

# NY Wage Theft Prevention Form

## Notice and Acknowledgement of Pay Rate and Payday Under Section 195.1 of the New York State Labor Law

EMPLOYEE INFORMATION	
Employee Name	First Date Work
EMPLOYER INFORMATION	
Employer Name	Employer Address
EMPLOYER OF RECORD INFORMATION	
<i>Extreme Reach Talent is the employer of record for the limited purposes of withholding and remitting employment taxes, providing workers' compensation insurance and facilitating unemployment benefit claims.</i>	
Contact: Extreme Reach Talent, Inc. 1 South Wacker Drive, Suite 750, Chicago, IL 60606. (800) 324-5672	
WAGE DETAILS	
<b>Notice Given:</b>	At Hiring Before a change in pay rate(s), allowances claimed or payday
Employee's Pay Rate (specify the basis for the rate paid, i.e. salary for varying hours, day rate, etc.)	
\$	Per: Regular Payday:
Allowances Taken: None Lodging: _____ Other: _____	Tips _____ per hour Meals _____ per meal
	Pay Is: Weekly Bi-Weekly Other
<b>Overtime Pay Rate:</b> In most cases the overtime rate will be 1½ times the regular rate of pay for the week. The regular rate of pay is the total weekly pay divided by the hours worked in the week. In most cases, it is illegal to pay a fixed weekly rate for varying hours worked over 40 per week. The Department of Labor strongly discourages weekly rates for non -exempt employees, since underpayments often result.	
EMPLOYEE ACKNOWLEDGEMENT	
On this day I have been notified of my pay rate, overtime rate (if eligible), allowances, and designated pay day on the date given below. I told my employer what my primary language is. <b>Check one:</b>	
I have been given this pay notice in English because it is my primary language.	My primary language is: I have been given this pay notice in English only, because the Department of Labor does not yet offer a pay notice form in my primary language.
Employee Signature	Date
Print Employee Name	Preparer's Name and Title
Producer Name	Producer Phone / Email
Check this box if employee declined to sign this form.	

EMPLOYER, Please note copies of the completed and signed forms must be distributed: One copy to the employee, one copy to Extreme Reach Talent with other employment documents, and the employer must keep the original for 6 years.

Please note: It is unlawful for an employee to be paid less than an employee of another sex for equal work. Employers also may not prohibit employees from discussing wages with their co-workers.