Alice Tully Hall

New Hire Paperwork

RETURN THIS

Instructions:

- Anything bracketed in RED needs to be filled out
- Anything highlighted in YELLOW needs to be signed
- We need LEGIBLE copies of either of the following (or anything else you can complete an I-9 with):
 - Your current passport or passport card
 - Your current drivers license AND social security card
- Please fill in a correct mailing address, there is a good chance your check will be mailed to whatever address you fill in! (This includes your vacation check)!

y of your COVID-19 vaccination card to ort@LincolnCenter.org

From:	Payroll Home Dept. 440311 Employee File No.:
Date:	SECTION A - Reason for Payroll Notice New Hire Rehire Effective Date:
SECTION B -TO BE FILLED OUT BY EMPLOYEE Name:	Gender: □ Male □ Female □ Not Specified
SS#: Date of Full Address: Date of Phone #:	
SECTION C -TO BE FILLED OUT BY PEOPLE SUPPOR	et
Pay Rate: \$ per FL Department Allocation Code to Charge:	
Worker Category: □ Regular □ Temporary If temporary, type of appointment: □ Intern ☑ Intermitte	f temporary, projected end date:
Work Schedule: □ Full Time # hrs/wk Union Affiliation: □ No ☑ Yes	
Eligible for Admin. Staff Benefits: ☐ Yes ☑ No Comments / Special Instructions: See rate sheet for additional rates	Management / Supervisory Role: ☐ Yes M No
SECTION D - Signatures: Business Unit Head: Signature	Date
People Team: Signature	Date

Date

Payroll:

Signature

^{***} Failure to complete all applicable sections will result in delay of processing. ***

Notice and Acknowledgment of Pay Rate and Payday Under Section 195.1 of the New York State Labor Law Notice for Non-Exempt Employees

Lincoln Center for the Performing Arts, Inc. 70 Lincoln Center Plaza New York, NY 10023 (212) 875-5000

rate:
mployee Name:
mployee Department:
otice Given: At Hiring Before a change in pay rate(s), allowances claimed or payday
mployee's pay rate: \$
llowances taken: None
egular Payday: Thursday
ay Frequency: Weekly Bi-weekly Other:
vertime Pay Rate: \$ per hour (This must be at least 1 ½ times the worker's rate of pay with a few exceptions.)
mployee acknowledgement: on this day, I received notice of my pay rate, overtime rate (if eligible), allowances and designated payday. I told my mployer what my primary language is.
Theck one: If have been given this form in English because it is my primary language. IMy primary language is I have been given this form in both my primary language and in nglish.
mployee signature: Date:
reparer Name: Preparer Title:
reparer Signature:

The employee must receive a signed copy of this form. The employer must keep the original for 6 years.

WAGE RATES FOR EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS WITH LOCAL ONE - AS OF 9/1/2023

	LOCAL ONE	- A3 OF 9/1/2023	
Regular Stagehands (Basic Crew) in David Geffen Hall and Alice Tully Hall	Current Rate (eff. 9/1/23)	Plaza Event Rates - *Agreed to per event	Current Rate
Regular Rate	\$61.49	Head Regular Rate	\$51.00
Time and One-Half	\$92.24	Time and One-Half	\$76.50
Double Time	\$122.98	High Rigger	\$53.00
Sunday/Sixth Day* Basic crew called on an extra basis to			
work a performance	\$533.12	Time and One-Half	\$79.50
Any Other Day Basic crew called on an extra basis to work		Gen. Service Techs, Video Prgmrs./Ops., Moving Light	
a performance	\$351.77	Prgmrs., & Show Mixers	\$58.50
*On a Sunday or on a basic employee's sixth day, i.e. in replo	acement of a member		607.75
of the basic crew in the work week Monday to Saturday		Time and One-Half	\$87.75
Extra Stagehands in David Geffen Hall and Alice Tully	•	Video IT Utilities, Riggers, Lift Ops., Extra Techs., Carpenters,	4
Hall	9/1/23)	Props, Electrics/Lighting, Sound, etc.	\$46.00
Regular Rate	\$63.61	Time and One-Half	\$69.00
Time and One-Half	\$95.42	Summer for the City 2023	Current Rate
After Midnight Rate	\$118.09	Head Regular Rate	\$49.25
Sunday Hourly Rate	\$77.52	Time and One-Half	\$73.88
Performance Rate on Sunday/Holiday	\$533.12	High Rigger	\$48.50
Performance Rate on Any Other Day	\$351.77	Time and One-Half	\$72.75
Electrical Maintenance in David Geffen Hall	Current Rate (eff.	Gen. Service Techs, Video Prgmrs./Ops., Moving Light	
Electrical Maintenance III David Gerien Hall	9/1/23)	Prgmrs., & Show Mixers	\$53.50
Chief Rate	\$44.90	Time and One-Half	\$80.25
		Video IT Utilities, Riggers, Lift Ops., Extra Techs., Carpenters,	
Chief OT	\$67.34	Props, Electrics/Lighting, Sound, etc.	\$44.00
Chief DT	\$89.79	Time and One-Half	\$66.00
Ancillary/Maintenance Extra Regular Rate	\$36.50		
Ancillary/Maintenance Crew OT Rate	\$54.75		
Ancillary/Maintenance Crew DT Rate	\$73.00		
David Rubenstein Atrium - Hourly Rates - All other	Current Rate (eff.		
work	12/1/2021)		
Head Regular Rate	\$43.37		
		-	

\$65.06

\$40.94

\$61.41

\$36.65

\$54.98

Head Time and One-Half

Assistant Time and One-Half

Assistant Regular Rate

Extra Time and One-Half

Extra Regular Rate



Employee's Withholding Certificate

Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay.

OMB No. 1545-0074

Department of the Treasury Internal Revenue Service

Give Form W-4 to your employer. Your withholding is subject to review by the IRS.

Step 1:	(a) First name and middle initial	Last name		(b) So	cial security number				
Enter Personal Information	Personal								
	contact SSA at 800-772- or go to www.ssa.gov. (c) Single or Married filing separately Married filing jointly or Qualifying surviving spouse Head of household (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying indiv								
-	os 2–4 ONLY if they apply to you; otherwing from withholding, other details, and priva		2 for more information	on on ea	ich step, who can				
Step 2: Multiple Job or Spouse Works	Complete this step if you (1) hold mo also works. The correct amount of w Do only one of the following. (a) Reserved for future use. (b) Use the Multiple Jobs Worksheet (c) If there are only two jobs total, yo option is generally more accurate higher paying job. Otherwise, (b) TIP: If you have self-employment inc	on page 3 and enter the resulum may check this box. Do the than (b) if pay at the lower pairs more accurate	e earned from all of the lt in Step 4(c) below; same on Form W-4	nese job or for the c	os. other job. This				
	os 3-4(b) on Form W-4 for only ONE of thate if you complete Steps 3-4(b) on the Form			os. (You	r withholding will				
Step 3:	If your total income will be \$200,000	or less (\$400,000 or less if ma	arried filing jointly):						
Claim	Multiply the number of qualifying	children under age 17 by \$2,0	00 \$	_					
Dependent and Other	Multiply the number of other dep		. \$	-					
Credits	Add the amounts above for qualifyin this the amount of any other credits.		ents. You may add to	3	\$				
Step 4 (optional): Other Adjustments	optional): expect this year that won't have withholding, enter the amount of other income here. This may include interest, dividends, and retirement income								
	want to reduce your withholding, the result here			4(b)	\$				
	(c) Extra withholding. Enter any add	itional tax you want withheld e	each pay period	4(c)	\$				
Step 5: Sign Here	Under penalties of perjury, I declare that this cer	tificate, to the best of my knowled	dge and belief, is true, c	orrect, a	nd complete.				
	Employee's signature (This form is not v	alid unless you sign it.)	Da	ate					
Employers Only	Employer's name and address		First date of employment	Employe number	er identification (EIN)				



Department of Taxation and Finance

IT-2104

Employee's Withholding Allowance Certificate New York State • New York City • Yonkers

First name and middle initial	Last name		Your Social Securi	ty number
riist name and middle inidal	Last name		Tour Social Securi	ty number
Permanent home address (number and street or rural route)		Apartment number	Single or Head of hou	usehold Married dat higher single rate
City, village, or post office	State	ZIP code		gally separated, mark an X in
Are you a resident of New York City? Yes	No 🗌	_	·	
Are you a resident of Yonkers? Yes	No 🗀			
Before making any entries, see the Note below, and 1 Total number of allowances you are claiming for New Yo				1
2 Total number of allowances for New York City (from				2
Use lines 3, 4, and 5 below to have additional with	nholding per pa	ay period under special	agreement with yo	ur employer.
3 New York State amount	• • • • • • • • • • • • • • • • • • • •			3
4 New York City amount				4
5 Yonkers amount				5
I certify that I am entitled to the number of withholding	allowances clai	imed on this certificate.		
Penalty – A penalty of \$500 may be imposed for any from your wages. You may also be subject to criminal		you make that decreases	the amount of mone	ey you have withheld
Employee's signature			Date	
Employee: Give this form to your employer and keep if needed.	a copy for your	records. Remember to re	view this form once	a year and update it
Note: Single taxpayers with one job and zero depended dependents, heads of household or taxpayers that expective instructions. Visit www.tax.ny.gov (search: IT-2104)	pect to itemize d	deductions or claim tax cre		
Employer: Keep this certificate with your records.				
If any of the following apply, mark an \boldsymbol{X} in each correspo copy of this form to New York State. See $\boldsymbol{Employer}$ in the	nding box, comp ne instructions. V	olete the additional informa isit www.tax.nys.gov (sear	tion requested, and s ch: <i>IT-2104-I)</i> or scar	end an additional the QR code below.
A Employee claimed more than 14 exemption allowa	nces for New Yo	ork State A		
B Employee is a new hire or a rehire B First date er	mployee performed	d services for pay (mm-dd-yyyy)	(see Box B instructions):	
You may report new hire information online ins	stead of mailing	the form to New York Stat	te. Visit www.nynewi	hire.com.
Note: Employers must report individuals unde using the online reporting website above, not l		ent contractor arrangem	ent with contracts in	excess of \$2,500
Are dependent health insurance benefits available	le for this emplo	yee?Yes	No 🗌	
If Yes, enter the date the employee qualifies ((mm-dd-yyyy):			
Employer's name and address (Employer: complete this section only if you	u are sending a copy of	this form to the New York State Tax De	epartment.) Employer ide	entification number

Scan here





Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9 OMB No.1615-00

OMB No.1615-0047 Expires 07/31/2026

START HERE: Employers must ensure the form instructions are available to employees when completing this form. Employers are liable for failing to comply with the requirements for completing this form. See below and the <u>Instructions</u>.

ANTI-DISCRIMINATION NOTICE: All employees can choose which acceptable documentation to present for Form I-9. Employers cannot ask employees for documentation to verify information in **Section 1**, or specify which acceptable documentation employees must present for **Section 2** or Supplement B, Reverification and Rehire. Treating employees differently based on their citizenship, immigration status, or national origin may be illegal.

			<u> </u>						
Section 1. Employee Ir day of employment, but	nformation It not befor	n and Attestation and Attestation and Attestation	on: Employed of the contract o	ees must comp	lete and	sign Sect	ion 1 of Fo	orm I-9 no	o later than the first
Last Name (Family Name)	st Name (Family Name) First Name (Given I)	Middle In	itial (if any)	Other Last	Names Use	ed (if any)
Address (Street Number and	ess (Street Number and Name) Apt. Num				n			State	ZIP Code
Date of Birth (mm/dd/yyyy)	U.S. So	l cial Security Numbe	r Emplo	yee's Email Addres	ss			Employee's	s Telephone Number
I am aware that federal la		Check one of the f	ollowing boxes	to attest to your cit	izenship or	immigration	status (See	page 2 and	3 of the instructions.):
provides for imprisonme fines for false statement		1. A citizen	of the United S	states					
use of false documents,			2. A noncitizen national of the United States (See Instructions.)						
connection with the com this form. I attest, under				dent (Enter USCIS					
of perjury, that this infor		4. A noncitiz	zen (other than	Item Numbers 2.	and 3. abov	e) authorize	ed to work un	til (exp. date	e, if any)
including my selection of attesting to my citizensh		If you check Item I	Number 4., en	ter one of these:					
immigration status, is tru	ue and	USCIS A-Nun	nber OR	Form I-94 Admissi	on Number	r OR For	eign Passpo	rt Number	and Country of Issuance
					1 -		/ / / / / / / / / / / / / / / / / / / /	`	
Signature of Employee					11	oday's Date	(mm/dd/yyyy	<u>'</u>)	
If a preparer and/or tran				<u> </u>					
Section 2. Employer Robusiness days after the emauthorized by the Secretary documentation in the Additional Control of the	ployee's firs / of DHS. do	t day of employm ocumentation from	ent, and mus n List A OR a	their authorized i t physically exan combination of c	representa nine, or ex documenta	itive must of amine con ition from l	complete ar sistent with _ist B and L	nd sign Se an alterna ist C. Ent	ction 2 within three ative procedure er any additional
		List A	OR	Li	st B		AND		List C
Document Title 1									
Issuing Authority									
Document Number (if any)									
Expiration Date (if any)									
Document Title 2 (if any)			Add	itional Informat	ion				
Issuing Authority									
Document Number (if any)									
Expiration Date (if any)									
Document Title 3 (if any)									
Issuing Authority									
Document Number (if any)									
Expiration Date (if any)				Check here if you us	sed an alteri	native proce	edure authoriz		to examine documents.
Certification: I attest, under penalty of perjury, that (1) I have examined the documentation presented by the above-named employee, (2) the above-listed documentation appears 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.									
Last Name, First Name and Titl	le of Employe	er or Authorized Rep	resentative	Signature of En	nployer or A	uthorized R	epresentative	Э	Today's Date (mm/dd/yyyy)
Employer's Business or Organization Name Employer's Business or Organization Address, City or Town, State, ZIP Code									

For reverification or rehire, complete **Supplement B**, Reverification and Rehire on Page 4.



Supplement A, Preparer and/or Translator Certification for Section 1

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9 Supplement A OMB No. 1615-0047 Expires 07/31/2026

Last Name (Family Name) from Section 1.	First Name (Given Name) from Section 1.			Middle initial (if any) from Section 1 .			
Instructions: This supplement must be completed by any preparer and/or translator who assists an employee in completing Section 1 of Form I-9. The preparer and/or translator must enter the employee's name in the spaces provided above. Each preparer or translator must complete, sign, and date a separate certification area. Employers must retain completed supplement sheets with the employee's completed Form I-9. 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			Date (mr	m/dd/yyyy)			
Last Name (Family Name)	First	Name (Given Name)			Middle Initial (if any)		
Address (Street Number and Name)		City or Town		State	ZIP Code		
I attest, under penalty of perjury, that I have assisted knowledge the information is true and correct.	d in the	completion of Section 1 of th	nis form	and that to	o the best of my		
Signature of Preparer or Translator			Date (mr	m/dd/yyyy)			
Last Name (Family Name)	First Name (Given Name)		Middle Initial (if any)				
Address (Street Number and Name)	City or Town S		State	ZIP Code			
I attest, under penalty of perjury, that I have assisted knowledge the information is true and correct.	d in the	completion of Section 1 of th	nis form	and that to	o the best of my		
Signature of Preparer or Translator			Date (mr	m/dd/yyyy)			
Last Name (Family Name)	First	Name (Given Name)	1		Middle Initial (if any)		
Address (Street Number and Name)	City or Town		State	ZIP Code			
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			Date (mr	m/dd/yyyy)			
Last Name (Family Name)	First Name (Given Name)		<u> </u>		Middle Initial (if any)		
Address (Street Number and Name)		City or Town		State	ZIP Code		



CHECK-OFF AUTHORIZATION

Lincoln Center for the Performing Arts

EMPLOYER NAME

Effective immediately, the undersigned assigns to Theatrical Protective Union Local No. One, I.A.T.S.E. ("Union"), four percent (4%) of all wages earned and to be earned by him/her as an employee and authorizes and directs his/her employer to deduct such percentage from his/her wages and remit same to said Union. This assignment shall be irrevocable for a period equal to the earlier of one (1) year from execution or termination of the applicable collective bargaining agreement. This assignment shall be automatically renewed with the same irrevocability for successive like periods unless terminated by the undersigned in writing not more than twenty (20) nor less than ten (10) days prior to the expiration of any such period.

In signing this check-off authorization, I do so voluntarily, knowing that it is not a condition of employment and intending that the amounts deducted and remitted to the Union in accordance herewith be on account of membership dues therein, or, if not a member of the Union, in payment of the same percentage of earnings as members of said Union pay to help defray the cost of operating said Union.

I.R.S. Notice 88-120: Contribution or gifts to Theatrical Protective Union Local No. One, I.A.T.S.E. are not tax deductible as charitable contributions. However, they may be tax deductible as ordinary and necessary business expenses.

Print Name	7979479	
Address		Signature
City		SS#
State	Zip	Date



EMPLOYEE OPT-OUT OF PAID FAMILY LEAVE BENEFITS

Information on the option to opt-out of paid family leave and directions for completing this form can be found on page 2.

Employer Information	, , , , , , , , , , , , , , , , , , ,	page 2.
1. EMPLOYER'S LEGAL NAME, INCLUDING (DBA/AKA/TA)		
Lincoln Center for the Performing Arts, Inc.		
2. ADDRESS		4. EMPLOYER FEIN
70 Lincoln Center Plaza		13-1847137
3. CITY, STATE and ZIP CODE		5. TELEPHONE NUMBER
New York, NY 10023		212-875-5300
Employee Information		
6. EMPLOYEE NAME		
7. HOME ADDRESS		
THOME ADDICES		
8. CITY, STATE and ZIP CODE		9. TELEPHONE NUMBER
Employment Information		
10. AVERAGE NUMBER OF HOURS WORKED PER WEEK (BASED ON LAST 8 WEEKS)	l <u> </u>	
	U YES U NO	
11. AVERAGE NUMBER OF DAYS WORKED PER WEEK (BASED ON LAST 8 WEEKS)	IF YES, HOW LONG IS THE JOB EXPEC	CTED TO LAST?
Employee Affirmation 1. I would like to waive paid family leave coverage at this time because (s	coloct and).	
	•	
☐ I regularly work 20 hours or more per week, but will not work 26 co	nsecutive weeks (6 months) for this e	employer.
☐ I regularly work less than 20 hours per week, but will not work 175	days in 52 consecutive weeks (a yea	ar) for this employer.
2. I understand that this waiver is revoked if my work schedule changes a	and it is anticipated I will work more t	han 20 hours per week for 6
months, or will work less than 20 hours per week but at least 175 days		
O Landanton diffestible control of COTIONAL AND DEVOCABLE		
3. I understand that this waiver is OPTIONAL AND REVOCABLE.(a) My employer may not force me to opt out of paid family leave ber	nefits	
(b) I may decide later to revoke this waiver even if my schedule does		
 I also understand if this waiver is revoked (either by me or by a change deductions for the period of time I was covered by this waiver, and this 		
deductions for the period of time I was covered by this waiver, and this	s period of time counts towards my e	ligibility for paid family leave.
Certification		
I certify to the best of my knowledge the foregoing statements are complete	e and true.	
Employer's Signature:	Date Si	gned:
Employee's Signature:	Date Si	gned:

Please note: Employer must keep a copy of the fully executed waiver on file for as long as the employee remains in employment with the covered employer.

Acknowledgement

I acknowledge that I have received a copy of Lincoln Center's Equal Employment and Harassment Prevention Policy (which includes complaint procedures for reporting discrimination, harassment and retaliation). I have read and understand this policy.

returnation). I have read and understan	a tins poney.	
I understand that any violation of this posterior of employment, as appropriate.	policy may lead to discipling	nary action, up to and including termination
Signature	Date	
Please print your full name		



EQUAL EMPLOYMENT OPPORTUNITY SURVEY

Lincoln Center for the Performing Arts, Inc. is subject to certain governmental record keeping and reporting requirements for the administration of civil rights laws and regulations. Accordingly, we ask that you provide information about your gender, race and ethnicity by completing the form below and returning it to the People Team.

Disclosure is voluntary. If you choose not to disclose, you must check the box to indicate that you have reviewed the form and have elected not to disclose. Your decision on the provision of this information will not subject you to either adverse or favorable treatment.

The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual.

First Naı	me:		Last Name:		Date:
Departm	nent: _	Performance and Car	mpus Operations	Job Title:	Extra Stagehand
Gender:	□ Ma	ale Female	If you choose not	to disclose ye	our gender, please check this box
Signatur	e:				
			RACE AND	ETHNICIT	ΓΥ
		panic or Latino – A person e or origin regardless of re		n, Puerto Rica	n, South or Central American or other Spanish
В.	□Not	Hispanic or Latino			
		□ White (Not Hispanic Middle East or North A		on having origi	ins in an of the original peoples of Europe, the
		□Black or African Amracial groups of Africa	erican (Not Hispani	c or Latino) –	- A person having origins in any of the black
		□ Native Hawaiian or (of the peoples of Hawai			nic or Latino) – A person having origins in any ands
			Subcontinent, includ	ling, for exam	ns in any of the original peoples of the Far East, ple, Cambodia, China, India, Japan, Korea, etnam
			h and South America		atino) – A person having origins in any of the ntral America), and who maintain tribal
		☐ Two or More Races (above five races	(Not Hispanic or Lat	ino) – All per	sons who identify with more than one of the

If you choose not to disclose your ethnicity, please check this box \Box

Lincoln Center

TO:	New Lincoln Center Employees	New Lincoln Center Employees						
FROM:	Human Resources	Human Resources						
SUBJEC	CT: Acknowledgement of Required Notices f	or Personnel File						
legally re	ign your acknowledgement below confirming your equired notices listed below. Each of these notices at the time of hire, in accordance with Federal	ces must be given to all Lincoln Center						
Please pr	rint your name:							
1.]	Notice of Health Insurance Marketplace							
-	Signature	Date						
2.]	New York Earned Safe and Sick Time Act							
-	Signature	Date						

Lincoln Center

EMPLOYEE PERSONAL CONTACT and EMERGENCY INFORMATION

Name (Last, First):	
Position:	Extra Stagehand
Department:	Performance and Campus Operations
PERSONAL CONTACT INFORM	MATION
Street Address:	
City, State, Zip:	
Home Number:	
Mobile Number:	
Email:	
EMERGENCY CONTACT	
Name (Last, First)	
Relationship:	
Street Address:	
City, State, Zip:	
Telephone Number (1):	
Telephone Number (2):	
DATE:	

^{*}Please Note: All employees must complete new tax forms whenever submitting a change of address. Please see an HR or Payroll representative for the necessary forms.