



Virginia New Hire Reporting Center

Virginia Statute 63.2-1946 and the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996, 42 U.S.C. 653a, requires all Virginia employers to report all newly hired or rehired employees to the state directory within 20 days of their hire or rehire date.

What is new hire reporting?

All employers with business operations in the State of Virginia are required to report all newly hired or rehired employees who live or work in Virginia within twenty (20) days of the employees' first day on the job. State and federal laws require employers to report paid individuals regardless of whether or not the individuals are considered employees by federal tax code standards.

Why is new hire reporting important?

Employers play an essential role in helping Virginia's children receive the support they need. Many families who do not receive financial support are often forced to depend on public assistance or live in poverty. By acting in accordance with the new hire reporting laws, you will help children receive the support they deserve. Furthermore, new hire reporting reduces fraudulent unemployment insurance and workers' compensation claims. Ultimately, new hire reporting is an easy, yet vital process, designed to help employers have a positive impact on their communities.

How do I report new hires and rehires?

There are a variety of simple and easy ways to report new hires and rehires including online reporting, electronic reporting, mail, or fax. Reporting electronically, however, is the fastest and easiest way to report. Reporting electronically saves time and money. If you use a payroll or accounting service, you may ask the service to report your new hires for you. Or, you can easily report them yourself using one of the convenient methods listed below.

Electronic: www.va-newhire.com

- Interactive internet reporting
- Secure file upload
- Electronic File Transfer Protocol (FTP)
- Secure account and password exclusively for your company, and a confirmation receipt



Non-Electronic

- New Hire Reporting Form (available at www.va-newhire.com)
- Printed list
- W-4 Form (add company name, company address, FEIN, employee's date of hire, and employee's date of birth)



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What information do I need to report?

Employer information:

- Federal Employer Identification Number (FEIN)
- Name of business
- Employer address (to be used for income withholding orders)



Employee information:

- Employee's name
- Employee's mailing address
- Social Security Number
- Employee's date of hire
- State of hire (required if reporting as Multistate Employer)

Claims Resolution Act of 2010

Section 802 of the CRA effective June 8, 2011, requires employers to provide the date an employee first performed services for pay to the state New Hire Reporting Center. Employers can input this information using the existing "Employee's Date of Hire" field.

Multistate Employers

Multistate employers have the option of designating one state to which they will report all new hires. Employers who choose this option must provide written notification to the Secretary of the U.S. Department of Health and Human Services (DHHS) of their intention to do so. Employers may contact the Federal Office of Child Support Enforcement (OCSE) to request a form at (410) 277-9470 or visit www.acf.hhs.gov to download a form.

Using a Third-Party Vendor

If you use a third-party vendor to report your new hires, please verify that the vendor is reporting accurate information on your behalf to ensure compliance with Virginia Statute 63.2-1946 and section 313 of the Federal Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996, 42 U.S.C. 653A.

Will the information be kept private?

All of the information submitted to the New Hire Reporting Center will be kept private and secure. As allowed by law, the information may be shared with government agencies to help reduce fraud in areas like workers' compensation, unemployment, and welfare benefits.

Feel free to call our office and speak with a customer service representative.

www.va-newhire.com



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