



All new employees are required to submit a Federal Income Tax Withholding Form (W-4) as well as a State Tax Withholding Form as necessary.

The following States do NOT have State Tax Withholding:

- Alaska
- Florida
- Nevada
- New Hampshire
- South Dakota
- Tennessee
- Texas
- Washington
- Wyoming

If you reside in any of these states, simply fill out the Federal Income Tax Withholding Form (W-4).

All other residents please fill out the appropriate State Tax Withholding form in addition to the Income Tax Withholding Form.

The following states withholding is the same as the Federal Withholdings and it is not necessary to fill out a separate State Withholding Form, unless different withholdings are desired for State and Federal income:

- California
- Colorado
- Delaware
- Idaho
- Minnesota
- Montana
- Nebraska
- New Mexico
- North Dakota
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- Utah