduate Student Ins Eligible
- NE: Not Benefits Eligible
- TR: Temp Employee, Retirement Only
- WR: Working Retiree Insurance Only

## Leave Categories

- T9: 9 Month Faculty, Sick - Not Vacation
- TE: Leave Eligible Exempt
- TN: Leave Eligible Nonexempt
- NL: Not Leave Eligible

## FTE Guide

### Benefits

- FTE = .00 to .49: NE - Not Benefits Eligible
- FTE = .50 to .74: GS, PT - Grad Student, Part Time
- FTE = .75 to .99: IF - Ins FT Eligible
- FTE = 1: FT - Full Time Benefits Eligible

### Leave

- FTE = .00 to .49: NL - Not Leave Eligible
- FTE = .50 to 1: TE, TN, T9 - Leave Eligible

*Student Assistants may work up to .50 FTE, but they are not eligible for benefits & leave. Graduate Students are limited to .50 FTE, but are eligible for benefits.*
ePAF Calculators

Convert from Annual Salary & FTE to Hourly Rate

Convert Hourly Rate to Annual Salary & FTE

Convert Hours To/From FTE

ePAF Calculator
   Multipurpose Exempt Salary
   Non-exempt Hours per Day and Hours per Pay
   Exempt Hours per Day and Hours per Pay
   Labor Distribution Percent
**Hours per Pay**

The average number of hours the employee will work each **pay period**. Because nonexempt employees have a different pay period from exempt and faculty, the full-time rate of **Hours per Pay** is different.

<table>
<thead>
<tr>
<th>Employee Status</th>
<th>Hours per Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonexempt</td>
<td>86.67</td>
</tr>
<tr>
<td>Exempt</td>
<td>173.33</td>
</tr>
<tr>
<td>9-month</td>
<td>173.33</td>
</tr>
</tbody>
</table>

**Routing Queue Approval Levels**

The ePAF transaction will load with the required minimum routing queue to be submitted. Other levels can be added on at the departments discretion or as the appointment requires. The table below provides a reference for when the Approval levels may be added.

<table>
<thead>
<tr>
<th>Approval Level</th>
<th>Required Action</th>
<th>When to Add</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - FYI Only TTU</td>
<td>FYI</td>
<td>Department choice</td>
</tr>
<tr>
<td>7 - Academic Support FYI TTU</td>
<td>FYI</td>
<td>Will default if required</td>
</tr>
<tr>
<td>10 - Principal Investigators TTU</td>
<td>Approve</td>
<td>Department choice</td>
</tr>
<tr>
<td>20 - Department TTU</td>
<td>Approve</td>
<td>Every ePAF; may add additional lines</td>
</tr>
<tr>
<td>32 - Financial Aid TTU</td>
<td>Approve</td>
<td>Work Study appts only</td>
</tr>
<tr>
<td>33 - Graduate School TTU</td>
<td>Approve</td>
<td>Graduate Student appts only</td>
</tr>
<tr>
<td>35 - Research Services TTU - SPAR</td>
<td>Approve</td>
<td>Grant funding</td>
</tr>
<tr>
<td>37 - Dean or Area TTU</td>
<td>Approve</td>
<td>If required</td>
</tr>
<tr>
<td>50 - Vice President TTU</td>
<td>Approve</td>
<td>If required</td>
</tr>
<tr>
<td>51 - Provost TTU</td>
<td>Approve</td>
<td>All faculty ePAFs (not Instructors)</td>
</tr>
<tr>
<td>60 - President TTU</td>
<td>Approve</td>
<td>If required</td>
</tr>
<tr>
<td>75 - Compensation TTU</td>
<td>Approve</td>
<td>Will default if required</td>
</tr>
<tr>
<td>80 - Budget TTU</td>
<td>Approve</td>
<td>Will default if required</td>
</tr>
<tr>
<td>95 - HR TTU Approval</td>
<td>Approve</td>
<td>Will default if required</td>
</tr>
<tr>
<td>99 - HR TTU Apply-Upload</td>
<td>Apply</td>
<td>Every ePAF</td>
</tr>
</tbody>
</table>
ePAF Glossary

Address and Telephone Selection - allows the originator to see if a work address and work telephone number have already been assigned to the employee.

Annual Salary – for Nonexempt: Hourly rate multiplied by 2080 multiplied by FTE; for Exempt: (12 mo): Monthly rate multiplied by 12; for Exempt (9 mo): Monthly rate multiplied by 9 OR Semester rate multiplied by 2.

Approval Category – ePAF type.

Approved – transaction status of an ePAF that is pending upload to the Banner system. The ePAF has been though all approvals and this is the last level before changes are made to the employee’s record.

Benefit Category Code – code used by Banner defining what type of benefits an employee is eligible to have. This code also drives the deduction codes the employee will be assigned.

Cancelled – transaction status of an ePAF that has been removed for the routing queue and will not be resubmitted.

Classified Pay Plan – list of TTU’s classified positions. Each classified position has a standardized specification with a position code, position class title, position summary, minimum qualifications, exempt/nonexempt status, job category, pay grade, and pay range with set minimum, mid-point, and maximum salary rates.

Comments – the section of the ePAF that allows the originator and approves to add comments to the ePAF as needed for communication.

Completed – transaction status of an ePAF that has been uploaded to the Banner system. Changes to the employee’s job record have been done and should be visible on the HR 121 Current and Future report the day after the ePAF has been completed.

Current Hire Date – Date in which the employee will begin working at the University. This date will default from the Query Date in ePAF transactions.

Default Earnings – code used in Banner to allow the position to run though the payroll process and pay a specific earning to the employee. Most common earnings code is HLD for longevity eligible staff, HLN for nonexempt employees who are not eligible for longevity and RGS for exempt employees who earn a consistent monthly salary.

Distribution COA – A field in the ePAF transaction that will have the same information as the “Home COAS.”
**Distribution Orgn** – A filed in the ePAF transaction that will have the same information as the “Home Organization.”

**Electronic Personnel Action Form (ePAF)** – a system delivered from our vendor that allows departments to communicate employee appointments to the payroll system for payment of wages.

**Employee Class Code** – code used by Banner defining an employee’s whole employment as exempt, nonexempt, what benefits the employee is eligible for, what leave the employee is eligible for and full time or part time status.

**Employee Record** – ePAF section which consists of the employee class, leave category, benefit category, full time or part time status, assigned home chart of account, assigned home organization, distribution chart of account and distribution organization, current hire date and location code.

**Encumbrance** – amount of funds held to pay for an employee for the duration of the appointed job.

**Encumbrance Begin Date** – date in which the ePAF originator intends for funds to begin to be held to pay for an employee’s appointed job.

**Encumbrance End Date** – date in which the ePAF originator intends for funds to be released from an employee’s appointed job. The employee will either be ending the job on this date or be placed on leave without pay as of this date.

**Ending Jobs ePAFs** – end the appointment of an employee. The appointment can be either a primary or secondary job.

**ePAF Person Selection** – ePAF screen where the originator will select the employee, enter the query date and choose the ePAF type (approval category).

**Exempt Employees** - are “exempt” from the overtime recordkeeping standards of the Fair Labor Standards Act. These employees must meet certain criteria to be considered exempt under FLSA guidance.

**Factor** – the number of pay periods per year for the position. For Nonexempt: 24; for Exempt (12 mo): 12 for Exempt (9 mo): 9


**FT/PT Status** – code used by Banner to define the full time or part time status of an employee. If the overall FTE is 100%, the employee is considered full time. Anything below 100% is considered part time. Other is defined as non-compensated or a retiree.
Full Time Equivalent (FTE) – employee’s workload. Average working hours in a week divided by 40.

Home COAS – the chart of account in which the employee will be assigned. Most likely will depend on the home organization assigned.

Home Organization – The organization who will carry the primary appointment for an employee.

Hourly Rate – rate of pay per hour for nonexempt employees. Calculation = Annual Salary divided by 2080 divided by FTE

Hours per Day – the average number of hours the employee will work each day. For all employee types: 8 multiplied by FTE.

Hours per Pay – the average number of hours the employee will work each pay period. For Nonexempt: 86.67 multiplied by FTE; for Exempt (9 or 12 mo): 173.33 multiplied by FTE.

Job Begin Date – the first day an employee is appointed to a specific Position-Suffix.

Job Change Reason – reason code used in the Banner system to quickly define the reason for the new job record added to the person’s job information.

Jobs Effective Date – the date the change (i.e. add new, change, end) to the appointment takes effect.

Job Information – ePAF section which consists of specific data elements about the job in which the employee will be assigned.

Job Labor Distribution – (see Labor Distribution)

Last Paid Date – last date of a pay period in which an employee was processed through payroll.

Last Work Date – the date in which the employee was last at work working in the appointed job.

Leave Category Code – code used by Banner defining what type of leave an employee is eligible to accrue and use.

Leave Without Pay (LWOP) – Job status in which an employee is not paid for various reasons.

Location Code – Building code in which the employee will be stationed most of the time or where their office is located.
**Labor Distribution** – also known as Job Labor Distribution is the made up of the Fund (F), Organization (O), Account (A) and Program (P) or FOAP. These fields identify where the funding for payment will be taken from.

**Modifying Jobs ePAFs** – are used to change pay, FTE or funding source.

**Multi-Action ePAFs** – allow the originator to combine the actions of two ePAFs into one transaction.

**New ePAF Job Selection** - the originator will choose the position number and suffix combination that will be assigned, modified or ended.

**New Position Request Form** – The form used to request a new position for a department organization. Link to the New Position Request Form.

**Next Approval Type** – Button in the ePAF job selection screen that allows the originator to assign a position and suffix number combination to each section of the ePAF transaction.

**Non-Classified Pay Plan** – list of TTU's non-classified positions. Non-Classified positions are often one of a kind, used by a small number of employees, or are faculty-related and allows flexibility to address the university's unique job market when determining compensation. Non-Classified positions are often recruited for nationally or internationally and typically require a specific degree and/or specialized training. Non-Classified positions have standardized specifications with a position code, position class title, minimum qualifications, exemption status, and job category.

**Nonexempt Employees** – are subject to overtime pay when that employee works over 40 hours during the work week. Overtime pay is calculated at time-and-a-half pay for all hours actually worked in excess of 40 hours during one work week.

**Partially Completed** – transaction status of an ePAF in which the job has been ended, but the employee record section of the ePAF has not been uploaded to the Banner system. This is most common on Termination ePAFs but can happen anytime information is changing on the employee record.

**Pay Plan** – Texas Tech University’s list of established position titles we share with Texas Tech University Health Sciences Center as well as the HSC El Paso entity. Link to Texas Tech Pay Plan.

**Pays** – the number of paychecks per year for the position. For Nonexempt: 24; for Exempt (12 mo): 12; for Exempt (9 mo): 9

**Pending** - transaction status of an ePAF that has been submitted for approvals. The ePAF will remain in pending status until it has been through all assigned approval levels 5 through 95.

**Person: General Person Data** – ePAF section in which general personal data about the employee is entered for uploading into the various HR data screens of the Banner system.
**Personnel Date** – either the date the change takes effect or the date it would have taken effect (only in cases when ePAF was submitted after payroll processing).

**Position Class Code** – the alpha numeric combination assigned to each position on the pay plan.

**Position Number** – the T, S or W number that is used to assign a position to an organization or department. The alpha part of the position number will be determined by the chart of account in which the position will be funded or paid. T = Texas Tech University Funds; S = Texas Tech University System Funds; W = Federal Work-Study Funds.

**Premium Pay Code** – identifies if the full-time employee will receive longevity pay or hazardous duty pay. If neither are applicable, the field will remain “not selected.”

**Primary Job ePAFs** – ePAF transactions which establish a primary job for an employee.

**Query Date** – first date on the ePAF transaction. The query date should always reflect the date of hire or the date a position action should take effect. The query date cannot be changed after the originator moves on from the New ePAF Person Selection screen.

**Returned for Correction** – transaction status of an ePAF that has been returned to the originator for correction, reconsideration and should be resubmitted after changes to the ePAF have been made.

**Routing Queue** - the section of the ePAF where the originator will assign approvers for the ePAF transaction.

**Secondary Job ePAFs** - add an additional position number to a person with a primary position already assigned. Secondary jobs can be from the same organization or with a different organization, but the total FTE for one individual cannot exceed 1.0 for faculty and staff positions or 0.5 for student positions.

**Special Rate** – field in the Default Earnings section that designates the monthly amount paid to the employee. This is blank for earnings codes of RGS, HLN or HLD.

**Supervisor ID** – R ID number of the person who will be the supervisor of the employee.

**Termination** – ending an employee’s job as well as severing the employee/employer relationship.

**Termination Date** – date in which the employee will no longer work in the appointed position and the employee/employer relationship is ended.

**Termination Reason Code** – a code used in the Banner system to describe why the employee is terminating from position appointment.
**Time Entry Method** – the information used to communicate how the employee will report time worked. Employee Time Entry via Web is used for employees who will enter time in Web Time Entry on Raiderlink. Third Party with Approvals is used for employees who will enter time in Time Clock Plus.

**Timesheet COA** – the chart of account the timesheet organization resides within.

**Time Sheet Organization or Time Sheet Orgn** - the organizational code in which the timesheet or leave from for the employee will be housed, routed and approved.

**Voided** – transaction status of an ePAF that has been returned for correction but will not or cannot be resubmitted. This may be necessary if the originator used the wrong ePAF and must start a new one to enter the changes.

**Waiting** – ePAF transaction status for a saved transaction that has not been submitted or re-submitted by the ePAF originator.

**Work Address** – will be the mail stop number used by the university. Format should be MSXXXX (no spaces).

**Work Address Update** – ePAF section in which work address and work telephone numbers are updated.
Leave Without Pay

On occasion, it may be necessary to move an employee to a Leave without Pay status. When this happens a form must be submitted to Human Resources through the LWOP application. [https://banapps.texastech.edu/itis/hr_lwop/home](https://banapps.texastech.edu/itis/hr_lwop/home)

Once you are on the LWOP Home Page, you will click on the Leave Without Pay link located under the Functions tab.

This will then take you to the LWOP form. You will enter in the employee’s R#, then click Generate Form.

This will then bring up the employee’s work information. From there you will need to fill in the Department Contact information, as well as the Dept. Contact Phone Number.
Now you will enter in the Leave Type and Approver Information. Select the Type of Leave from the dropdown menu:

- Between Term Leave with Benefits (Summer Only)
- Disciplinary Leave Without Pay and Without Benefits
- Education Leave of Absence Without Benefits
- Family Medical Leave (FMLA) Without Pay with Benefits
- Illness Leave Without Pay and Without Benefits (Disability)
- Extended Military Leave Without Pay and without Benefits
- State Parental Leave Without Pay and Without Benefits
- Personal Leave Without Pay and Without Benefits
- Extended Disability Workers Compensation Without Pay and Without Benefits

The First Date of Leave Without Pay will be the first date that the employee is moved to the leave without pay status.

Select the Department Head, and HR (For Approval), for routing. Leave any necessary comments in the Comment(s) section.

Once you have filled in the correct information, you will need to select Submit to start the routing process. Once the LWOP form has been submitted successfully, you will receive a Transaction Number. You may also select Generate PDF to create a PDF for your records.

**For Approvers:**

Once a LWOP form has been submitted, you will receive an email from an automated system that includes a link to review the transaction. From there you may either approve or reject the transaction. A comment will be required for rejected transactions.
Return from Leave Without Pay

When an employee who has been on Leave Without Pay is ready to return to work, you must submit a Return from Leave Without Pay form to Human Resources through the Return from LWOP application to bring them back to a paid status. [https://banapps.texastech.edu/itis/hr_lwop/rlwop](https://banapps.texastech.edu/itis/hr_lwop/rlwop)

Once you are on the Return from LWOP Home Page, you will click on the Return from Leave link located under the Functions tab.

This will then take you to the Return from LWOP form. You will enter in the employee’s R#, then click generate form.

This will then bring up the employee’s work information. From there you will need to fill in the Department Contact Information, as well as the Dept. Contact Phone Number.
The Return to Work Date will be the first date that the employee starts working once their leave has been completed. Select the Department Head, and HR (For Approval), for routing. Leave any necessary comments in the Comment(s) section. Once you have filled in the correct information, you will need to select Submit to start the routing process. Once the Return from LWOP form has been submitted successfully, you will receive a Transaction Number. You may also select Generate PDF to create a PDF for your records.

**For Approvers:**
Once a Return from LWOP form has been submitted, you will receive an email from an automated system that includes a link to review the transaction. From there you may either approve or reject the transaction. A comment will be required for rejected transactions.
The Purpose of the Form I-9

The Form I-9 must be completed by employers to document verification of the identity and work authorization of each new employee (both citizen and noncitizen) hired after November 6, 1986, to work in the United States.

**Please note that due to the importance of this form no new hire ePAF will be approved without a completed Form I-9, supporting documents, and an E-Verify® case.**

"Form I-9 Instructions." USCIS. Web. Oct 2019
General Instructions

The employee can complete section one of the Form I-9 at any time between acceptance of a job offer and the first day of work. The Form I-9 and E-Verify® process may not start before the employee accepts an offer of employment. The employee must complete section one of the Form I-9 by their first day of work. As a representative of TTU, the department is responsible for ensuring section 1 has been completed correctly. Upon completion of section 1, the form must be printed and then signed and dated by the employee.

The employer is responsible for reviewing the physical document(s) presented by the employee to complete section 2. All document’s provided must be verified in person and be original documents. Section 2 of the Form I-9 should be completed by the end of the third business day after the first day of work along with an E-Verify® case. Upon completion of Section 2 the form must be printed and then signed and dated by the hiring department.

The employer must complete section 3 when new work authorization documents are required due to previous documents expiring. TTU only uses section 3 for updating expired work authorization on current employees, TTU does not use this section for name changes.

Employers must ensure that all pages of the instructions and Lists of Acceptable Documents are available, either in print or electronically, to all employees completing this form. Employers and employees can also access this full set of instructions at any time by clicking the instruction button at the top of each page when completing the form on a computer.

Forms completed on the internet cannot be submitted electronically. All forms must be printed, signed, and dated by hand. A blank copy of the Form I-9 is available at https://www.uscis.gov/i-9 if the online version is not accessible.

Additional guidance to complete the form may be found in the Handbook for Employers: Guidance for Completing Form I-9 (M-247) and on USCIS’ Form I-9 website, I-9 Central.

Handbook for Employers, Guidance for Completing Form I-9 (M-274)

I-9 Central

"Form I-9 Instructions." USCIS. Web. Oct 2019
Remote Work

If the employee will be working remotely (not on a TTU campus) a Remote Work Agreement Application must be completed allowing ample time before the start date. Departments can access the form for employees without an eRaider/R# by contacting hrs.systems@ttu.edu to request the application. If the employee has an eRaider/R# use the following link - Remote Work Agreement Application | Human Resources | TTU

After approval, you will be sent a list of authorized I-9 representatives in the employee’s area to complete the Form I-9 on TTU’s behalf along with directions. The completed Form I-9 and supporting documents should be returned to the department once completed to review for errors. Departments are liable for any violations committed by the person designated to act on their behalf. The department will process the E-Verify® case, then attach all documents to the ePAF for processing.

"Form I-9 Instructions." USCIS. Web. Oct 2019
Completing Section 1

After a job offer has been made and accepted the new employees must complete, sign and date section one by the end of the first day of work. The following pages will break down section 1 of the Form I-9 and provide detailed instructions on how to complete this form correctly.

Entering employee information:

- Last Name - full legal last name
- First Name - full legal first name
- Middle initial - the first letter of the second given name. If there is no middle name, this field should have N/A.
- Other Last Names Used – all other last names used, if any. Enter N/A if there are no other last names.
- Address (street name and number) – street number and name of current residence. This must be a physical address within the United States. No PO Boxes are acceptable.
- Apartment – numbers or letters of apartment. If no apartment number, enter N/A.
- City or Town – city or town
- State – the abbreviation of your state
- Zip Code – 5-digit zip code
- Date of Birth – date of birth in format of mm/dd/yyyy
- US Social Security Number – 9-digit social security number. If the social security number has been applied for and not received yet, leave this field blank. The E-Verify® should also wait until the US social security number has been received.
- Employee’s E-Mail Address (optional) – e-mail address or N/A – cannot be left blank.
- Employee’s Telephone Number (optional) – telephone number in format of (000) 000-0000 or N/A – cannot be left blank.

"Form I-9 Instructions." USCIS. Web. Oct 2019
Attestation:

I attest, under penalty of perjury, that I am (check one of the following boxes):

- [ ] 1. A citizen of the United States
- [ ] 2. A noncitizen national of the United States (See Instructions)
- [ ] 3. A lawful permanent resident (Alien Registration Number/USCIS Number): N/A
- [ ] 4. An alien authorized to work until (expiration date. If applicable. mm/dd/yyyy): N/A

Some aliens may write “N/A” in the expiration date field. (See Instructions)

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9: An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.

1. Alien Registration Number/USCIS Number: N/A
2. Form I-94 Admission Number: N/A
3. Foreign Passport Number: N/A
   Country of Issuance: N/A

The employee must select one box to attest to their citizenship or immigration status.

1. A citizen of the United States.
3. A lawful permanent resident: An individual who is not a U.S. citizen and who resides in the United States under legally recorded permanent residence as an immigrant. This term includes conditional residents. Asylees and refugees should not select this status but should instead select “An Alien authorized to work” below.
   a. If this box is chosen, the 7-9 digit Alien Registration Number including the A or USCIS number should be written in the blank.
4. An alien authorized to work: An individual who is not a citizen or national of the United States, or a lawful permanent residence, but is authorized to work in the United States.
   a. If this box is chosen, a date should be entered showing the expiration of work authorization. This will be found on the work authorization document.
   b. Aliens authorized to work must enter one of the following. You may not ask the employee to present the document from which they supplied this information.
      i. Alien Registration Number A#/USCIS#:
      ii. Form I-94 Admission number:
      iii. Foreign Passport Number and the Country of Issuance

"Form I-9 Instructions." USCIS. Web. Oct 2019
**Signature and Preparer and/or Translator section:**

<table>
<thead>
<tr>
<th>Signature of Employee</th>
<th>Today's Date (mm/dd/yyyy)</th>
</tr>
</thead>
</table>

**Preparer and/or Translator Certification (check one):**

- [x] I did not use a preparer or translator.
- [ ] A preparer(s) and/or translator(s) assisted the employee in completing Section 1.

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

<table>
<thead>
<tr>
<th>Signature of Preparer or Translator</th>
<th>Today's Date (mm/dd/yyyy)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Address (Street Number and Name)</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
</table>

**Signature of Employee** – The employee signs their name in this field. If the form was completed online, they must print the form to sign. If the employee uses a preparer and/or translator to assist in completing Form I-9: both the employee and the preparer and/or translator must complete the appropriate areas of section 1 and then sign section 1.

**Today’s Date** – The employee should enter the date they signed section 1. The format should be in the format of mm/dd/yyyy. Do not backdate in this field.

**Complete the Preparer and/or Translator Section** – one of these boxes must be chosen. If the employee did not use a preparer or translator to assist in completing section 1, they should check the box marked “I did not use a Preparer or Translator”. If checking this box, the rest of the fields in the area should be left blank.

If the employee did use a preparer or translator to assist in completing section 1, they should check the box marked “A preparer(s) and/or translator(s) assisted the employee in completing section 1”. The preparer or translator should complete all the fields in the Certification area. The TTU department representative cannot be a preparer or translator for section 1. The preparer or translator must sign his or her name in this field.

**Today’s Date** – The person who signs the Preparer and/or Translator Certification must date the form with the mm/dd/yyyy format. Do not backdate this field.

**Last Name** – (family name) Enter the full legal last name of the person who helped the employee. The last name is also the family name or surname. If the preparer or translator has two last names or a hyphenated name, use both names in this field.

**First Name** - (given name) Enter the full legal name of the person who helped the employee.

**Address** – (street name and number) Enter the street name and number of the current address of the residence of the person who helped the employee in preparing or translating section 1 in this field.

**City or Town** - Enter the city, town or village of the residence of the person who helped the employee in preparing or translating section 1 in this field.

"Form I-9 Instructions." USCIS. Web. Oct 2019
**The employer must ensure that all parts of the Form I-9 are properly completed and may be subject to penalty under federal law if the form is not completed correctly. Before completing section 2, the department should review Section 1 to ensure the employee completed it properly. If any errors are found in Section 1, have the employee make corrections appropriately, then initial and date any corrections.

"Form I-9 Instructions." USCIS. Web. Oct 2019
Completing Section 2

The department must complete section 2 by examining documents showing identity and employment authorization within 3 business days of the employee’s first day of employment. If your employee begins working on a Monday, section 2 should be completed, signed, and dated before or by the end of the day on Thursday.

Entering Employee Information from Section 1

- Employee Information from section 1 – contains fields to enter the employee’s last name, first name, middle initial exactly as he or she entered them in Section 1.
- This area also includes a Citizenship/Immigration Status field to enter the number (1-4) of the citizenship or immigration status checkbox the employee selected in Section 1. These fields help to ensure that the Citizenship/Immigration Status field provides dropdowns that directly relate to the employee’s selected citizenship or immigration status.

"Form I-9 Instructions." USCIS. Web. Oct 2019
Acceptable Documents for completing section 2:

The employer must physically examine the unexpired document(s) presented from the List of Acceptable Documents while the employee is present to complete the fields in Section 2. The employer must accept any documents presented as long as they satisfy federal requirements. The employer cannot require specific documents be presented (i.e., Driver’s license and SS card).

All documents must be unexpired and original. Photocopies are not acceptable documents (certified copies of birth certificates are acceptable for the Form I-9).

- Certified birth certificates will generally have a raised seal from the state or a watermark showing it is not a copy.
- Some documents, such as social security cards and birth certificates do not have expiration dates. Use N/A for the expiration date.

Documents are considered acceptable if they appear to relate to the person presenting them and appear authentic. The employee may present a List A document(s) or a combination of a List B and List C documents showing both identification and work authorization. TTU requires copies be made of the original documents and are to be included with the Form I-9. The original documents should be returned to the employee after they have been reviewed.

"Form I-9 Instructions." USCIS. Web. Oct 2019
List A Documents

List A documents show both identity and work authorization. Some List A documents are combination documents that must be presented together to be considered a List A document, such as a foreign passport together with a Form I-94 an endorsement of the alien’s nonimmigrant status. Most common status are F1, J1 or H1B.)

<table>
<thead>
<tr>
<th>LIST A: Documents That Establish Both Identity and Employment Authorization</th>
</tr>
</thead>
<tbody>
<tr>
<td>All documents must be unexpired.</td>
</tr>
</tbody>
</table>

1. U.S. Passport or U.S. Passport Card
2. Permanent Resident Card or Alien Registration Receipt Card (Form I-551)
3. Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa (MRIV)
4. Employment Authorization Document (Card) that contains a photograph (Form I-766) (including expired EADs in conjunction with Forms I-797 based on an EAD automatic extension in certain circumstances; see page 13)
5. For a nonimmigrant alien authorized to work for a specific employer incident to status, a foreign passport with Form I-94 or Form I-94A bearing the same name as the passport and an endorsement of the alien’s nonimmigrant status, as long as the period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form
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

"Form I-9 Instructions." USCIS. Web. Oct 2019
List B & C Document

List B documents show identity only, and List C documents show employment authorization only. If an employee presents a List A document, do not ask or require the employee to present List B and List C documents, and vice versa. Since TTU participates in E-Verify®, if a List B document is presented, it must include a photograph.

"Form I-9 Instructions." USCIS. Web. Oct 2019
**Entering Documents the Employee Presents:**

<table>
<thead>
<tr>
<th>List A</th>
<th>OR</th>
<th>List B</th>
<th>AND</th>
<th>List C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document Title</td>
<td>Document Title</td>
<td>Document Title</td>
<td>Document Title</td>
<td>Document Title</td>
</tr>
<tr>
<td>US Passport</td>
<td>Issuing Authority</td>
<td>Issuing Authority</td>
<td>Issuing Authority</td>
<td>Issuing Authority</td>
</tr>
<tr>
<td>US Department of State</td>
<td>Document Number</td>
<td>Document Number</td>
<td>Document Number</td>
<td>Document Number</td>
</tr>
<tr>
<td>12345678</td>
<td>05/15/2032</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
</tr>
</tbody>
</table>

**List A – Identity and Employment Authorization**

If the employee presents a List A document, enter the information under the List A column. If a combination of List A documents is presented, enter information from each document into a separate area under List A. If you enter document under List A, you should not enter information under List B or List C.

- **Document Title:** If the employee presents a List A document, enter the title of the List A document in this field. If a combination of documents is presented, use the second and third document title fields as necessary. You may choose to use approved abbreviations. See the Form I-9 instructions for list.

- **Issuing Authority:** Enter the issuing authority of the List A document. This will be the specific entity that issued the document. If the employee presented a combination of documents, use the second and third issuing authority fields as necessary.

- **Document Number:** Enter the document number of the List A document, if any. If the document does not contain a document number, use N/A. If the employee presented a combination of documents, use the second and third document fields as necessary. If the document presented was a Form I-20 or DS-2019, use the Student and Exchange Visitor Information System (SEVIS) number as the document number.

- **Expiration Date:** Enter the expiration date of the List A document, if any. This document is not acceptable if it has already expired. If there is no expiration date, use N/A. If the document uses D/S, use this as the expiration which means duration of status. For a receipt, use the expiration date for the receipt period. If the employee presented a combination of documents, use the second and third expiration date fields as necessary.

"Form I-9 Instructions." USCIS. Web. Oct 2019
### List B – Identity

If the employee presents an acceptable document from List B or an acceptable receipt for the application to replace a lost or stolen List B document, enter the document information in this column.

If you enter document information in the List B column, you must also enter document information in the List C column. If an employee presents acceptable List B and List C documents, do not ask the employee to present a document from List A. If listing List B document, information should not be listed in List A.

**Document Title:** If the employee presents a document from List B, enter the title of the List B document or receipt in this field. You may choose to use approved abbreviations. See the Form I-9 instructions for list.

**Issuing Authority:** Enter the issuing authority of the List B document. The issuing authority is the entity that issued the document. If the employee presents a document that is issued by a state agency, include the state as part of the issuing authority.

**Document Number:** Enter the document number of the List B document, if any. If the document does not contain a number, enter N/A.

**Expiration Date:** (mm/dd/yyyy) Enter the expiration date of the List B document, if any. The document is not acceptable if it has already expired. If there is no expiration date, enter N/A in this field. For a receipt, use the expiration date for the receipt period.

---

"Form I-9 Instructions." USCIS. Web. Oct 2019
**List C – Employment Authorization**

If the employee presents an acceptable document from List C, or an acceptable receipt for the application to replace a lost or stolen List C document, enter the document information in this column. If you enter document information in the List C column, you must also enter document information in the List B column. If an employee presents acceptable List B and List C documents, do not ask the employee to present a document from List A. If listing List C documents, information should not be listed in List A.

Document Title: If the employee presents a document from List C, enter the title of the List C document or receipt in this field. You may choose to use approved abbreviations. See the Form I-9 instructions for list.

Issuing Authority: Enter the issuing authority of the List C document. The issuing authority is the entity who issued the document.

Document Number: Enter the document number of the List C document, exactly as it appears on the document. If the document does not contain a number, enter N/A.

Expiration Date: (mm/dd/yyyy) Enter the expiration date of the List C document, if any. The document is not acceptable if it has already expired. If there is no expiration date, enter N/A in this field. For a receipt, use the expiration date for the receipt period.

**Additional Information:** Use this space to notate any additional information for the Form I-9 such as:

- A sponsor letter that may be required to accompany a DS-2019 with an exchange visitor category of student.
- Employment Authorization Extension

"Form I-9 Instructions." USCIS. Web. Oct 2019
Receipts

Receipts are acceptable if a document has been lost or stolen. The employee must present the replacement document to you within 90 days of the first day of work. This is a two-step process:

1. Write the word “receipt” in section 2 after the document name under the list that relates to the receipt. Attach the receipt of the document with the Form I-9 as usual with your ePAF.

2. When your employee presents the replacement document, draw a line through the word receipt and update section 2 of the Form I-9 with any new information, the date, and your initials. Send the update section 2 along with a copy of the document to the general HR Compensation and Operations email to hrs.compensation.operations@ttu.edu.

"Form I-9 Instructions." USCIS. Web. Oct 2019
Entering Information in the Employee Certification:

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): 09/01/2024 (See instructions for exemptions)

<table>
<thead>
<tr>
<th>Signature of Employer or Authorized Representative</th>
<th>Today's Date (mm/dd/yyyy)</th>
<th>Title of Employer or Authorized Representative Coordinator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name of Employer or Authorized Representative</td>
<td>First Name of Employer or Authorized Representative</td>
<td>Employer's Business or Organization Name</td>
</tr>
<tr>
<td>Last</td>
<td>First</td>
<td>Texas Tech University</td>
</tr>
<tr>
<td>Employer’s Business or Organization Address (Street Number and Name)</td>
<td>City or Town</td>
<td>State</td>
</tr>
<tr>
<td>2500 Broadway</td>
<td>Lubbock</td>
<td>TX</td>
</tr>
</tbody>
</table>

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative)

A. New Name (Inapplicable)

B. Date of Rehire (if applicable)

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

Document Title | Document Number | 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.

<table>
<thead>
<tr>
<th>Signature of Employer or Authorized Representative</th>
<th>Today's Date (mm/dd/yyyy)</th>
<th>Name of Employer or Authorized Representative</th>
</tr>
</thead>
</table>

Employee’s First Date of Employment: Enter the employee’s first day of employment as a 2-digit month, a 2-digit day and 4-digit year (mm/dd/yyyy). This date should match the hire date of the ePAF submitted.

Signature of Employer or Authorized Representative: The person who physically examines the original document(s) and completes section 2 must sign his or her name in this field. This form must have an actual signature.

- When you sign section 2, you are attesting under penalty of perjury that you have physically examined the documents presented by the employee, that the documents appear to be genuine and relate to the employee, that to the best of your knowledge that the employee is authorized to work in the United States, that the information that you entered in section 2 is complete, true and correct to the best of your knowledge and that you are aware that you may face severe penalties provided by law and may be subject to criminal prosecution for knowingly and willfully making false statements of knowingly accepting false documentation when completing this form.

Today’s Date: The person signing section 2 must enter the date he or she signed Section 2. Do not backdate this field. Enter the date as a 2-digit month, a 2-digit day and a 4-digit year (mm/dd/yyyy).

Title of Employer of Authorized Representative: Enter the title, position or role of the person who physically examines the employee’s original document(s), completes and signs Section 2.

"Form I-9 Instructions." USCIS. Web. Oct 2019
Last Name of the Employer or Authorized Representative: Enter the full legal last name of the person who physically examined the employee’s original documents, completes and signs Section 2. If the person has two last names or a hyphenated last name, include both names in this field.

First Name of the Employee or Authorized Representative: Enter the full legal first name of the person who physically examined the employee’s original documents, completes and signs Section 2.

Employer’s Business or Organization Name: Enter Texas Tech University

Employer’s Business or Organization Address (Street Name and Number): Enter an actual physical address of the employer. Do not use a PO Box or Mail Stop. Use the legal address for Texas Tech of 2500 Broadway or your office’s physical address if you have an off-campus location.

City or Town: Enter Lubbock or the city of your office.

State: Enter TX.

Zip Code: Enter 79409 or your office zip code.

"Form I-9 Instructions." USCIS. Web. Oct 2019
Form Reminders

- All documents must be unexpired.
- You must verify the actual document, copies and faxes are not acceptable.
- Some documents such as social security cards and birth certificates do not contain expiration dates and should be treated as unexpired typing in N/A.
- If anyone other than the employee enters any data in section 1, be sure they complete the preparer certification. This cannot be anyone in the department.
- A Visa cannot be used to substitute for a foreign passport.
- Foreign passports commonly list dates as day-mo-yr. The I-9 requires the date format to be mo-day-yr.
- There must be a physical address listed for Texas Tech – no PO Boxes or Mail Stops.

Corrections and Errors

- Never use white out or completely black out incorrect information.
- Draw a single line through the incorrect information.
- Write missing information or correct information nearby.
- Date and initial by the person making the correction.
- Never backdate.
Do not write in Section 3 of the Form I-9 as TTU uses this section for reverifications only. Process E-Verify® case using the completed Form I-9 and attach both the form and E-Verify® paperwork to the ePAF.
Reverifications - Completing Section 3

Texas Tech University uses Section 3 to complete reverifications. Departments will receive notifications months in advance before work authorization documents expire. Departments should contact the employee to request that they present new unexpired document(s) from either List A or List C showing they are still authorized to work. Departments CANNOT require the employee to present a particular document from List A or List C. The employee is also not required to show the same type of document that he or she presented previously.

Reverifications should be processed by hand while writing the R# at the top of the page. Complete the Last Name, First Name and Middle Initial fields in the Employee Info at the top of Section 2 leaving the Citizenship/Immigration Status field blank.

Departments should not reverify US Citizens and noncitizen nationals, or lawful permanent residents (including conditional residents) who presented a Permanent Resident Card (Form I-551). Reverifications do not apply to List B documents.

"Form I-9 Instructions." USCIS. Web. Oct 2019
Complete each block in Section 3:

<table>
<thead>
<tr>
<th>Section 3. Reverification and Rehires</th>
<th>A. New Name (if applicable)</th>
<th>B. Date of Rehire (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name (Family Name)</td>
<td>First Name (Given Name)</td>
<td>Middle Initial</td>
</tr>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Number</th>
<th>Expiration Date (if any) (mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreign PPT-United Kingdom #5321329</td>
<td>I-20 #N0001234567 ex.05/20/2027</td>
<td>I-94 #6900088062 D/S</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Signature of Employer or Authorized Representative</th>
<th>Today's Date (mm/dd/yyyy)</th>
<th>Name of Employer or Authorized Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Raider Red</td>
<td>08/25/2023</td>
<td>Raider Red</td>
</tr>
</tbody>
</table>

Block A - New Name: At Texas Tech, we do not use the Form I-9 to change names, so write N/A for these blocks.

Block B – Date of Rehire: At Texas Tech, we process rehire employees as New Hire employees using a new form. Write N/A for this block.

Block C – Complete these blocks for documents. Write all information for each document per block including: Document Title, Document Number and Expiration Date (mm/dd/yyyy).

Signature of Employer: The person who completes Section 3 must sign in this field.

- By signing Section 3, you attest under penalty of perjury that you have examined the documents presented by the employee, that the document(s) reasonably appear to be genuine and to relate to the employee, that to the best of your knowledge the employee is authorized to work in the United States, that the information you entered in Section 3 is complete, true and correct to the best of your knowledge, and that you are aware that you may face severe penalties provided by law and may be subject to criminal prosecution for knowingly and willfully making false statements or knowingly accepting false documentation when completing this form.

Today's Date: The person who completes Section 3 must enter the date Section 3 was completed and signed in this field. Do not backdate this field. Enter the date as a 2-month, 2-day, and 4-year (mm/dd/yyyy).

Name of Employer: The person who completes, signs and dates Section 3 must print his or her name in this field.

"Form I-9 Instructions." USCIS. Web. Oct 2019
E-Verify®

What is E-Verify®?

E-Verify® is an internet-based system operated by the US Department of Homeland Security (DHS) and in partnership with the Social Security Administration (SSA) that allows us to electronically verify employment eligibility of newly hired employees and employees assigned to federal contracts.

How it Works?

E-Verify® compares the information entered from the employee’s Form I-9 with the SSA and DHS records to verify employment eligibility.

Newly Hired Employees

All newly hired employees are required to have an E-Verify® case that has been authorized.

You can create a case for all newly hired employees ONLY after:

- A job has been offered;
- The applicant has accepted the position;
- Form I-9 has been completed.

Creating a case in E-Verify® before a job offer has been accepted and Form I-9 is considered pre-screening and is not allowed.

"E-Verify." USCIS. Web. Dec 2021
Privacy Guidelines

Take the steps shown below to protect the privacy of our employees.

- Allow ONLY authorized users to use E-Verify®.
- SECURE access to E-Verify®.
- PROTECT and STORE individuals’ information properly.
- Discuss E-Verify® results in PRIVATE.

E-Verify User Manual

E-Verify Quick Reference Guide

Rules and Responsibilities

When participating in E-Verify® you must:

- Follow E-Verify® procedures for each newly hired employee
- Notify each job applicant of E-Verify® participation.
- Clearly display the “Notice of E-Verify® Participation” and “Right to Work” posters in all languages supplied by DHS.
- Complete Form I-9, Employment Eligibility Verification, for each newly hired employee before creating a case in E-Verify®.
- Ensure that all Form I-9 List B identity documents have a photo.
- Create a case for each newly hired employee no later than the third business day after he or she starts work for pay.
- Obtain a Social Security number (SSA) from Form I-9 for each newly hired employee.
- Provide each employee with notice of and the opportunity to contest a Tentative Nonconfirmation (TNC).
- Not terminate the employee during the E-Verify® verification process because he or she receives a TNC.
- Ensure that all personally identifiable information is safeguarded.
- Use E-Verify® for existing employees under limited circumstances.
- Understand the special considerations when deciding how to and whether to verify existing employees.
- Create a case within a specified period of time. If a case is not created within those timeframes, you must note the reason for the delay and attach it to Form I-9.
When participating in E-Verify® you must NOT:
- Use E-Verify® to pre-screen an applicant for employment.
- Check the employment eligibility of an employee hired before the company signed the E-Verify® MOU.
- Take adverse action against an employee based upon a case result unless E-Verify® issued a final nonconfirmation.
- Specify or request which Form I-9 documentation a newly hired employee must use.
- Use E-Verify® to discriminate against any job applicant or new hire on his or her national origin, citizenship, or immigration status.
- Selectively verify the employment eligibility of newly hired employee.
- Share any user ID and/or password.

Employee Protection
It is your responsibility to treat employees equitably when using E-Verify®.

You MUST:
- Create a case in E-Verify® only AFTER the applicant has accepted an offer of employment and the Form I-9 is complete.
- Give notice to employees regarding your participation in E-Verify® and employee rights.
- Take steps to ensure the privacy of employees by protecting their personal information and limit these conversations to the relevant case details.
- Ensure employees who receive a Tentative Nonconfirmation (TNC) case result are provided with the printed Further Action Notice.

You must NOT:
- Create a case in E-Verify® before a job offer has been accepted and Form I-9 is complete. This is considered pre-screening.
- Use E-Verify® to screen job applicants or to re-verify employment eligibility.
- Use E-Verify® selectively.

"E-Verify." USCIS. Web. Dec 2021
Deter Discrimination

Use the guidelines below to comply with federal anti-discrimination requirements.

- Post the “Right to Work” poster in highly visible areas in the workplace.
- Do not make assumptions about an applicant’s work eligibility based on appearance, language ability or accent.
- Do not request additional or different documents than are required to verify employment eligibility and identity, reflect reasonably authentic-looking documents, or specify certain documents over others.
- Do not take adverse action against an employee because of a Tentative Nonconfirmation (TNC) or because the employee’s case is pending with DHS or SSA.

E-Verify® prohibits you from taking adverse actions against employees based on the employee’s decision to contest a TNC or because the employee’s case is pending with DHS or SSA. Adverse actions include terminating, suspending, withholding pay or training, delaying a start date or otherwise limiting his or her employment.

To avoid improper adverse actions, treat employees that choose to contest a case result as you would treat any other employee.

If you take adverse actions against a job applicants or employees, you could face legal action, including civil penalties and back pay awards, and your participation in E-Verify® may be terminated.

Federal Contractor Requirements- Who Can Be Verified and When

Federal contractors have specific guidelines on who they verify, and the time periods required for E-Verify® for new hires and existing employees.

Departments will be contacted by Accounting Services regarding existing employees in need of an E-Verify® case. This will be for employees beginning a government contract without a prior case on file. If an E-Verify® is requested for your existing employee:

- Use the start date when the Federal Contract begins.
- Choose “Federal Contractor with FAR E-Verify® Clause” if prompted on reason for being beyond 3 days.
- Forward a copy of the E-Verify® case to both Accounting Services and HR Comp and Ops to be placed in the employee file.

"E-Verify." USCIS. Web. Dec 2021
For detailed information on the guidelines and time periods, click” View Essential Resources” and review the “E-Verify® Supplemental Guide for Federal Contractors”.

Form I-9 and Social Security Cards

Newly hired employees must complete section 1 of the Form I-9 with a social security number due to Texas Tech University’s participation in E-Verify®.

If an employee does NOT have a social security number, he or she must obtain one from the Social Security Administration (SSA). This delays the 3-day requirement to create a case in E-Verify®. In this case, the Form I-9 should still be completed as normal. Follow the Texas Tech University temporary social security process for the purpose of creating an ePAF. The E-Verify® process should wait until the social security card arrives from the Social Security Administration.

An employee may begin work if he or she has work authorization documents covering the start date along with identification and completed the Form I-9. Submit the ePAF as usual attaching the Form I-9, supporting documents and the receipt from the SSA showing they have applied for a number.

Create an E-Verify® case as soon as the employee receives the social security number from the SSA. When prompted to answer why the case is created beyond the 3 days on the E-Verify® website, choose “Awaiting Social Security Number”. See complete instructions in the temp social process in the appendix.

"E-Verify." USCIS. Web. Dec 2021
Creating a Case

After the employee completes the Form I-9, your next step is to create a case in E-Verify®. The case should be created no later than the third business day after the employee starts working.

To create a case in E-Verify®, take the information provided by the employee on the Form I-9 and enter it into the website. Start from the home page by clicking one of the following:

- Using the drop down choosing “Start New Case”; or,
- “Create New Case”

No case can be canceled after it has been created. If a case is created in error, close the case.
Use the information from the employee’s Form I-9 to complete the required steps on each screen.

Complete the required fields only:

- Last name
- First name
- Date of birth
- Social Security Number
- Employee’s Email Address if provided
- Choose the Citizenship Status

Click continue at the bottom of the page.

"E-Verify." USCIS. Web. Dec 2021
Answer the questions about the documents.

When you select “List B and C documents”, E-Verify® prompts you to select the documents presented by the employee from Section 2 of Form I-9 for both List B and List C. Make the correct selection.

When you select “Driver’s license or ID card issued by a US state or outlying possession,” E-Verify® will prompt you to select the document name and state. Make the correct selection.

Click continue at the bottom of the page.

"E-Verify." USCIS. Web. Dec 2021
Choose the start date if available or type in the date. These choices do not consider if your office is closed on the weekend.

Leave the employee ID blank. If your employee is international, leave the visa number blank.

Click continue at the bottom of the page.

**Change of start date**

If the employee’s hire date changes after you have created the case in E-Verify®, no additional action is required in E-Verify®, you cannot change the hire date once you have created the case. You must, however, make a correction to the Section 2 “Certification date” on the employee’s Form I-9 if the employee’s hire date changes.

"E-Verify." USCIS. Web. Dec 2021
The next screen gives you the opportunity to check the information. Review to ensure that the data entry is correct. If not, click the edit button and correct. If correct, click submit case.

"E-Verify." USCIS. Web. Dec 2021
Print your case result page. Review your printout to ensure that the correct name, the start date and “employment authorized” at the bottom of the page are visible. Attach this page to your ePAF along with the Form I-9 and supporting documents.

Justification beyond the 3 days
When appropriate, E-Verify® will prompt you to enter the reason you have not created a case within 3 business days of hire. Select the appropriate response and click “Continue.” The response should be brief and professional representing the university. If your case is out of compliance, you will receive an email internally from Texas Tech University’s Human Resources asking for a detailed description to keep on file for university records.

"E-Verify." USCIS. Web. Dec 2021
**Duplicate Case**

After you enter the employee’s Form I-9 information and click “Continue,” the next screen may alert you that the case information you entered matches another case created by you or another E-Verify® user of this employer. A duplicate case alert can occur for several reasons. It does not necessarily mean that your case should be closed.

To complete this step, review the case information and determine if you need to continue with the case. If you determine that you need to continue with the case, you will need to select a reason from the options presented in E-Verify®.

In some cases, your employee may have been hired within the last 365 days within another department. If you are confident you a processing a new hire, continue with your case choosing “rehire”. If your employee is transferring from another department within TTU an E-Verify® case may not be needed, please contact Compensation and Operations for clarification as needed.

**Is this Information Correct**

At times, after you enter the employee’s Form I-9 information and click “continue,” the next screen asks you to check the employee’s information before E-Verify® provides an initial case result.

To complete this step, ensure that the information you entered in E-Verify® matches with the employee’s Form I-9. The information you entered in E-Verify® MUST match with the employee’s Form I-9.

After you have verified the information against the Form I-9 and/or corrected, click “Continue.”

NOTE: If you think you have made an error or no longer need to continue the verification process, you can close any case by clicking “Close case.”

Photo Match

In some cases, E-Verify® prompts you to compare the photo on an employee’s Form I-9 photo document with a photo displayed on the E-Verify® screen. This helps you ensure that the document provided matches DHS records.

The photo matching step happens automatically. This may occur when an employee presents a US Passport or Passport Card, a Permanent Resident Card, or Employment Authorization Document for completing the Form I-9.

Compare the photo shown in E-Verify® to the photo on the employee’s Form I-9 photo document, NOT to the employee. The two photos should be identical.

Determine if the photos appear reasonably identical, account for minor variances in shading and detail and select:

- Yes: the photo on the employee’s actual document or a copy matches the photo displayed by E-Verify®. Clothing, hair style, facing direction and appearance on the card should be identical to the photo displayed by E-Verify®.

OR

- No: the photo on the employee’s actual document or a copy does not match the photo displayed in E-Verify®.

Then, click “Continue.”

NOTE: A watermark has been added to the photo displayed in E-Verify® to prevent unauthorized use. The photo on the document presented by the employee will not have a watermark. Absence of a watermark on the document photo does not mean that it is not authentic.

E-Verify® Case Results

Once the E-Verify® case has been created you will receive one of the following case results listed below. Each result is discussed in detail, noting any action that may need to be taken.

- Employment Authorized
- Tentative Nonconfirmation (TNC)
  - SSA or DHS
- DHS Verification in Progress
- SSA or DHS Case in Continuance
- SSA or DHS Final Nonconfirmation
- DHS No Show
- Error: Close Case and Resubmit

"E-Verify." USCIS. Web. Dec 2021
**Employment Authorized**

Most often, you will receive “Employment Authorized”. This means that the employee’s information matches with DHS and/or SSA records. Print the case result ensuring the entire page has printed including the name, case number, start date and the result of Employment Authorized. The case results should be attached with the Form I-9 and supporting documents to the new hire ePAF.

The case will automatically close after it authorized.

**DHS Verification in Process**

A case result of “DHS Verification in Process” or “Needs More Time” means that the employee’s information did not initially match DHS records. E-Verify® automatically sends this case to DHS for further verification.

“DHS Verification in Process” does not require action. DHS responds within 3 Federal Government working days with an updated case result. You can review the result through Case Alerts on your E-Verify® user home page. Your next step is determined by the case result provided.

In these cases, you must wait to submit your epaf. An epaf cannot be approved with a case result of “DHS Verification in Process” or “Needs More Time”. Check back on the E-Verify® website within 24-48 hours for an update. The cases will update to either of the statuses below:

- Employment Authorized – will automatically close and can be found under closed cases by last name to print your case.
- Tentative Nonconfirmation (TNC) – refer to the TNC process with your employee.

"E-Verify." USCIS. Web. Dec 2021
**SSA/DHS Tentative Nonconfirmation (TNC)**

A Social Security Administration (SSA) or US Department of Homeland Security (DHS) TNC means that the employee’s information does not match with SSA or DHS records.

A TNC does NOT necessarily mean that the employee is not authorized to work in the United States.

The table below provides possible reasons a TNC may occur.

<table>
<thead>
<tr>
<th>SSA TNC</th>
<th>DHS TNC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Citizenship or immigration status was not updated with SSA</td>
<td>Name, A-number and/or I-94 number are incorrect in DHS records</td>
</tr>
<tr>
<td>Name change was not reported to SSA</td>
<td>U.S. Passport, Passport Card or driver’s license information could not be verified</td>
</tr>
<tr>
<td>Name, SSN or date of birth is incorrect in SSA records</td>
<td>ID photo document differs from the photo in DHS records</td>
</tr>
<tr>
<td>SSA record contains another type of error</td>
<td>Information was not updated in the employee’s DHS records</td>
</tr>
<tr>
<td>Information was not entered correctly by the employer</td>
<td>Citizenship or immigration status changed</td>
</tr>
<tr>
<td></td>
<td>Record contains another type of error</td>
</tr>
<tr>
<td></td>
<td>Information was not entered correctly by the employer</td>
</tr>
</tbody>
</table>

The TNC requires action by you and the employee. Check your data entry on your E-Verify® case.

If you see a data entry error, you may close the case choosing the appropriate option of incorrect information entered. Open a new case with the correct information. If you receive another TNC, move forward with your case or call HR Comp and Ops for assistance. Do not close and open a third case.

If everything is correct, you must notify the employee in private of the TNC case result. Print the Further Action Notice to review with your employee. To confirm the employee’s decision:

- Have the employee indicate on the Further Action Notice whether he or she will contest or not contest the TNC.
- Ensure that the employee signs and dates the Further Action Notice.
- Give the employee a copy of the signed Further Action Notice and attach the original to the employee’s Form I-9.

If the employee chooses to **not contest** the TNC and take no further action, then you can close the case and employment can be terminated. Choose the option that the employee will not contest and close the case. If the employee has worked, contact HR Compensation and Operations. We will assist you with an ePAF to pay them for any work completed.

"E-Verify." USCIS. Web. Dec 2021
If the employee chooses to contest, choose the option that the employee will contest and click continue. You will then print the referral page. The employee will need to have a copy of the Further Action Notice he or she has signed and the referral page when contacting the referring agency. The employee has 8 Federal Government working days to contact SSA or DHS as shown on the Further Action Notice. It is the responsibility of the employee to act.

Employers may NOT take adverse action against an employee because of a TNC while he or she is contesting the TNC and the case is pending.

In some cases, when you refer the case, E-Verify® will prompt you to provide a copy of the employee’s photo document. If you are prompted to do this, determine how you will submit a copy of this document to DHS. You may use E-Verify® to submit a copy electronically or send a paper copy by selecting one of the following:

- Attach and submit copy of employee’s document
- Mail paper copy

Select how your will submit the document and follow the instructions displayed on this screen in E-Verify®. Additional details are available in the “E-Verify® User Manual for Employers” located in “View Essential Resources.” Never send original documents to DHS.

Attach the Further Action Notice that has been contested, signed, and dated to the ePAF along with the Form I-9 and supporting documents. Human Resources will approve the ePAF with the signed and dated contested TNC. When the case has been updated to “Employment Authorized”, you will forward a copy of the that case result to the HR Compensation and Operations email to be placed in the file of the employee.

"E-Verify." USCIS. Web. Dec 2021
After the employee is notified and referred, E-Verify® provides you an updated case result within 10 Federal Government working days. Check E-Verify® periodically for a change in case result. Your next step is determined by the case result. You may NOT ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case. You can search for the case using the magnifying glass icon by “Search Cases” on the bottom of the home page.

**SSA/DHS Case in Continuance**
An SSA or DHS “Case in Continuance” means that the employee has visited an SSA field office and/or contacted DHS, but more time is needed to determine a final case result. The reason SSA/DHS needs more time varies with each situation. E-Verify® provides a case result update through Case Alerts on your user home page. Check E-Verify® periodically for a change in case result. Your next step is determined by the case result provided.

NOTE: You cannot terminate or take adverse action against the employee based on the employee’s decision to contest a TNC or because the employee’s case is pending with SSA or DHS.

**SSA/DHS Final Nonconfirmation**
An SSA or DHS “Final Nonconfirmation” case result means that E-Verify® cannot verify an employee’s employment eligibility after an employee has contacted DHS or SSA. It can also mean that the employee did not visit an SSA field office of contact DSS within 8 Federal Government working days.

You may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability. The next step is to close the case in E-Verify®. After you close the case, you have completed the verification process.

Reminder: You may not ask the employee for additional evidence or confirmation that SSA or DHS resolved his or her case.

"E-Verify." USCIS. Web. Dec 2021
**DHS No Show**

A “DHS No Show” means that the employee did not contact DHS within the 8 Federal Government working days and, therefore, E-Verify® cannot verify the employee’s employment eligibility.

You may terminate employment based on a case result of SSA or DHS Final Nonconfirmation with no civil or criminal liability. The next step is to close the case in E-Verify®. After you close the case, you have completed the verification process.

**Error: Close Case and Resubmit**

A case result of “Error: Close Case and Resubmit” means that the expiration date entered for the employee’s US Passport, Passport Card or driver’s license is incorrect.

A new case must be created for the employee. To do this, close the case and create a new case for this employee using the correct document expiration date.

This does not mean that the employee is not authorized to work. E-Verify® will verify the employment eligibility of the employee once you create a new case and enter the correct document expiration date.

"E-Verify." USCIS. Web. Dec 2021
Case Alerts

The home screen of E-Verify® has multiple case alerts. These alerts are for all the cases for Texas Tech University. When you are waiting on a case update, you can check these alerts to see if any of these cases are yours.

Cases to be Closed – this will show cases that need to be closed.

Cases with Updates – this shows any cases with updates such as TNCs, DHS Verification in Process, Needs More Time, etc.

Cases with Expiring Authorization Docs – these are cases with documents expiring. We do not process reverifications on E-Verify®. Do not use this function. Texas Tech University will contact the department about expiring work authorization and any new documentation will be processed as a reverification in section 3 of the Form I-9.

Recently Auto - Closed Cases – This shows all the most recently closed cases for the university.

How to Find a Case
Click on the magnifying glass icon and Search Cases on the home page.

There are search choices of employee last name, first name, case number, etc. Type in your choice and then choose your option from the list that appears.

This will show cases based on your search criteria. Click on “View Case” to view and print the case.

"E-Verify." USCIS. Web. Dec 2021
**Other Information**

**Penalties**

Employers who violate the law may be subject to:

- Civil fines
- Criminal penalties (when there is a pattern or practice of violations)
- Debarment from government contracts
- A court order requiring the payment of back pay to the individual discriminated against.
- A court order requiring the employer to hire the individual discriminated against.

Civil Violations:

- Knowingly hired, or to have knowingly recruited or referred for a fee, an unauthorized alien for employment in the United States or to have knowingly continued to employ an unauthorized alien in the United States.
- Failing to comply with Form I-9 employment verification requirements.
- Committing or participating in document fraud for satisfying a requirement or benefit of the employment verification process or the INA.
- Committing document abuse.
- Unlawful discrimination against an employment-authorized individual in hiring, firing or recruitment or referral for a fee.
- Failing to notify DHS of a Final Nonconfirmation (FNC) of an employer’s employment eligibility.
- Requiring an individual to post a bond or security or to pay an amount or otherwise to provide financial guarantee or indemnity against any potential liability arising under the employment verification requirements.

Criminal Violations:

- Engaging in a pattern or practice of hiring, recruiting or referring for a fee unauthorized aliens

Helpful Websites/Links

Form I-9 Information
http://www.uscis.gov/I-9Central Form I-9

E-Verify® Information
http://www.dhs.gov/E-Verify

Print I-94 for employees
http://www.cbp.gov/i94

Human Resources Comp & Ops - 742-3851
hrs.compensation.operations@ttu.edu
Process for Temporary Social Security #s

- Student employee must be in the country for 10 days before they can apply for SSN.
- Department will need to provide an offer of employment letter for the student employee to give to the Social Security Office, this letter needs to include:
  - Name of student employee
  - Description of employment
  - Employment start date
  - Number of hours expected to work
  - Supervisor contact information
  - Signature with title and date
  - TTU’s EIN#75-6002622
- Here is a link to a template that you can use: [http://www.depts.ttu.edu/international/attachments/isss/sslettertemplate.docx](http://www.depts.ttu.edu/international/attachments/isss/sslettertemplate.docx)
- Once the student employee has applied for a SSN, they will be given a receipt. Please attach a copy of this receipt to an email sent to hrs.compensation.operations@ttu.edu.
- We will work with Payroll to get a temporary SSN assigned so that you can process an ePAF for your employee.
- Once the original SS card has been received, have the employee bring it to your office so you can process their E-Verify® case (starting 09/01/15). Please email a legible photocopy to Comp & Ops of the card and the E-Verify® case results, we will then update the employee’s record.
- Do not use the temporary SSN for the E-Verify® case, you will have to wait until your employee’s number is received from SSA and then process the case. Since you will be processing this case after the 3 days from the date of hire E-Verify® will ask you for a reason and there will be options to choose from. “Awaiting Social Security Number” is the option you will need to select, this will not count against TTU maintaining compliance.
### New Hire I-9 Examples

**New Hire**

**US Passport**

---

**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 Information and Attestation**

(employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>Middle Initial</th>
<th>Other Last Names Used (if any)</th>
</tr>
</thead>
<tbody>
<tr>
<td>House</td>
<td>Mickey</td>
<td>F</td>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address (Street Number and Name)</th>
<th>Apt. Number</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>123 Main Street</td>
<td>N/A</td>
<td>Lubbock</td>
<td>TX</td>
<td>79409</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Date of Birth (mm/dd/yyyy)</th>
<th>U.S. Social Security Number</th>
<th>Employee's E-mail Address</th>
<th>Employee's Telephone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/18/1933</td>
<td>123-45-6789</td>
<td><a href="mailto:mickey.mouse@tuu.edu">mickey.mouse@tuu.edu</a></td>
<td>(806) 432-5678</td>
</tr>
</tbody>
</table>

---

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 am (check one of the following boxes):

- [x] 1. A citizen of the United States
- [ ] 2. A noncitizen national of the United States (See instructions)
- [ ] 3. A lawful permanent resident (Alien Registration Number/USCIS Number): W/A
- [ ] 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): W/A

Provide only one of the following document numbers to complete Form I-9: CIS Number OR Form I-84 Admission Number OR Foreign Passport Number.

CIS Number: B/A

---

**Signature of Employee**

**WICKED WILDE**

**Today's Date (mm/dd/yyyy)**

**08/31/2017**

---

**Preparer and/or Translator Certification (check one):**

- [x] 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 preparer(s) and translator(s) assist employee in completing Section 1.*

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

---

**Signature of Preparer or Translator**

**Today's Date (mm/dd/yyyy)**

---

[Signature]

«Employer Completes Next Page»
Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

Section 2: Employer or Authorized Representative Review and Verification
(Professionals or their authorized representatives must complete and sign Section 2 within 3 business days of the employee's first date of employment. You must physically examine one document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents".)

Employee Info from Section 1
Last Name (Family Name)  
First Name (Given Name)  
M.I.  
Citizenship/Immigration Status

List A
Identity and Employment Authorization

List B
Identity

List C
Employment Authorization

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): 03/01/2020  
(See Instructions for exemptions)

Signature of Employer or Authorized Representative  
Your Signature  
Today's Date (mm/dd/yyyy)  
08/31/2020  
Title of Employer or Authorized Representative Coordinator  
Employer's Business or Organization Name  
Texas Tech University  
Employer's Business or Organization Address (Street number and Name)  
2500 Broadway  
City or Town  
Lubbock  
State  
TX  
ZIP Code  
79407  

Section 3: Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable)  

B. Date of Rehire (if applicable)  

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

Document Title  

Document Number  

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 Authorized Representative  
Today's Date (mm/dd/yyyy)  
Name of Employer or Authorized Representative
**New Hire**
US Citizen
DL & SSC

**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 Information and Attestation
(Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

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<tr>
<td></td>
<td>Mickey</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address (Street Number and Name)</th>
<th>No PO Boxes</th>
<th>Apt. Number</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
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<tbody>
<tr>
<td>123 Main Street</td>
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<thead>
<tr>
<th>Date of Birth (mm/dd/yyyy)</th>
<th>U.S. Social Security Number</th>
<th>Employee’s E-Mail Address</th>
<th>Employee’s Telephone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/18/1928</td>
<td>optional</td>
<td><a href="mailto:mickey.mouse@ttu.edu">mickey.mouse@ttu.edu</a></td>
<td>optional</td>
</tr>
</tbody>
</table>

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 am (check one of the following boxes):

- [ ] 1. A citizen of the United States
- [ ] 2. A noncitizen national of the United States (See instructions)
- [ ] 3. A lawful permanent resident (Alien Registration Number/USCIS Number): N/A
- [ ] 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): N/A

Some aliens may write "N/A" in the expiration date field. (See instructions)

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.

- [ ] 1. Alien Registration Number/USCIS Number: N/A
- [ ] 2. Form I-94 Admission Number: N/A
- [ ] 3. Foreign Passport Number: N/A

Country of Issuance: N/A

**Signature of Employee:**

**Today’s Date (mm/dd/yyyy):** 08/31/2017

**Preparer and/or Translator Certification (check one):**

- [x] 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 by preparer(s) and/or translator(s) if they assisted an employee in completing Section 1.)

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

**Signature of Preparer or Translator:**

**Today’s Date (mm/dd/yyyy):**

<table>
<thead>
<tr>
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<th>First Name (Given Name)</th>
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<tr>
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<tr>
<td></td>
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</tr>
</tbody>
</table>

**Employer Completes Next Page:**

Form I-9 11/14/2016 N

Page 1 of 3

Human Resources Operations Guide 1/2020
Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

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 document from List A OR a combination of one document from List B and one document from List C as listed on the “List of Acceptable Documents.”)

Employee Info from Section 1

<table>
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<th>M.I.</th>
<th>Citizenship/Immigration Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>House</td>
<td>Mickey</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

List A

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Driver’s license issued by state/territory</td>
<td>Social Security Card (Unrestricted)</td>
</tr>
</tbody>
</table>

List B

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>Social Security Board</td>
</tr>
</tbody>
</table>

List C

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1123456789</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
</tr>
<tr>
<td>06/15/2019</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
</tr>
<tr>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Additional Information

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee’s first day of employment (mm/dd/yyyy): 09/03/2017

(See instructions for exemptions)

Signature of Employer or Authorized Representative

Title of Employer or Authorized Representative

Employer’s Business or Organization Name

Section 3. Reverification and Rehires
(To be completed and signed by employer or authorized representative.)

A. New Name (if applicable)  B. Date of Rehire (if applicable)

C. If the employee’s previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

Document Title

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 Authorized Representative

Name of Employer or Authorized Representative

Form I-9 11/14/2016 N

Page 2 of 3
New Hire
US Citizen School
ID & BC

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

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 Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name) Minerva
First Name (Given Name) N/A
Middle Initial N/A
Other Last Names Used (if any) N/A

Address (Street Number and Name) 456 Main Street
City or Town Lubbock
State TX
ZIP Code 79409

Date of Birth (mm/dd/yyyy) 11/18/1928
U.S. Social Security Number 123-45-6789
Employee's E-mail Address minnie.mouse@ttu.edu
Employee's Telephone Number (806) 123-4567

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 am (check one of the following boxes):

☐ 1. a citizen of the United States
☐ 2. a noncitizen national of the United States (See Instructions)
☐ 3. a lawful permanent resident (Alien Registration Number/USCIS Number): N/A
☐ 4. an alien authorized to work until (expiration date, if applicable, mm/dd/yyyy):
   Some aliens may write "N/A" in the expiration date field. (See Instructions)

QR Code - Section 1 Do Not Write In This Space

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.

1. Alien Registration Number/USCIS Number: N/A
   OR
2. Form I-94 Admission Number: N/A
   OR
3. Foreign Passport Number: N/A
   Country of Issuance: N/A

Signature of Employee: Minnie Mouse
Today's Date (mm/dd/yyyy): 08/31/2020

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 have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator

Today's Date (mm/dd/yyyy)

Last Name (Family Name)
First Name (Given Name)

Address (Street Number and Name)
City or Town
State
ZIP Code

Employer Completes Next Page
### Employment Eligibility Verification

**Section 2. Employer or Authorized Representative Review and Verification**

(Both 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 document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

<table>
<thead>
<tr>
<th>List A</th>
<th>OR</th>
<th>List B</th>
<th>AND</th>
<th>List C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document Title</td>
<td>N/A</td>
<td>Document Title</td>
<td>N/A</td>
<td>Document Title</td>
</tr>
<tr>
<td>Issuing Authority</td>
<td>N/A</td>
<td>Issuing Authority</td>
<td>N/A</td>
<td>Issuing Authority</td>
</tr>
<tr>
<td>Document Number</td>
<td>N/A</td>
<td>Document Number</td>
<td>N/A</td>
<td>Document Number</td>
</tr>
<tr>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
<td>N/A</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
<td>N/A</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
</tr>
</tbody>
</table>

**Additional Information**

**Certification:** I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

**The employee's first day of employment (mm/dd/yyyy):**

**Signature of Employer or Authorized Representative**

**Today's Date (mm/dd/yyyy)**

**Title of Employer or Authorized Representative**

**Last Name of Employer or Authorized Representative**

**First Name of Employer or Authorized Representative**

**Employer's Business or Organization Address (Street Number and Name):**

**City or Town**

**State**

**ZIP Code**

### Section 3. Reverification and Rehires

(To be completed and signed by employer or authorized representative.)

<table>
<thead>
<tr>
<th>A. New Name (if applicable)</th>
<th>B. Date of Rehire (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name (Family Name)</td>
<td>First Name (Given Name)</td>
</tr>
<tr>
<td>Middle Initial</td>
<td>Date (mm/dd/yyyy)</td>
</tr>
</tbody>
</table>

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Number</th>
<th>Expiration Date (if any) (mm/dd/yyyy)</th>
</tr>
</thead>
</table>

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 Authorized Representative**

**Today's Date (mm/dd/yyyy)**

**Name of Employer or Authorized Representative**
New Hire
F1

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

Form I-9
OMR 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 Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>Middle Initial</th>
<th>Other Last Names Used (if any)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Potter</td>
<td>Harry</td>
<td>J</td>
<td>R/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address (Street Number and Name)</th>
<th>Apt. Number</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>123 Main Street</td>
<td>N/A</td>
<td>Lubbock</td>
<td>TX</td>
<td>79409</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Date of Birth (mm/dd/yyyy)</th>
<th>U.S. Social Security Number</th>
<th>Employee’s E-mail Address</th>
<th>Employee’s Telephone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/31/1990</td>
<td>123-456-7890</td>
<td><a href="mailto:harry.potter@ttu.edu">harry.potter@ttu.edu</a></td>
<td>(806) 123-4567</td>
</tr>
</tbody>
</table>

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 am (check one of the following boxes):

☐ 1. A citizen of the United States
☐ 2. A noncitizen national of the United States (See instructions)
☐ 3. A lawful permanent resident (Alien Registration Number/USCIS Number): [N/A]
☒ 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): 07/31/2020

Some aliens may write "N/A" in the expiration date field. (See instructions)

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9: An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.

1. Alien Registration Number/USCIS Number: [N/A]
2. Form I-94 Admission Number: [N/A]
3. Foreign Passport Number: 555555555

Country of Issuance: United Kingdom

Signature of Employee: __________________________

Today's Date (mm/dd/yyyy): 08/31/2017

Program end date from I-20

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 have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator: __________________________

Today's Date (mm/dd/yyyy): __________________________

Last Name (Family Name): __________________________

First Name (Given Name): __________________________

Address (Street Number and Name): __________________________

City or Town: __________________________

State: __________________________

ZIP Code: __________________________
This is a filled-out version of the I-9 form from the Employment Eligibility Verification. It is used by employers to verify the employment eligibility and identity of new hires. The form includes sections for employer information, employee information, and data validation. The form requires the employee to provide various documents that prove their eligibility and identity, such as a passport or a green card. The form also includes a section for rehire and re-verification if the employee extends their stay in the country. This form is a critical part of the U.S. immigration process and is required for all new hires.
New Hire J1

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

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 Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>Middle Initial</th>
<th>Other Last Names Used (if any)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Granger</td>
<td>Hermione</td>
<td>J</td>
<td>H/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address (Street Number and Name)</th>
<th>Apt. Number</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>455 Main Street</td>
<td>N/A</td>
<td>Salt Lake</td>
<td>UT</td>
<td>84101</td>
</tr>
</tbody>
</table>

Date of Birth (mm/dd/yyyy) | U.S. Social Security Number | Employee's E-mail Address | Employee's Telephone Number |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>09/19/1979</td>
<td>1-9-867-465-9</td>
<td><a href="mailto:hermione.granger@ttu.edu">hermione.granger@ttu.edu</a></td>
<td>(801) 123-456</td>
</tr>
</tbody>
</table>

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 am (check one of the following boxes):

- [ ] 1. A citizen of the United States
- [ ] 2. A noncitizen national of the United States (See instructions)
- [ ] 3. A lawful permanent resident (Alien Registration Number/USCIS Number): N/A
- [x] 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): 09/30/2021

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
- Alien Registration Number/USCIS Number
-Form I-94 Admission Number
- Foreign Passport Number

1. Alien Registration Number/USCIS Number: N/A
2. Form I-94 Admission Number: 17022413230
3. Foreign Passport Number: N/A

Signature of Employee: Hermione Granger

signature:

Today's Date (mm/dd/yyyy): 09/19/2021

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 have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator: Hermione Granger

Today's Date (mm/dd/yyyy): 09/19/2021

Last Name (Family Name) | First Name (Given Name) |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Address (Street Number and Name) | City or Town | State | ZIP Code |
|----------------------------------|--------------|-------|---------|

Form I-9 11/14/2016 N

Page 1 of 3

Human Resources Operations Guide 1/2020
### 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 document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents."

#### Employee Info from Section 1

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>MI</th>
<th>Citizenship/Immigration Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Granger</td>
<td>Hermione</td>
<td>J 4</td>
<td></td>
</tr>
</tbody>
</table>

#### Identity and Employment Authorization

<table>
<thead>
<tr>
<th>List A</th>
<th>OR</th>
<th>List B</th>
<th>AND</th>
<th>List C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document Title</td>
<td>Document Title</td>
<td>Document Title</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identity</td>
<td>Employment Authorization</td>
<td>Identity</td>
<td>Employment Authorization</td>
<td></td>
</tr>
<tr>
<td>Document Title</td>
<td>Document Title</td>
<td>Document Title</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Issuing Authority</td>
<td>Issuing Authority</td>
<td>Issuing Authority</td>
<td></td>
<td></td>
</tr>
<tr>
<td>United Kingdom</td>
<td>U.S. Customs and Border Protection</td>
<td>U.S. Customs and Border Protection</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Document Number</td>
<td>Document Number</td>
<td>Document Number</td>
<td></td>
<td></td>
</tr>
<tr>
<td>123456789</td>
<td>0123456789</td>
<td>0123456789</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>09/18/2023</td>
<td>09/25/2023</td>
<td>09/25/2023</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Additional Information

- The expiration date on the sponsor letter will override this date if applicable.
- Add sponsor letter information if required. (see note in box below)

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): 09/01/2017

(See Instructions for exemptions)

<table>
<thead>
<tr>
<th>Signature of Employer or Authorized Representative</th>
<th>Today's Date(mm/dd/yyyy)</th>
<th>Title of Employer or Authorized Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Signature]</td>
<td>08/31/2017</td>
<td>[Title]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Last Name of Employer or Authorized Representative</th>
<th>First Name of Employer or Authorized Representative</th>
<th>Employer's Business or Organization Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Last Name]</td>
<td>[First Name]</td>
<td>Texas Tech University</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employer's Business or Organization Address (Street Number and Name)</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>2500 Broadway</td>
<td>Lubbock</td>
<td>TX</td>
<td>79409</td>
</tr>
</tbody>
</table>

### Section 3. Reverification and Recertification

A. New Name of Employee (if different from previous employment)

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>Middle Initial (MI)</th>
<th>Citizenship/Immigration Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>[New Last Name]</td>
<td>[New First Name]</td>
<td>[MI]</td>
<td>[New Citizenship/Immigration Status]</td>
</tr>
</tbody>
</table>

B. If the employee is continuing employment, list the previous employer(s) and their relationship to the employee.

<table>
<thead>
<tr>
<th>Previous Employer</th>
<th>Relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Previous Employer Name]</td>
<td>[Relationship]</td>
</tr>
</tbody>
</table>

C. Document Title

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Document Title]</td>
<td>[Document Title]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expiration Date (if any)(mm/dd/yyyy)</th>
<th>Expiration Date (if any)(mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Expiration Date]</td>
<td>[Expiration Date]</td>
</tr>
</tbody>
</table>

I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee’s first day of employment (mm/dd/yyyy): [Date]

(See Instructions for exemptions)

<table>
<thead>
<tr>
<th>Signature of Employer or Authorized Representative</th>
<th>Today's Date(mm/dd/yyyy)</th>
<th>Title of Employer or Authorized Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Signature]</td>
<td>08/31/2017</td>
<td>[Title]</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Last Name of Employer or Authorized Representative</th>
<th>First Name of Employer or Authorized Representative</th>
<th>Employer's Business or Organization Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Last Name]</td>
<td>[First Name]</td>
<td>Texas Tech University</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employer's Business or Organization Address (Street Number and Name)</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>2500 Broadway</td>
<td>Lubbock</td>
<td>TX</td>
<td>79409</td>
</tr>
</tbody>
</table>

### J1 VISA STATUS

Unexpired Passport

Form I-94

Form DS-2019

If the visitor exchange category has the word "student" (excluding student intern) on the DS-2019, a sponsor letter is required.
New Hire

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 Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>Middle Initial</th>
<th>Other Last Names Used (If any)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weasley</td>
<td>Ginny</td>
<td>M</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address (Street Number and Name)</th>
<th>Apt. Number</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>123 University</td>
<td></td>
<td>Lubbock</td>
<td>TX</td>
<td>79409</td>
</tr>
</tbody>
</table>

Date of Birth (mm/dd/yyyy) | U.S. Social Security Number | Employee's E-Mail Address | Employee's Telephone Number |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>08/11/1981</td>
<td>123.456.789</td>
<td><a href="mailto:ginny.weasley@ttu.edu">ginny.weasley@ttu.edu</a></td>
<td>(806) 123-4567</td>
</tr>
</tbody>
</table>

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 am (check one of the following boxes):

- [ ] 1. A citizen of the United States
- [ ] 2. A noncitizen national of the United States (See instructions)
- [ ] 3. A lawful permanent resident (Alien Registration Number/USCIS Number): N/A
- [X] 4. An alien authorized to work: until (expiration date, if applicable, mm/dd/yyyy): 12/16/2028

Some aliens may write "N/A" in the expiration date field. (See instructions)

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
- Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.

1. Alien Registration Number/USCIS Number: N/A
2. Form I-94 Admission Number: 12240678911
3. Foreign Passport Number: N/A

Country of Issuance: N/A

Signature of Employee: Ginny Weasley

Today's Date (mm/dd/yyyy) 08/31/2020

Preparer and/or Translator Certification (check one):

- [X] 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 have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator

Today's Date (mm/dd/yyyy)

Last Name (Family Name)  First Name (Given Name)

Address (Street Number and Name)  City or Town  State  ZIP Code

Form I-9  11/14/2016 N  Page 1 of 3
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 document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents."

<table>
<thead>
<tr>
<th>List A</th>
<th>List B</th>
<th>List C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document Title</td>
<td>Document Title</td>
<td>Document Title</td>
</tr>
<tr>
<td>Issuing Authority</td>
<td>Issuing Authority</td>
<td>Issuing Authority</td>
</tr>
<tr>
<td>Document Number</td>
<td>Document Number</td>
<td>Document Number</td>
</tr>
<tr>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
</tr>
</tbody>
</table>

The expiration date is on the I-94.

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): 03/01/2020

Signature of Employer or Authorized Representative: [Signature]

Employer's Business or Organization Address (Street, Number and Name): 2100 Broadway

City or Town: Lubbock

State: TX

Zip Code: 79409

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (If applicable)

Last Name (Family Name) | First Name (Given Name) | Middle Initial | Date of Rehire (If applicable)

B. Date of Rehire (If applicable)

C. If the employee's previous grant of H1B status expired, what is the employee's visa status?

H1B Visa Status

Unexpired Passport

Form I-94 with a specific expiration date.
New Hire
EAD

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

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 Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name): Wesley
First Name (Given Name): Ronald
Middle Initial: S
Other Last Names Used (if any): N/A

Address (Street Number and Name):
769 Main Street
City or Town: Lubbock
State: TX
ZIP Code: 79409

Apt. Number: No PO Boxes

Date of Birth (mm/dd/yyyy): 03/01/1980
U.S. Social Security Number:
Employee's E-mail Address: ronald.wesley@ttu.edu
Employee's Telephone Number: (806) 342-5678

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 am (check one of the following boxes):

☐ 1. A citizen of the United States
☐ 2. A noncitizen national of the United States (See instructions)
☐ 3. A lawful permanent resident (Alien Registration Number/USCIS Number: N/A)
☒ 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): 06/25/2026

Some aliens may write "N/A" in the expiration date field. (See Instructions)

Aliens authorized to work must provide one of the following document numbers to complete Form I-9:
An Alien Registration Number/USCIS Number OR Form I-94 Admission Number OR Foreign Passport Number.

☐ 1. Alien Registration Number/USCIS Number: 123456789
☐ 2. Form I-94 Admission Number: N/A
☐ 3. Foreign Passport Number: N/A

Country of issuance: N/A

Signature of Employee: Ronald Wesley
Today's Date (mm/dd/yyyy): 08/18/2018

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 have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator

Today's Date (mm/dd/yyyy)

Last Name (Family Name):
First Name (Given Name):

Address (Street Number and Name):
City or Town:
State: N/A
ZIP Code: N/A

Form I-9 11/14/2016
Page 1 of 3

Human Resources Operations Guide 1/2020
### 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 document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents."*

#### Employee Info from Section 1

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>M.I.</th>
<th>Citizenship/Immigration Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hanesy</td>
<td>Ronald</td>
<td></td>
<td>4</td>
</tr>
</tbody>
</table>

#### List A: Identity and Employment Authorization

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Issuing Authority</th>
<th>Document Number</th>
<th>Expiration Date (if any) (mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Auth. Document</td>
<td>USCIS</td>
<td>06C12F4567980</td>
<td>10/25/2028</td>
</tr>
</tbody>
</table>

#### List B: Identity

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Issuing Authority</th>
<th>Document Number</th>
<th>Expiration Date (if any) (mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>

#### List C: Employment Authorization

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Issuing Authority</th>
<th>Document Number</th>
<th>Expiration Date (if any) (mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>

The document # is 3 letters & 10 digits sometimes located on the back of the card.

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): 09/01/2018

### Section 3. Reverification and Rehires

*To be completed and signed by employer or authorized representative.*

#### EMPLOYMENT AUTHORIZATION CARD

Copy the front & back of the card.

---

Human Resources Operations Guide 1/2020
Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

Form I-9
OMB No. 1613-0047
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 Information and Attestation (Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer.)

Last Name (Family Name)    First Name (Given Name)    Middle Initial    Other Last Names Used (if any)
Lovegood

Address (Street Number and Name)    Apt. Number    City or Town    State    Zip Code
123 1st Street, N/A    Lovegood, TX 75409

No PO Boxes

Date of Birth (mm/dd/yyyy)    U.S. Social Security Number    Employee’s E-mail Address    Employee’s Telephone Number
02/13/1987    1234567890    luna.lovegood@ttu.edu    (806) 123-4567

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 am (check one of the following boxes):

☐ 1. A citizen of the United States
☐ 2. A noncitizen national of the United States (See instructions)
☒ 3. A lawful permanent resident (Alien Registration Number/USCIS Number): 1234567890
☐ 4. An alien authorized to work until (expiration date, if applicable, mm/dd/yyyy): N/A

Aliens authorized to work must provide only one of the following document numbers to complete Form I-9:
An Alien Registration Number/USCIS Number or Form I-94 Admission Number OR Foreign Passport Number.

1. Alien Registration Number/USCIS Number: N/A

OR

2. Form I-94 Admission Number: N/A

OR

3. Foreign Passport Number: N/A

Country of Issuance: N/A

Signature of Employee: Luna Lovegood

Signature of Preparer or Translator: Today’s Date (mm/dd/yyyy)

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 employees in completing Section 1.)

I attest, under penalty of perjury, that I have assisted in the completion of Section 1 of this form and that to the best of my knowledge the information is true and correct.

Signature of Preparer or Translator: Today’s Date (mm/dd/yyyy)

Last Name (Family Name)    First Name (Given Name)

Address (Street Number and Name)    City or Town    State    Zip Code

Form I-9 11/14/2016 N

Page 1 of 3

Human Resources Operations Guide 1/2020
PERMANENT RESIDENT CARD:

Permanent resident card

Note: Use the document # of 3 letter & 10 digits
**Employment Eligibility Verification**

**Human Resources Operations Guide 1/2020**

### 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 document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents."

<table>
<thead>
<tr>
<th>List A</th>
<th>List B</th>
<th>Employment Authorization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document Title</td>
<td>Document Title</td>
<td>Document Title</td>
</tr>
<tr>
<td>Issuing Authority</td>
<td>Issuing Authority</td>
<td>Texas</td>
</tr>
<tr>
<td>Document Number</td>
<td>Document Number</td>
<td>123456789</td>
</tr>
<tr>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
<td>10/10/2020</td>
</tr>
</tbody>
</table>

1. Choose receipt replacement DL or write in the word "receipt" after the doc #. Type in all other info including receipt expiration.

2. When the replacement arrives, cross out the word "receipt" with a single line, initial and date. Change any other info such as expiration date and/or document #.

3. Email updated page and copy of document to the general HR Comp and Ops email - hrs.compensation.operations@ttu.edu

---

**Certification:** That (1) I have examined the document(s) presented by the above-named employee, (2) the documents presented are genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

(Signature of the person above) 09/01/2020

(See Instructions for exceptions)

---

**Section 3. Reverification and Rehires**

To be completed and signed by employer or authorized representative.

<table>
<thead>
<tr>
<th>A. New Name (if applicable)</th>
<th>B. Date of Rehire (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name (Family Name)</td>
<td>First Name (Given Name)</td>
</tr>
</tbody>
</table>

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Number</th>
<th>Expiration Date (if any) (mm/dd/yyyy)</th>
</tr>
</thead>
</table>

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 the person above
Reverifications

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 document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents."

<table>
<thead>
<tr>
<th>Employee Info from Section 1</th>
<th>List A</th>
<th>List B</th>
<th>AND</th>
<th>List C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name (Family Name)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>First Name (Given Name)</td>
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<tr>
<td>M.L.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Citizenship/Immigration Status</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Identity and Employment Authorization</th>
<th>Document Title</th>
<th>Issuing Authority</th>
<th>Document Number</th>
<th>Expiration Date (if any)(mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
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<table>
<thead>
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<th>Document Number</th>
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</tr>
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<tbody>
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</thead>
<tbody>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): 1/17/2021 (See instructions for exemptions)

Signature of Employer or Authorized Representative: [Signature]
Today's Date (mm/dd/yyyy): 1/17/2021
Title of Employer or Authorized Representative: [Title]

Last Name of Employer or Authorized Representative: Peter
First Name of Employer or Authorized Representative: Harry
Employee's Business or Organization Address (Street Number and Name): [Address]
City or Town: [City]
State: [State]
ZIP Code: [ZIP Code]

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable)

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>Middle Initial</th>
<th>Date of Rehire (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peter</td>
<td>Harry</td>
<td>M</td>
<td>1/17/2021</td>
</tr>
</tbody>
</table>

B. Document Title: [Document Title]
Document Number: [Document Number]
Expiration Date (if any)(mm/dd/yyyy): 1/17/2021

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) have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative: [Signature]
Today's Date (mm/dd/yyyy): 1/17/2021
Name of Employer or Authorized Representative: Peter, Harry

Form I-9 11/14/2016 N

Page 2 of 3

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Human Resources Operations Guide 1/2020
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 document from List A OR a combination of one document from List B and one document from List C as listed on the "List of Acceptable Documents."

<table>
<thead>
<tr>
<th>Employee Info from Section 1</th>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>M.I.</th>
<th>Citizenship/Immigration Status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Surname</td>
<td>Hermione</td>
<td>J</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>List A</th>
<th>OR</th>
<th>List B</th>
<th>AND</th>
<th>List C</th>
<th>Employment Authorization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document Title</td>
<td></td>
<td>Document Title</td>
<td></td>
<td>Document Title</td>
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<tr>
<td>Issuing Authority</td>
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<td>Issuing Authority</td>
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<td>Document Number</td>
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<td>Document Number</td>
<td></td>
<td>Document Number</td>
<td></td>
</tr>
<tr>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
<td></td>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
<td></td>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
<td></td>
</tr>
<tr>
<td>Document Title</td>
<td></td>
<td></td>
<td>Additional Information</td>
<td>QT Code - Sections 2 &amp; 3</td>
<td>Do Not Write In This Space</td>
</tr>
<tr>
<td>Issuing Authority</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Document Number</td>
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<td></td>
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<tr>
<td>Expiration Date (if any)(mm/dd/yyyy)</td>
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<td>Document Title</td>
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<td></td>
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</tr>
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Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): ________________ (See instructions for exemptions)

Signature of Employer or Authorized Representative: ____________________________

Today's Date (mm/dd/yyyy): ________________ Title of Employer or Authorized Representative: ____________________________

Last Name of Employer or Authorized Representative: Hermione
First Name of Employer or Authorized Representative: Surname
Employer's Business or Organization Address: ____________________________
City or Town: ____________________________ State: ____________________________ ZIP Code: ____________________________

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) ____________________________

B. Date of Rehire (if applicable) ____________________________

C. If the employee’s previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

Document Title: United Kingdom Passport ____________________________
Document Number: DS 2009 ____________________________
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 Authorized Representative: ____________________________

Today's Date (mm/dd/yyyy): ________________ Name of Employer or Authorized Representative: ____________________________

Form I-9 11/14/2016 N Page 2 of 3
Section 2. Employer or Authorized Representative Review and Verification

(Employee 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 document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

<table>
<thead>
<tr>
<th>Employee Info from Section 1</th>
<th>List A</th>
<th>OR</th>
<th>List B</th>
<th>AND</th>
<th>List C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name (Family Name)</td>
<td>Issuing Authority</td>
<td>Document Title</td>
<td>Expired Date (if any) (mm/dd/yyyy)</td>
<td>Document Title</td>
<td>Expired Date (if any) (mm/dd/yyyy)</td>
</tr>
<tr>
<td>First Name (Given Name)</td>
<td>Document Number</td>
<td>Issue Date (if any) (mm/dd/yyyy)</td>
<td>Document Number</td>
<td>Issue Date (if any) (mm/dd/yyyy)</td>
<td></td>
</tr>
<tr>
<td>Citizenship/Immigration Status</td>
<td>Document Title</td>
<td>Issuing Authority</td>
<td>Document Title</td>
<td>Issuing Authority</td>
<td></td>
</tr>
</tbody>
</table>

Additional Information

QR Code - Sections 2 & 3
Do Not Write In This Space

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee's first day of employment (mm/dd/yyyy): ____________________ (See Instructions for Exemptions)

Signature of Employer or Authorized Representative

<table>
<thead>
<tr>
<th>Last Name of Employer or Authorized Representative</th>
<th>First Name of Employer or Authorized Representative</th>
<th>Employer's Business or Organization Address (Street Number and Name)</th>
<th>City or Town</th>
<th>State</th>
<th>ZIP Code</th>
</tr>
</thead>
</table>

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) | B. Date of Rehire (if applicable)

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>Middle Initial</th>
<th>Date (mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>H. A.</td>
<td>N. A.</td>
<td>N. A.</td>
<td>N. A.</td>
</tr>
</tbody>
</table>

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Number</th>
<th>Expiration Date (if any) (mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>British</td>
<td>12/3456789</td>
<td>08/16/2032</td>
</tr>
<tr>
<td>Number</td>
<td>United Kingdom</td>
<td></td>
</tr>
<tr>
<td>English</td>
<td>12/3456789</td>
<td>08/16/2032</td>
</tr>
<tr>
<td>Language</td>
<td>American</td>
<td></td>
</tr>
</tbody>
</table>

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 Authorized Representative

<table>
<thead>
<tr>
<th>Today's Date (mm/dd/yyyy)</th>
<th>Name of Employer or Authorized Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>08/31/2019</td>
<td>Employer's Name</td>
</tr>
</tbody>
</table>
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 document from List A OR a combination of one document from List B and one document from List C as listed on the “Lists of Acceptable Documents.”)

<table>
<thead>
<tr>
<th>Employee Info from Section 1</th>
<th>List A</th>
<th>OR</th>
<th>List B</th>
<th>AND</th>
<th>List C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name (Family Name)</td>
<td></td>
<td></td>
<td>First Name (Given Name)</td>
<td>Ronald</td>
<td></td>
</tr>
<tr>
<td>M.I.</td>
<td></td>
<td></td>
<td>Citizenship/Immigration Status</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Identity and Employment Authorization</th>
<th>Document Title</th>
<th>Document Title</th>
<th>Document Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issuing Authority</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Document Number</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expiration Date (if any) (mm/dd/yyyy)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>QR Code - Sections 2 &amp; 3 Do Not Write in This Space</td>
</tr>
</tbody>
</table>

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States.

The employee’s first day of employment (mm/dd/yyyy): (See instructions for exemptions)

<table>
<thead>
<tr>
<th>Signature of Employer or Authorized Representative</th>
<th>Today’s Date (mm/dd/yyyy)</th>
<th>Title of Employer or Authorized Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name of Employer or Authorized Representative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>First Name of Employer or Authorized Representative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer’s Business or Organization Address (Street Number and Name)</td>
<td>City or Town</td>
<td>State</td>
</tr>
</tbody>
</table>

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) B. Date of Rehire (if applicable)

<table>
<thead>
<tr>
<th>Last Name (Family Name)</th>
<th>First Name (Given Name)</th>
<th>Middle Initial</th>
<th>Date (mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

C. If the employee’s previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

<table>
<thead>
<tr>
<th>Document Title</th>
<th>Document Number</th>
<th>Expiration Date (if any) (mm/dd/yyyy)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Auth. Document (Form I-766)</td>
<td>EC1234567890</td>
<td>10/01/2079</td>
</tr>
</tbody>
</table>

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 Authorized Representative: ____________________________

Today’s Date (mm/dd/yyyy): 05/17/2023

Name of Employer or Authorized Representative: ____________________________

First and Last Name: ____________________________