

As required by law, the Idaho Arts Charter School (IACS) will report the hiring or rehiring of any individual to the Idaho Commerce and Labor Department (department) within twenty (20) calendar days of the date the employee actually commences employment for wages or remuneration.

IACS will report the hire or rehire of an individual by submitting to the department a copy of the employee's completed and signed United States internal revenue service form W-4 (employee's withholding allowance certificate) or the department's New Hire Reporting Form. IACS will ensure that the report (W-4 form or New Hire Reporting Form) contains the following information:

1. The employee's name, address, and social security number;
2. The name, address, and federal tax identification number of IACS;
3. The Idaho unemployment insurance account number of IACS; and
4. The employee's date of hire or rehire.

The report will be deemed submitted on the postmarked date or, if faxed or electronically submitted, on the date received by the department. If IACS files its reports electronically, IACS will comply with the department's regulations of such transmissions.

A copy of the report will be retained by IACS, and the copy will set forth the date on which the report was mailed, faxed, or electronically transmitted.

IACS is not liable to the employee for the disclosure or subsequent use of the information by the department or other agencies to which the department transmits the information.



**LEGAL REFERENCE:**

Idaho Code Section 72-1601, *et seq.*

**ADOPTED:** September 13, 2010

**AMENDED:**