Avenues: Navigating the Spectrum of Relationships, Rights & Responsibilities, Inc.

Dear Prospective Employee: ...

This package provides you with the four steps required prior to employment.

The first step is to submit an Avenues SLS application and current resume if available and schedule an interview.

The second step is to complete Live Scan fingerprinting. You may need to call in advance for an appointment for the live scan service. You will be given a form to be filled out in triplicate and a list of locations where you can be fingerprinted. I will be notified by the Department of Justice once your fingerprints have been cleared. Sorry, but we cannot accept copies of cleared fingerprints from other agencies. If hired, you will be reimbursed for this fee.

The third step is to obtain a CA DMV record for our files. You must have a valid California Drivers License to work for us. You may do this online at the DMV website or make an appointment at a DMV office. If hired, you will be reimbursed for this fee.

The fourth step is to obtain a TB report from your doctor or a medical facility. We do not reimburse for this fee. All these steps must be completed prior to employment.

We will check your references and see if a match between your availability and our open hours exists. We will also review qualifications and other pertinent information. It will then be determined if we can offer you a job and if you want to accept our offer. If you do not have current CPR and First Aid Certification, then you must complete both within 90 days of your employment. We have an online and blended online course that we use. We will reimburse the cost of the course once you pass. Car Insurance is required and must be kept current throughout your employment. As your coverage is renewed, you will need to provide a copy for our files. Please notify your Insurer that you will be driving for work so that you are properly covered.

If you have any questions, or if anything is unclear, please feel free to contact me. I can be reached at 661-702-9788.

Sincerely,

Kelly Remington Office Manager

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Mission Statement

Avenues Supported Living Services is a nonprofit organization created to support people with
developmental disabilities in becoming and
remaining active participants in their
communities. Avenues Supported Living
Services is committed to empowering
individuals to make their own choices and
experience life's diverse possibilities.

Funding Sources

Funding for Avenues SLS services is derived from a variety of sources. Individuals are referred to Avenues SLS and funded primarily by public agencies such as the State Regional Center System. Additional revenue sources include contributions from businesses and individuals, monies from sponsored fundraising events and individual private payment of fees. Avenues SLS also assists with coordination of generic funding sources such as IHSS, Department of Rehabilitation, Social Security and medical insurance for additional support needs.

Eligibility for Services

Avenues SLS services are available to people with developmental disabilities who need support to successfully access their community.

Individuals who receive support through Avenues SLS may have one or more of the following challenges:

*autism

*mental retardation

*physical disabilities

*communication/behavior deficits

*sensory impairments

Avenues:

Navigating the Spectrum of Relationships, Rights & Responsibilities, Inc.

Providing services in the San Fernando & Santa Clarita Valley areas.

For more information, please contact us at:

(661) 702-9788 (661) 702-9787 (FAX) 28415 Industry Drive #502. Valencia, CA 91355 avesls@pacbell.net avenuessupportedlivingservices.org

Avenues:

Navigating the Spectrum of Relationships, Rights & Responsibilities, Inc.

Dba: Avenues
Supported Living Services,



What is Avenues SLS?

Avenues Supported Living Services is a private, nonprofit Corporation founded in 1997 by Scott and Lori Shepard and a Board of Directors made up of persons who rely on services, family members and advocates with the mission of providing support services to persons with developmental disabilities who want to live, work and recreate in their own communities.

Philosophy

Avenues SLS assists people to coordinate the support they need to live safely in their own homes, access and develop connections within their community, and choose the people and places they spend their time with and about.

The "Supported Living" services Avenues SLS provides are completely different and individualized based upon each persons unique needs and skills.

Types of Services

The level or degree of assistance for any of these

Supported Living services generally assist people with some, or all of the following:

*locating housing

*going to dinner with a friend

'personal assistance in and around the home with meals, laundry, chores, bills, roommates, etc. as paid for by IHSS

*getting connected with community activities

*shopping & budgeting

*other community access needs

Individualized Day Services provide up to five

days per week of career planning and community

support which can include:

'seeking and maintaining a job (paid or volunteer)

*enrolling in classes at college or adult school

*enrolling in recreational or hobby classes through local Parks & Rec., YMCA, etc.

*receiving exposure and gaining access to new and preferred community activities

*providing structured support during times when the individual is NOT working

areas will be determined by the person and their team of support. Natural supports and generic community resources will be pursued to decrease dependence on paid supports, although the effectiveness and availability of these resources is never predictable.

Services may range from ongoing extensive assistance to intermittent weekly or monthly visits by staff.

How Avenues came to be:

Avenues SLS was originally a part of, and mentored by CHOICESS: Community Housing Options: Integrated Community, Employment & Social Services from 1993 through June of 1997. CHOICESS was one of the initial agencies providing "Supported Living" services in the state of California (which they have been doing since 1988.) Avenues Supported Living Services continues to rely on CHOICESS as a valued

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APPLICATION FOR EMPLOYMENT

Avenues is an Equal Opportunity Employer

Please inform the hiring manager if you require reasonable accommodation to complete
the application or interview.

Please complete the who	ole applicatio	п									
Last Name		rst		MI		Position De	sired		Date of Applic	eation	
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City Stat	e	Zip				Home Telephone #			Other Telephone #		
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City State	Zip		Supe	rvisor							
Reason for Leaving			Salar	у			Dates \ From	₩orked		Го	
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School Name	Loca	tion	M	lajor Course or Subject	Dates A	Attended To	(Graduate	ed	Degree	

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		applied for witho	ut iiiiidauoii			Зроке			
						Written			
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employment is contingent	on valid social seco	rity number, work pen	nit number or	green ca	rd number, verificat	ion of birth, and any other			
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		At – Will	Disclaimer						
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Navigating the Spectrum of Relationships, Rights & Responsibilities, Inc.

Date Revised: 4/14

JOB DESCRIPTION

POSITION:

Direct Support Staff

IMMEDIATE SUPERVISORS:

Coordinator of Support Services & Directors

EDUCATION/EXPERIENCE: High School graduate; College and/or experience in the field of human services highly recommended. Must possess a valid California driver's license and be insurable under Avenues Insurance or possess a bus/transit pass. Must complete and pass Avenues Orientation & PBS Training, and Mandt Training Certification within the first 90 days of employment.

KNOWLEDGE, ABILITIES AND SKILLS:

Possesses and displays effective social skills and communication skills in both oral and written format, so as to be able to communicate effectively with the people we support, supervisors & co-workers, family members, community members and other generic community services & customers. Ability to work well without direct supervision, interested in personal and professional growth, comfortable and effective working within a team process and ability to learn and communicate organization philosophy and values.

REQUIRED: Valid Drivers license and current automobile insurance OR ability to take local transit (accompanying people supported); first aid training; CPR training; DMV report (if using own vehicle to transport people); and fingerprint clearance (Livescan). Employees must be willing to be to be employed under IHSS (In-Home Support Services) for personal attendant services that are provided to eligible people we support. Ability to communicate verbally in English in order to be an effective liaison between the person you are supporting and community members.

RESPONSIBILITIES:

A Direct Support Staff is responsible for providing direct services and providing individualized support to people through Supported Living Services and/or Individualized Day Services under the supervision of Coordinators of Support Services, the Director of Operations and Executive Director.

ESSENTIAL RESPONSIBILITIES/DUTIES: Essential functions of the job are noted. Other duties may also be assigned. Please note that the essential functions may very depending on organizational structure and/or geographic location. Reasonable accommodations may be made to allow individuals to perform the essential functions of the job or restructure marginal functions.

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- 1. Provides direct services and supports for individuals as assigned by Avenues Coordinators and/or Directors.
- 2. Support individuals to implement Individualized Support Plan goals. Participate in and quarterly and Team meetings with individuals, support staff, family members, funding source representatives and other people the individual may wish to have involved.
- 3. Attend and participate in monthly staff meetings.
- 4. Assist the people we support to develop and maintain healthy relationships with their neighbors, co-workers, and other community members.
- 5. Assist the people we support to build local community connections that they enjoy and maintain over time. Examples can include: social clubs, walking clubs, community groups, church, temple and/or other religious services, hobby clubs, sports groups, and other organized or casual community groups that are local and accessible to the person(s) we support.
- 6. Assist the people we support to build valued roles and develop career and/or other meaningful day opportunities that they can choose from based on experiences that we develop and provide. Examples include paid employment, micro-business, volunteer jobs, community college/university/adult education courses, and other meaningful ways to "give back" to their local communities.
- 7. Complete and submit accurate time sheets with detailed progress notes by 10:00 am on the 1st and the 16th of every month that you work, mileage and other reimbursement requests within 3 days following the completion of each pay period (or as per Avenues Policy & Procedures) to the office, and all required special incident reports (within 24 hours).
- 8. Use dignity and respect (professionalism) when communicating with or about the people we support, family members and Team Members (co-workers). Your job performance at all times should be reflective of Avenues Mission Statement and philosophies.
- 9. Promote autonomy (adult choice) and self-determination (listening to the people we support) to assist people to live the lives they want.
- 10. Support and teach the people we support with objective in their ISP's and day to day living skills (doing things WITH them, and promote their increased participation), as opposed to doing things FOR people we support (babysitting/careproviding).
- 11.Participate in conferences and workshops as requested by Avenues Coordinators and Directors.
- 12. Brings up concerns to Coordinators & Directors, advocating for the people we support.
- 13. Provide assistance, modeling and training to new team members as requested by Coordinators and/or Directors.
- 14.Be familiar with and provide each person with support related to the communication style, learning style, and system that they use; and assist with modeling and teaching social and interpersonal skills that are appropriate to the setting or situation.
- 15. Be able to communicate Avenues mission statements and values and ensure support teams work together. Model for and support team members to keep services person-centered and focused on agency mission.

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- 16. Teach and guide people we support to implement the goals and objectives from their Individual Service Plans (ISP's) and Individual Program Plans (IPP's). Be familiar with the ISP and IPP for each person you support.
- 17. Teach/assist people to budget their income and develop competency & improved participation in banking, check writing, bill paying and managing their personal spending money.
- 18. Teach/assist people with issues related to their personal safety and well being; (ex: traffic safety, medications, clothes and attire that matches weather conditions, sunscreen, health/diet, sunscreen, hat/sunglasses, emergency info and general supervision).
- 19. Providing needed support for people to take their medications as prescribed (following each persons medication procedures) and monitor and report any side effects to medications to the Coordinator or Director.
- 20. Be reliable and punctual.
- 21. Be flexible and willing to support people in a variety of community locations and activities based on the persons preference
- 22. Other duties as requested by Avenues Coordinators or Directors.
- 23. Assisting people to develop healthy relationships with their landlord and understand the contents of their lease agreement. Assist with making & obtaining home repairs and adaptations as required.

<u>WORK ENVIRONMENT:</u> In general, the following conditions of the work environment are representative of those that an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to allow individuals to perform the essential functions of the job within the environment or restructure marginal functions.

People's residences- this includes support in the kitchen (with meals, etc.), bedroom (assistance with clothes & laundry, cleaning, making bed, etc.), and supporting people with other household chores. (Many of these duties may be provided under IHSS hours- In Home Support Services hours).

Community & Jobsites- This includes supporting people with traffic safety in parking lots, sidewalks and streets (crossing only in assigned crosswalks or at corners when safe), taking the bus, using in stores, gyms, and other community settings, and on the job as a jobcoach for paid employment or volunteer work. Employee dress code may vary based on the jobsite requirements.

SALARY

\$9.00 - 15.00 per hour.

Navigating the Spectrum of Relationships, Rights & Responsibilities, Inc.

Avenues Supported Living Services

ACKNOWI	EDGN	IENT:
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This is to acknowledge that I have received a copy of the **Avenues** Job Description for my job classification and understand that it contains important information on my job responsibilities. I further understand that this job description may change as the needs of **Avenues** change. In addition, I understand that the employment relationship is based on the mutual consent of each employee and **Avenues**. Accordingly either **Avenues** or I can terminate the employment relationship at will, at any time, with or without cause or advance notice.

Employee	Date
Director	Date

Form W-4 (2016)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2016 expires February 15, 2017. See Pub. 505, Tax Withholding and Estimated Tax.

Note: If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$1,050 and includes more than \$350 of unearned income (for example, interest and dividends).

Exceptions. An employee may be able to claim exemption from withholding even if the employee is a dependent, if the employee:

- Is age 65 or older,
- · Is blind, or
- Will claim adjustments to income; tax credits; or itemized deductions, on his or her tax return.

The exceptions do not apply to supplemental wages greater than \$1,000,000.

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Head of household. Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 505 for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 505 for details.

Nonresident alien. If you are a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Check your withholding. After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2016. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Future developments. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at www.irs.gov/w-

ILCITIIZ	ed deductions, on his or her to	ax return.	converting your other credits int	o withholding allowar	enacted af	ter we release it) will be po	sted at www.irs.gov/w4.		
		Persona	Allowances Worksl	heet (Keep fo	or your records.)				
Α	Enter "1" for yourself i	f no one else can c	laim you as a dependent				. А		
	● You	are single and hav	e only one job; or			ì			
В			only one job, and your sp			}	. в		
	l ∙ You	r wages from a seco	ond job or your spouse's w	vages (or the tot	al of both) are \$1,50	00 or less.			
С	Enter "1" for your spou	ise. But, you may o	choose to enter "-0-" if yo	ou are married a	and have either a w	orking spouse or r	nore		
	than one job. (Entering	"-0-" may help you	ı avoid having too little ta	x withheld.) .			· C		
D	Enter number of deper	ndents (other than	your spouse or yourself)	you will claim o	n your tax return .		. D		
E	Enter "1" if you will file	as head of housel	nold on your tax return (s	ee conditions u	nder Head of hous	sehold above) .	. Е		
F	Enter "1" if you have at	least \$2,000 of ch	ild or dependent care ex	xpenses for wh	ich you plan to clai	im a credit	. F		
	(Note: Do not include of	child support paym	ents. See Pub. 503, Child	d and Depender	nt Care Expenses, f	for details.)			
G	Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information.								
	• If your total income w	vill be less than \$70	,000 (\$100,000 if married), enter "2" for ϵ	each eligible child; t	then less "1" if you	I		
	have two to four eligibl	e children or less "	2" if you have five or mor	e eligible childr	en.				
	• If your total income will	each eligible child .	. G						
Н	Add lines A through G an	d enter total here. (N	ote: This may be different for	rom the number	of exemptions you cla	aim on your tax retur	n.) ► H		
	For accuracy, • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2.								
	complete all If you are single and have more than one job or are married and you and your spouse both work and								
	worksheets ea	rnings from all jobs	exceed \$50,000 (\$20,000						
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8	Employer's name and ad	uress (Employer: Comp	plete lines 8 and 10 only if send	uing to the IHS.)	9 Office code (optional)	10 Employer identii	fication number (EIN)		

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			Deduct	ions and A	djustments Works	heet				
Note:		150	3/		claim certain credits or					
1	and local taxes, income, and mis- and you are marr	medical expense cellaneous deduction fied filing jointly o	es in excess of 10% (7.5% ctions. For 2016, you may h r are a qualifying widow(er)	if either you on ave to reduce you stand if either you on a second if you if you will be seen as the second in the	ig home mortgage interest, or r your spouse was born befo our itemized deductions if you ou are head of household; \$2: ied filing separately. See Pub.	ore January 2, 19 ur income is over 59,400 if you ar	952) of your \$311,300 e single and	1 \$		
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	Married Filing	Jointly	All Other	s	Married Filing J	Jointly		All Other	'S	
0	s from LOWEST ob are—	Enter on line 2 above	If wages from LOWEST paying job are—	Enter on line 2 above	If wages from HIGHEST paying job are—	Enter on line 7 above	If wages from paying job are		Enter on line 7 above	
6,0 14,0 25,0 27,0 35,0 44,0 55,0 65,0 75,0 80,0 115,0 130,0	\$0 - \$6,000 101 - 14,000 101 - 25,000 101 - 27,000 101 - 35,000 101 - 35,000 101 - 55,000 101 - 65,000 101 - 75,000 101 - 80,000 101 - 100,000 101 - 130,000 101 - 140,000 101 - 140,000 101 - 150,000	0 1 2 3 4 5 6 7 8 9 10 11 12 11 12 11 14	\$0 - \$9,000 9,001 - 17,000 17,001 - 26,000 26,001 - 34,000 34,001 - 44,000 44,001 - 75,000 75,001 - 85,000 85,001 - 110,000 110,001 - 125,000 125,001 - 140,000 140,001 and over	0 1 2 3 4 5 6 7 8 9	\$0 - \$75,000 75,001 - 135,000 135,001 - 205,000 205,001 - 360,000 360,001 - 405,000 405,001 and over	\$610 1,010 1,130 1,340 1,420 1,600	\$0 - 38,001 - 85,001 - 185,001 - 400,001 ar	185,000 400,000	\$610 1,010 1,130 1,340 1,600	
115,0 130,0	001 - 130,000	12								

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the Internal Revenue laws of the United States. Internal Revenue Code sections 3402(f)(2) and 6109 and their regulations require you to provide this information; your employer uses it to determine your federal income tax withholding. Failure to provide a properly completed form will result in your being treated as a single person who claims no withholding allowances; providing fraudulent information may subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation; to cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their tax laws; and to the Department of Health and Human Services for use in the National Directory of New Hires. We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The average time and expenses required to complete and file this form will vary depending on individual circumstances. For estimated averages, see the instructions for your income tax return.

If you have suggestions for making this form simpler, we would be happy to hear from you. See the instructions for your income tax return.



Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9 OMB No. 1615-0047 Expires 03/31/2016

▶ START HERE. Read instructions carefully before completing this form. The instructions must be available during completion of this form. ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

City or Town ess r fines for false statements	Sta	te	Zip Code ne Number
ess			
0.000.00	or use of fa	Telepho	ne Number
r fines for false statements	or use of fa	l	2 ×
	or use or ia	lse doc	uments in
following):			
CIS Number):			
dd/yyyy)	Some aliens r	nay write	e "N/A" in this field.
n Number/USCIS Number OR	Form I-94 A	dmissic	on Number:
			Paratus Wee Visi
	is.	Do No	3-D Barcode t Write in This Space
ection with your arrival in the l	Jnited		
:			
	fields. (See	instruct	ions)
	Date (mm/de	d/yyyy):	
d and signed if Section 1 is p	repared by a	person	other than the
completion of this form and	that to the	best of	my knowledge the
		Date (n	nm/dd/yyyy):
First Name (Give	n Name)	L	
City or Town	. 5	State	Zip Code
	ection with your arrival in the Unber and Country of Issuance and and signed if Section 1 is procompletion of this form and First Name (Give	ection with your arrival in the United The days and Country of Issuance fields. (See Date (mm/de) The days and signed if Section 1 is prepared by a completion of this form and that to the Issuance (Given Name)	Do Not extion with your arrival in the United mber and Country of Issuance fields. (See instruct Date (mm/dd/yyyy): and and signed if Section 1 is prepared by a person completion of this form and that to the best of Date (n First Name (Given Name) City or Town State

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 examine a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents" on the next page of this form. For each document you review, record the following information: document title, issuing authority, document number, and expiration date, if any.)

Employee Last Name, First Name and Middle I	nitial from Section	on 1:						
List A Oldentity and Employment Authorization		ist B entity	А	.ND En	List C	uthorization		
Document Title:	Document Title:			Document Ti	tle:			
Issuing Authority:	Issuing Authority	y:		Issuing Author	Issuing Authority:			
Document Number:	Document Num	ber:		Document N	Document Number:			
Expiration Date (if any)(mm/dd/yyyy):	Expiration Date	(if any)(mm/dd/yyy)	<i>y</i>):	Expiration Da	Expiration Date (if any)(mm/dd/yyyy):			
Document Title:								
Issuing Authority:								
Document Number:								
Expiration Date (if any)(mm/dd/yyyy):						3-D Barcode		
Document Title:						Write in This Space		
Issuing Authority:						D2 II I		
Document Number:								
Expiration Date (if any)(mm/dd/yyyy):								
Certification				-				
I attest, under penalty of perjury, that (1) I above-listed document(s) appear to be ge employee is authorized to work in the Uni The employee's first day of employment (nuine and to re ted States.	elate to the emp	loyee name		the best of	my knowledge the		
		Date (mm/dd/yyy)		of Employer or Authorized Representative				
Signature of Employer or Authorized Representati	ive	Date (mm/dd/yyy)	7 Title	of Employer of Authorized Representative				
Last Name (Family Name)	First Name (Give	en Name)	Employer's	oloyer's Business or Organization Name				
Employer's Business or Organization Address (St	reet Number and	Name) City or Tov	vn		State	Zip Code		
Section 3. Reverification and Reh	ires (To be co	mpleted and sign	ed by emplo	over or authori:	zed represe	ntative.)		
A. New Name (if applicable) Last Name (Family N						plicable) (mm/dd/yyyy):		
C. If employee's previous grant of employment auth presented that establishes current employment a				e document from	List A or List	C the employee		
Document Title:	Docu	ument Number:			Expiration Da	te (if any)(mm/dd/yyyy):		
I attest, under penalty of perjury, that to the the employee presented document(s), the d								
Signature of Employer or Authorized Representa	tive: Date	(mm/dd/yyyy):	Print Nan	ne of Employer o	of Employer or Authorized Representative:			

LISTS OF ACCEPTABLE DOCUMENTS All documents must be UNEXPIRED

Employees may present one selection from List A or a combination of one selection from List B and one selection from List C.

	LIST A Documents that Establish Both Identity and Employment Authorization	OR	٠	· LIST B Documents that Establish Identity A		LIST C Documents that Establish Employment Authorization
2.	U.S. Passport or U.S. Passport Card Permanent Resident Card or Alien Registration Receipt Card (Form I-551)		1.	Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye	1.	A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT
3.	Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine-readable immigrant visa		2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or			(2) VALID FOR WORK ONLY WITH INS AUTHORIZATION(3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
4.	Employment Authorization Document that contains a photograph (Form I-766)		•	information such as name, date of birth, gender, height, eye color, and address	2.	Certification of Birth Abroad issued by the Department of State (Form FS-545)
5.	For a nonimmigrant alien authorized to work for a specific employer because of his or her status:		4.	School ID card with a photograph Voter's registration card	3.	Certification of Report of Birth issued by the Department of State (Form DS-1350)
	 a. Foreign passport; and b. Form I-94 or Form I-94A that has the following: (1) The same name as the passport; 		6.	U.S. Military card or draft record Military dependent's ID card U.S. Coast Guard Merchant Mariner Card	4.	Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
	and (2) An endorsement of the alien's			Native American tribal document	5.	Native American tribal document
	nonimmigrant status as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or		Driver's license issued by a Canadian government authority For persons under age 18 who are unable to present a document			U.S. Citizen ID Card (Form I-197) Identification Card for Use of Resident Citizen in the United States (Form I-179)
6.	limitations identified on the form. 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		listed above: 10. School record or report card 11. Clinic, doctor, or hospital record 12. Day-care or nursery school record		8.	Employment authorization document issued by the Department of Homeland Security

Illustrations of many of these documents appear in Part 8 of the Handbook for Employers (M-274).

Refer to Section 2 of the instructions, titled "Employer or Authorized Representative Review and Verification," for more information about acceptable receipts.

Avenues: Navigating the Spectrum of Relationships, Rights & Responsibilities, Inc. 28415 Industry Drive, #502, Valencia, CA 91355 (661) 702-9788 / Fax (661) 702-9787

VERIFICATION OF PREVIOUS EMPLOYMENT AUTHORIZATION AND RELEASE

In order for your application to be processed, this form must be completed and signed.

	•				
Previous Employer:					
Street Address: and Phone #. City, State & Zip:					
Applicant Name (Please Print):					
Applicant Name (Please Print):			To:		
Butto		* 1 m'd-			
Social Security Number:		_			
Essential Job Duties:				11 · Ction that C	leem appropriate.
I hereby authorize any and all former employer regarding my employment and job performance provided either verbally or in writing. In additional waive any rights or claims I have or may have liability, claims, or damage that may directly oparty, whether such information is favorable of	tion to authorize against any for	ing the release of a rmer employer, and sult from the use, di to me.	ny informat l its agents, sclosure, or	ion regarding my employm	as from any and all
		Date			
Signature APPLICANT: D	O NOT CO	MPLETE ANY	THING	BELOW THIS LINE	
The person named above has applied for emptyour cooperation and the prompt return of the Is the information provided above correct?		If not,	please make	the necessary corrections.	
Please check the rating that best describes	this person's	most recent emplo	yment exp	erience.	e
	outstanding 1	2	average	unsatisfactory	
Quality of work					
Cooperation Reliability/Attendance					
D 6 : -1:					
Work Without Direct Supervision	1		1		•
Descen for leaving your employment?				4	
Eligible for rehire? If no, v	vhy?				(V)
			*1		-
Additional Commons.					
					-
Print Name of Contact Person		Title			
		Date of Comp	letion		-
Signature		Date of Comp			

Avenues: Navigating the Spectrum of Relationships, Rights & Responsibilities, Inc. 28415 Industry Drive, #502, Valencia, CA 91355 (661) 702-9788 / Fax (661) 702-9787

VERIFICATION OF PREVIOUS EMPLOYMENT AUTHORIZATION AND RELEASE

In order for your application to be processed, this form must be completed and signed.

	•				
Previous Employer:					
Street Address: and Phone #.	150				
City State & Zip:		4			
Applicant Name (Please Print):			Т		
Social Security Number:					
Essential Job Duties: I hereby authorize any and all former employees and all former employees.				11: Ction they deem annionitate.	
I hereby authorize any and all former employ regarding my employment and job performa provided either verbally or in writing. In ad- waive any rights or claims I have or may have liability, claims, or damage that may directly party, whether such information is favorable	dition to authorize ve against any fo	ring the release of a rmer employer, and sult from the use, di to me.	ny informat l its agents, sclosure, or	ion regarding my employment, i hereby rand a	, 11
		Date			
Signature			millaid :	DELOW THIS LINE	
APPLICANT: 1	DO NOT CO	MPLETE ANY	THING.	BELOW THIS LINE	
The person named above has applied for en your cooperation and the prompt return of	nployment with a	September 1981 E.			h
Is the information provided above correct?		If not,	please make	the necessary corrections.	
Please check the rating that best describ	es this person's	most recent emplo	yment exp	erience.	
Please thete the rating			, average	unsatisfactory	
	outstanding	above average			
Quality of work					
Cooperation					
Reliability/Attendance	1				
Professionalism Ability to Work Without Direct Supervision	on				
Ability to Work Without Direct Supervision	011			2	
Ability to Work Without Direct Supervision Reason for leaving your employment?					
Eligible for rehire? If no,	, why?				
Additional Comments:					
Print Name of Contact Person		Title			
		Date of Comp	letion		
Signature		200 to 100 to 1			

*

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VERIFICATION OF PREVIOUS EMPLOYMENT AUTHORIZATION AND RELEASE

In order for your application to be processed, this form must be completed and signed.

Previous Employer:					
Street Address:					
and Phone # . City, State & Zip:					
Applicant Name (Please Print):					
Dates of Employment: From:			l'o:		
		Job Title			
Social Security Number:		_			
Essential Job Duties:				. 11 . Comestion they	deem annropriate.
I hereby authorize any and all former employer regarding my employment and job performance provided either verbally or in writing. In additionable waive any rights or claims I have or may have liability, claims, or damage that may directly caparty, whether such information is favorable or	ion to authorize against any fo	zing the release of a rmer employer, and sult from the use, d	ny informa	tion regarding my employ	was from any and all
		Date			
Signature				DEL OW THIS I IN	7.
APPLICANT: DO	O NOT CO	MPLETE ANY	THING.	BELOW THIS LINE	9
The person named above has applied for emp your cooperation and the prompt return of this Is the information provided above correct? Please check the rating that best describes		If not,	please make	e the necessary corrections	
			. average	unsatisfactory	_
	outstanding	above average	urorago		-
Quality of work	,				-
Cooperation Reliability/Attendance					
Professionalism					_
- Trivia Direct Cunarusion					
Peacon for leaving your employment!					
Eligible for rehire? If no, w	hy?		20		_
Additional Comments: Print Name of Contact Person		Title Date of Comp			
Signature		Date of Comp	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		

Oath of Confidentiality

I,	the Spectrum of the Inc. to any person, the inc. to any person, the inc. to any person, the inc. the		
I recognize that unauthorized release of confidenti information may make me the subject to a civil act provisions of the Welfare and Institutions Code.	al tion under		
signature date			

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Agreement for On-Duty Break and Meal Periods

The employee listed below and the employer (Avenues) agree that the nature of the employee's work prevents the employee from being relieved of duty during meal periods. When scheduled, the employee shall work an on the job meal period that shall be paid for by the employer. Employees requiring at off site unpaid meal break will need to work shifts of a short duration to insure their preference is met.

Agreed upon:		
Employee Name (print)	Date	- 1 -
Employee Signature		

11/28/00

			8
9			

I certify that answers given herein are true and complete to the best of my knowledge.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulation of Avenues.

AT-WILL DISCLAIMER

terminated by Avenues at any time	by agree that such employment is at-will and may be without advance notice and without liability to me stand that any such termination may be for any
Signature of Applicant	Date
FOR PERSON	NEL DEPARTMENT USE ONLY
Arrange Interview	YesNo
Remarks	
TOTTALKO	
	Interviewer Date
Employed: YesNo	Date of Employment
Job Title:	Hourly Rate/Salary Dept
Ву:	
	Name/Title Date

Avenues:

Navigating the Spectrum of

Relationships Rights & Responsibilities, Inc.

STATEMENT ACKNOWLEDGING LEGAL REQUIREMENTS CONCERNING ABUSE REPORTING

All Avenues employees are categorized as "care custodians" as stated in Section 15630 of the Welfare and Institutions Code; therefore, IT SHALL BE THE POLICY OF AVENUES THAT ALL EMPLOYEES SHALL COMPLY WITH THE LAW'S REPORTING PROCEDURES WHENEVER THEY HAVE KNOWLEDGE OF OR OBSERVE A DEPENDENT ADULT IN THE COURSE OF THEIR EMPLOYMENT WHO THEY KNOW OR REASONABLY SUSPECT TO HAVE BEEN VICTIM OF PHYSICAL ABUSE.

- 1. REPORT THE INCIDENT TO THE PROPER PROTECTIVE AGENCY (POLICE, OR SHERIFF'S DEPARTMENT, COUNTY WELFARE DEPARTMENT, OR COUNTY SOCIAL SERVICES DEPARTMENT) IMMEDIATELY BY TELEPHONE;
- 2. SEND A WRITTEN REPORT OF THE INCIDENT TO THE SAME AGENCIES WITHIN 36 HOURS.

Avenues will defend any employee who makes a report consistent with this policy in the course of their employment against any actions or claims that may be made as a result of said report. Any failure to comply with this policy may subject an EMPLOYEE to disciplinary action.

Your signature below certifies that you have knowledge of the foregoing provisions concerning dependent adult abuse reporting and that you will comply with them.

NAME:	SIGNATURE:	
Š.	DATE:	

9/13/00

Avenues: Navigating the Spectrum of Relationships, Rights & Responsibilities, Inc.

EMPLOYEE EMERGENCY INFORMATION

Name:	Date Updated:
Address:	Home Phone:
City:	Cell Phone:
Zip Code:	E-Mail:
Date of Birth:	
NOTIFY IN CASE OF EMERGENCY:	
1. Name:	Home Phone:
Address:	Cell Phone:
City+Zip:	Work Phone:
2. Name:	Home Phone:
Address:	Cell Phone:
City+Zip:	Work Phone:
MEDICAL ADVISOR / DOCTOR: Name:	Telephone:
Address, Office #, City + Zip code	
Additional Medical Information:	
In the case of extreme emergency, I authoriz YES NO Special Instr	e medical treatment at my expense. ructions:
Employee S	ignature Date

Applicant Submission

Clear Form

REQUEST FOR LIVE SCAN SERVICE BCII 8016 (3/07)

ORI: A2634	Type of Application:	Employment	
Code assigned by DOJ Job Title or Type of License, Certification or Permit: Community Support Staff			
28415 Industry Drive, #502 Lisa Griffin		Mail Code (five-digit code assigned by Do Lisa Griffin Contact Name (Mandatory for all school s	
Name of Applicant: (Please print) Alias: Last Date of Birth: Weight:		First Driver's License No: Misc. No. BIL - 143142 Phone Number:	MI cy Billing Number
Eye Color: Hair Color Place of Birth: Social Security Number:		Home Address:	eet or PO Box
Your Number: OCA No. (Agency If resubmission, list Original ATI Number:	Identifying No.)	Level of Service: ✓ DOJ	FBI
Employer: (Additional response for agencies specified by statute)			
Employer Name			
Street No. Street or PO Box	1	Mail Code (five digit code assigned by DOJ)	
City State	Zip Code /) Agency Telephone No. (optional)	
Live Scan Transaction Completed By:	Name	of Operator	Date
Transmitting Agency	ATI No.		Amount Collected/Billed

Department of Justice

REQUEST FOR LIVE SCAN SERVICE

BCII 8016 (3/07)

Clear Form

Applicant Submission ORI: A2634 Type of Application: Employment Code assigned by DOJ Community Support Staff Job Title or Type of License, Certification or Permit: Agency Address Set Contributing Agency: 06003 Avenues, Inc. Agency authorized to receive criminal history information Mail Code (five-digit code assigned by DOJ) 28415 Industry Drive, #502 Lisa Griffin Street No. Street or PO Box Contact Name (Mandatory for all school submissions) Valencia, CA ____ (661) 702-9788 91355 State Zip Code Contact Telephone No. Name of Applicant: (Please print) Last Driver's License No: Alias: First Last Misc. No. BIL - 143142 Date of Birth: Sex: Male Female Agency Billing Number Phone Mise Number: Weight: Home Address: Hair Color: Eye Color: Street No. Street or PO Box Place of Birth: City, State and Zip Code Social Security Number: Your Number: OCA No. (Agency Identifying No.) Level of Service:

✓ DOJ FBI If resubmission, list Original ATI Number: Employer: (Additional response for agencies specified by statute) Employer Name Street No. Street or PO Box Mail Code (five digit code assigned by DOJ) City State Zip Code Agency Telephone No. (optional) Live Scan Transaction Completed By: Name of Operator Transmitting Agency ATI No. Amount Collected/Billed

Applicant Submission

REQUEST FOR LIVE SCAN SERVICE BCII 8016 (3/07)

Clear Form

ORI: A2634 Type of Application: Employment			
Code assigned by DOJ Job Title or Type of License, Certification or Permit: Community Support Staff			
Agency Address Set Contributing Agency: Avenues, Inc. Agency authorized to receive criminal history information 28415 Industry Drive, #502 Street No. Street or PO Box Valencia, CA 91355 City State Zip Code	06003 Mail Code (five-digit code assigned by DOJ) Lisa Griffin Contact Name (Mandatory for all school submissions) (661) 702-9788 Contact Telephone No.		
Name of Applicant: (Please print) Last Alias: Last First Date of Birth: Sex: Male Female	First MI Driver's License No: Misc. No. BIL - 143142		
Height:	Agency Billing Number Mice Number: Home Address:		
Eye Color: Hair Color: Place of Birth: Social Security Number:	Street No. Street or PO Box City, State and Zip Code		
Your Number: OCA No. (Agency Identifying No.) If resubmission, list Original ATI Number:	Level of Service: ✓ DOJ FBI		
Employer: (Additional response for agencies specified by statute)			
Employer Name			
	Mail Code (five digit code assigned by DOJ)) Agency Telephone No. (optional)		
Live Scan Transaction Completed By: Name	of Operator Date		
Transmitting Agency ATI No.	Amount Collected/Billed		

LIVESCAN FINGERPRINTING LOCATION- UPDATED 7/2015

Valencia-U27 Imprints 4 You Live Scan & Notary 27720 Avenue Scott #210 Valencia, CA 91355

M-F: 9am-6:30pm Appt/walk in Sat: 11am-3pm Appt/ walk in

Contact: 661-257-1611

Email: mail@imprints4you.com

Cost: \$18.00

Accepts: Cash, Cashier's check, Credit card, & Money Order