

Administrator: Hire Employee Guide

Content:

[New Hire Checklist](#)

[Hiring Employees](#)

[Hiring International Employees](#)

[Review Employee Information](#)

[I9 Verification/Processing](#)

[I9 Verification/Processing for International Employees](#)

[Sample of International Employee I9](#)

[Loyalty Oath Verification/Processing](#)

[Resend New Hire Email](#)

[Unlock Employee Account and Clearing Two-Factor Authentication](#)

[FAQs](#)

New Hire Checklist

Employees will need to complete their onboarding checklist. This process applies to:

- New hires (first employment with OSU)
- Re-hires (employee's employment with OSU has lapsed more than 30 days for benefited or 180 days for non-benefited)

In the checklist, employee will complete:

- Within UKG
 - Employee Information Form
 - State of Oklahoma Outstanding Wage Beneficiary Form
 - Oklahoma Teachers' Retirement System Notification Form
 - Loyalty Oath Form – with instructions to meet with HR Admin or locate a notary and then upload the notarized form.
 - I9 Form
 - Work Permit Form (For international employees only).
 - Voluntary Self-Identification of Disability Form
 - Veteran Voluntary Self-Identification Form
 - CHS Confidentiality Agreement Form (For Center of Health Sciences only)
 - CHS Hepatitis B Declination Form (For Center of Health Sciences only)
 - CHS Policies and Procedures Form (For Center of Health Sciences only)

Employees will need to complete these in Banner Self-Service **after** they have their O-Key account. (UKG capability coming soon)

- Withholding Form
- Direct Deposit Form

Employees can complete this optional form with OSU Payroll **after** they receive the email from the department administrator.

- Salary Deferral Election Form (**for full-time faculty only**).
<https://adminfinance.okstate.edu/payroll/salary-deferral.html>
Employee complete form and send to payroll.services@okstate.edu

When an employee completes their checklist, the department's administrator will receive an email notification and can follow-up with the employee to review their checklist, I9 verifications, upload E-Verify submission along with supporting documents, and Loyalty Oath verification/notarization. It is recommended to include UKG Employee ID in the EPAF comments.

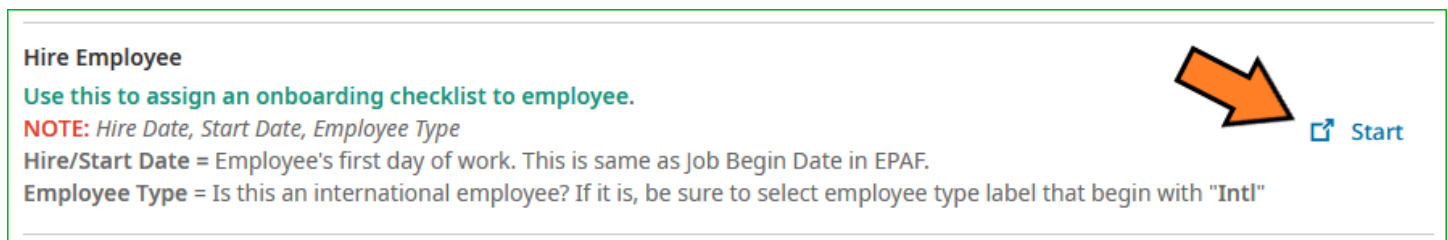
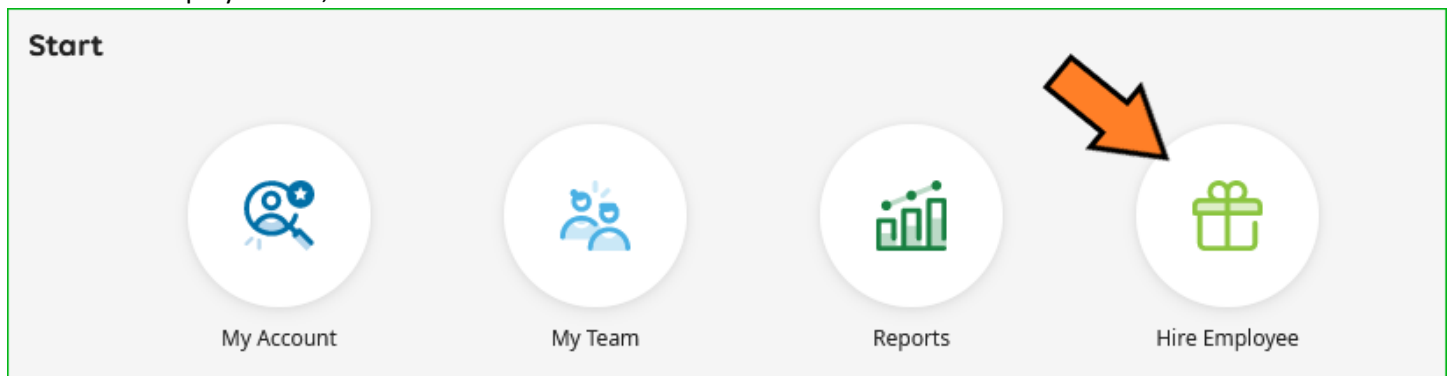
The administrator can email additional guidance to employees once the I9 identification process and notarization of the loyalty oath form are completed. The guidance may include W4, direct deposit, benefits/orientation (if appropriate), salary deferral (if appropriate), etc.

Hiring Employees

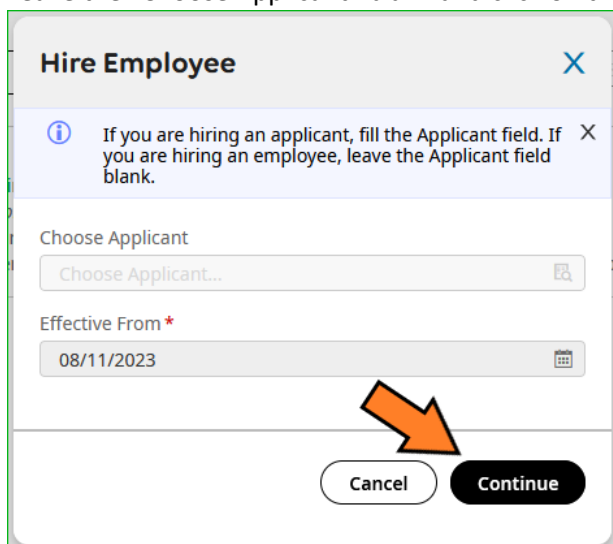
Gather employee's information from hiring manager:

- Legal Name (First and Last) as it appears on SSN card
The legal name entered will be used as an electronic signature when an employee signs their forms.
- Email address
- Start date
- Employment type (Faculty, Staff, Student)
- Employment status (Full-Time, Part-Time/Temp)
- Employee status (U.S. Citizen/Permanent Resident, J1, International)
- Org Code
- Position number
- And any other info that you may need.

To begin new hire checklist, login to [UKG Ready](#) (*this hyperlink is for Admin only, do not share with employee*) and click on the Hire Employee icon, then click on the Start link.

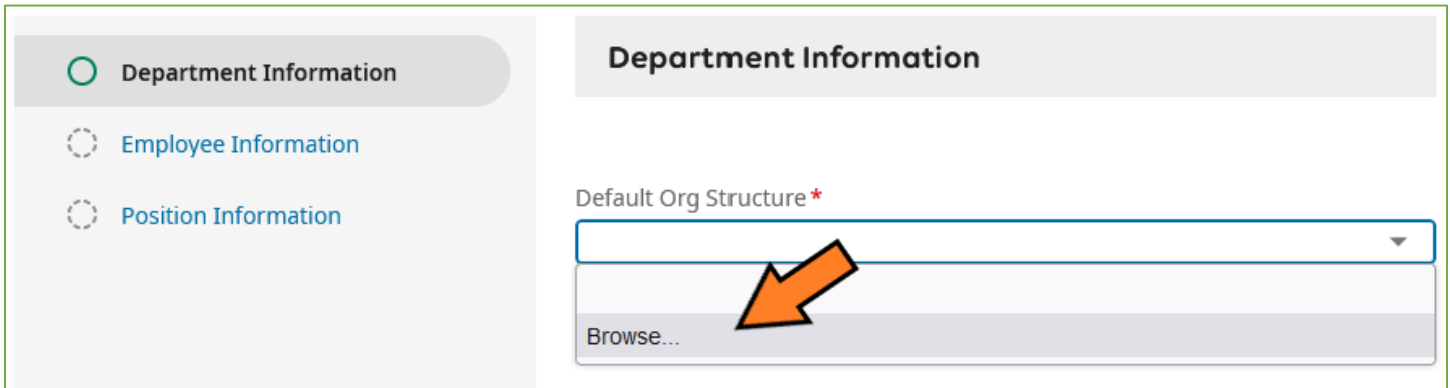


Leave the "Choose Applicant" blank and click on the Continue button.



Department Information Section

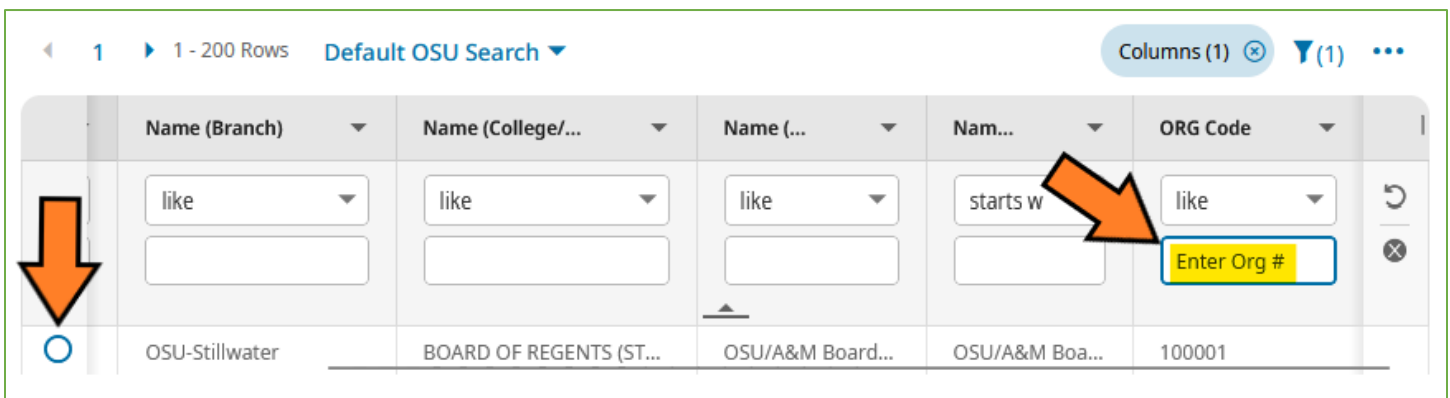
Default Org Structure: Select the department/office that the employee belongs to. Click on the dropdown, then click on Browse to select the department/office.



Department Information

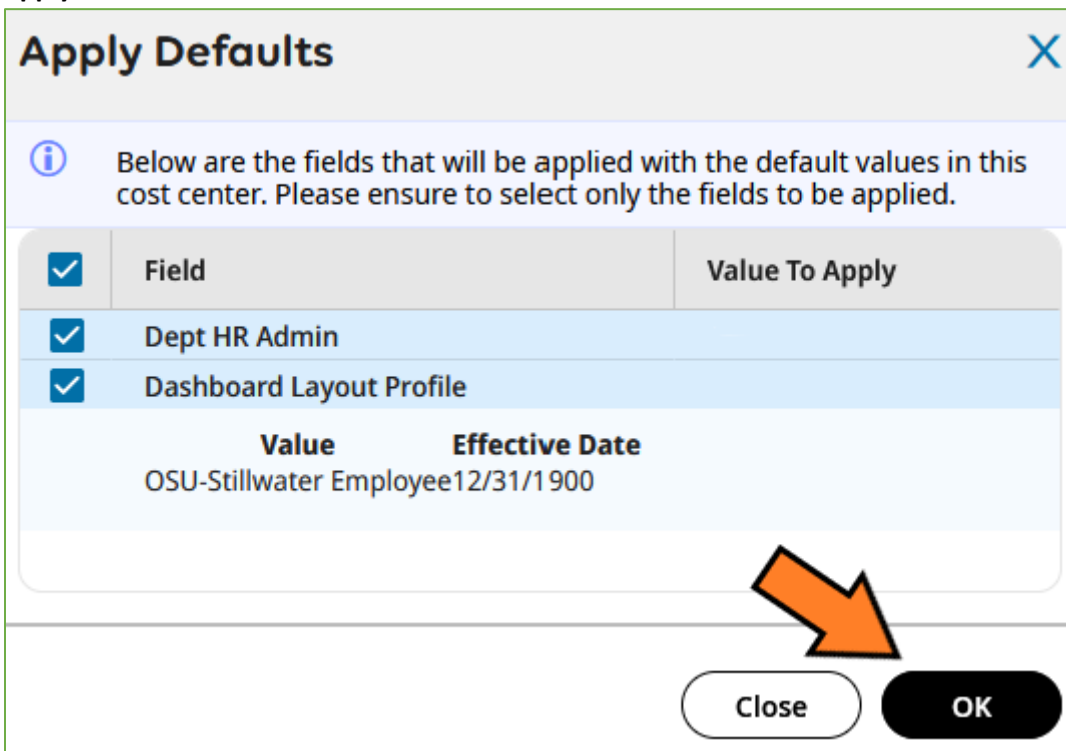
Default Org Structure *

Browse...



Name (Branch)	Name (College/...	Name (...)	Nam...	ORG Code
like	like	like	starts w	like
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="Enter Org #"/>
<input type="radio"/>	OSU-Stillwater	BOARD OF REGENTS (ST...	OSU/A&M Board...	OSU/A&M Boa... 100001

Apply Defaults: Leave all fields checked and click OK button.



Apply Defaults


Below are the fields that will be applied with the default values in this cost center. Please ensure to select only the fields to be applied.

Field	Value To Apply
<input checked="" type="checkbox"/> Dept HR Admin	
<input checked="" type="checkbox"/> Dashboard Layout Profile	

Value	Effective Date
OSU-Stillwater Employee	12/31/1900

Close OK

Dept HR Admin: This is pre-populated for you. If not, you may select the person that will be processing the new hire checklist including verifying I-9, etc. after the employee has completed their checklist.

Click on  to browse and select the Dept HR Admin. Select the user by clicking on the first column.

Browse and Select Employee

1 of 57 | 846 Rows | [System]

Columns (1) | (1)

Employee Id	Username	First Name	Last Name	Employee Status
starts with	=	starts with	starts with	!=
			Enter Name	Terminated
1374	dmaaron	Dawn	Aaron	Active
1114	tj.abbott	TJ	Abbott	Active

Click on Continue button to proceed to Employee Information Section.

Employee Information Section

Employee Type: **IMPORTANT** – Select the correct employee type as this will control which checklist to assign. If the wrong employee type is selected, employee may need to redo the correct checklist when a correction is made.

- Intl - J1 Exchange Visitor (*Short-term scholar, research scholar, professor, needs legal work authorization*)
- FT Faculty (*Faculty full time employment*)
- Intl - FT Faculty (*International faculty full time employment, needs legal work authorization*)
- FT Staff (*Full time staff member*)
- Intl - FT Staff (*International full time staff member, needs legal work authorization*)
- PT/Temp Faculty (*Faculty part time or temporary employment*)
- Intl - PT/Temp Faculty (*International faculty part time or temporary employment, needs legal work authorization*)
- PT/Temp Staff (*Part time or temporary staff member*)
- Intl - FT Staff (*International full time staff member, needs legal work authorization*)
- CHS Student (*Student employment for CHS campus*)
- Intl - CHS Student (*International student employment for CHS campus, needs legal work authorization*)
- Grad Student (*Graduate student employment*)
- Intl - Grad Student (*International graduate student employment, needs legal work authorization*)
- Undergrad Student – WS (*Undergraduate student employment that has Federal Work Study Grant*)

- Undergrad Student -Non-WS (*Undergraduate student employment that DOES NOT have Federal Work Study Grant*)
- Intl - Undergrad Student (*International undergraduate student employment, needs legal work authorization*)

Hired: The first day employee starts working and is the same date you would enter for “Current Hire Date” in Online EPAF.

Started: The first day employee starts working and is the same date you would enter for “Current Hire Date” in Online EPAF.

Contract month begin if less than 12 months: Select the beginning month of the contract July, August, or September from the dropdown list. This is for employees that are on a less than 12 months contract (*usually for Faculty*).

Job End Date: Select the last date employee is on the job. This is for employees with part-time or temporary contract (*usually for Graduate Assistantship employment*).

First Name: Enter employee’s legal first name.

Last Name: Enter employee’s legal last name.

Banner ID: Enter employee’s Banner ID is available. If a student, please complete this field.


Primary Email: Enter employee’s email address provided in job application or resume.

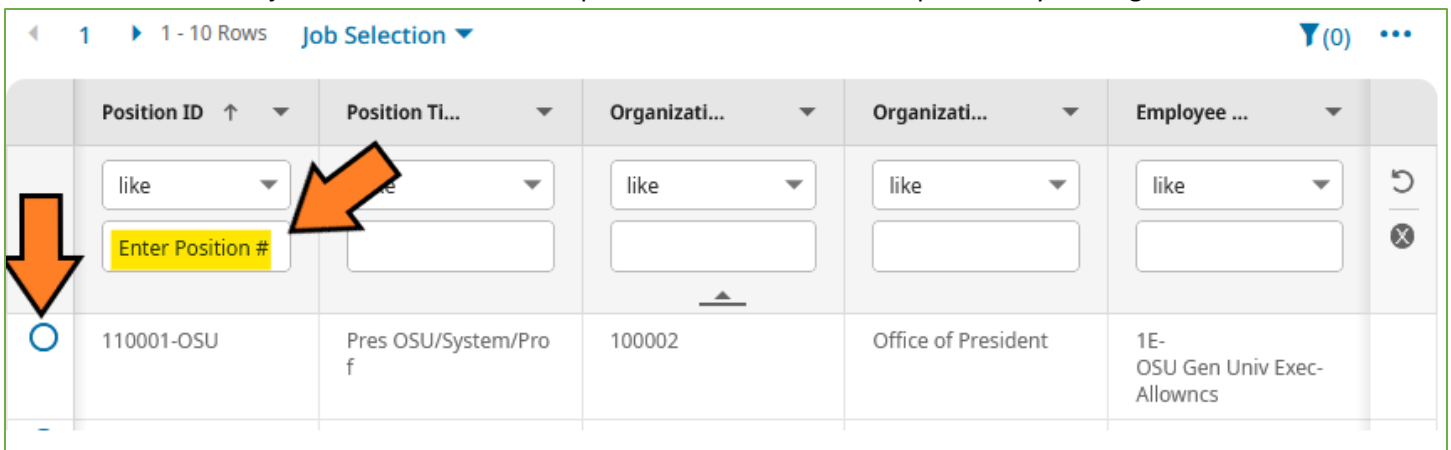
Employee ID, Username, & New Password: **IMPORTANT** - Leave it blank to allow UKG system to auto generate.

Click on Continue button to proceed to Position Information Section.

Position Information Section

Default Job: Select employee’s job function.

Click on  to browse job list and search for the position number. Select the position by clicking on the first column.



Position ID ↑	Position TI...	Organizati...	Organizati...	Employee ...
like	like	like	like	like
Enter Position #				
110001-OSU	Pres OSU/System/Pro f	100002	Office of President	1E- OSU Gen Univ Exec- Allowncs

Reason Code: Select New Hire or Re-Hire from the dropdown list.

Working Title: Enter the employee’s working title.

FTE: This is the same FTE number you would enter in Online EPAF (1 = full time, 0.75 = ¾ time, 0.5 = half time, etc).

Pay Type: Select Hourly or Salary from the dropdown list.


Factor: This is the same Factor number you would enter in Online EPAF. This field will be used to compute the monthly salary paid to the employee. Annual Salary divided by Factor is the monthly compensation (for a full month). As a rule, the Factor will be the number of months in the contract / assignment for faculty members, 1 for graduate assistants, 12 for monthly employees, and 26 for part-time student employees and bi-weekly employees.


Default Labor Distribution: Select Yes or No from the dropdown list. Are you using the Default Labor Distribution for this position? If not, then additional data will need to be entered after the employee's checklist is complete before the EPAF can be applied.

Time Entry Method: Select Web, Third-Party, or Department Entry from the dropdown list.

Leave Accrual Rule Override: This is the same category as you would enter for “Job Leave Category” in Online EPAF. This field specifies the leave accrual rule for the job. If an employee is receiving standard accrual for the employee class group, leave it blank. Enter if the employee will accrue leave using a specified leave accrual alternative rule for the employee class group, enter the appropriate leave accrual rule in this field.

Deferred Salary: Select Yes or No from the dropdown list. *(Usually for Faculty)*


Base Compensation: Click on  to edit employee’s pay information.


Effective From	Annual \$	Amount \$	Hours	PP	Actions
12/31/1900	\$0.00	\$0.00 / Year	2080.00hrs / Year	12	

Note: An orange arrow points to the Actions column in the table above.

Amount: This is the same number as you would enter for “AnnSalary/ContractAMT” in Online EPAF. Click Save button to complete the Base Compensation.

Edit Base Compensation ✕

Effective From *  Amount * \$

Per Hours 

Per PP in Year *

Amount = Employee’s salary or pay rate

Per (top) = Year for salary employee and Hour for hourly employee

Hours = 2080 x FTE (For example: 2080x0.5=1040 for Part-Time)

Per (bottom) = Year

PP (Pay Periods) in Year = 12 for monthly employees, 26 for biweekly employees, (9, 10, or 11) for non-salary deferral faculty

Click on Submit button to complete Hire Employee action.

UKG Ready will create an account for this employee based on the information provided and send an email notification with login instructions to the system to complete the New Hire Checklist.

Hiring International Employees

Follow the Hiring Employees steps above except for Employee Type:

- For J1, International Grad Students, and International Students
 - These steps apply to all J1 Exchange Visitor even if they are in a faculty or staff position.
 - Complete OSU Work Permit form in UKG. Immigration Services Team and Tax/Compliance Team will verify and approve the work permit.
 - Employee Type: **IMPORTANT** – Select the correct employee type as this will control which checklist to assign. If the wrong employee type is selected, employee may need to redo the correct checklist when correction is made.
 - Intl - J1 Exchange Visitor (*Short-term scholar, research scholar, professor*)
 - Intl - CHS Student (*International student employment for CHS campus*)
 - Intl - Grad Student (*International graduate student employment*)
 - Intl - Undergrad Student (*International undergraduate student employment*)
 - Employees will receive a series of 3 checklists (one checklist at a time) to complete.
 - Checklist 1 – Will be auto assigned when Hire Employee action is complete.
 - PIF Info Form, Wage Beneficiary Form, OTRS Notification Form, Loyalty Oath Form, Voluntary Self-Identification of Disability, Veteran Voluntary Self Identification
 - Upload Immigration Documents
 - OSU Work Permit FormImmigration Services Team and Tax/Compliance Team will review the uploaded immigration documents and work permit in UKG. Tax/Compliance Team will issue a GLACIER account to the employee.
 - Checklist 2 – Will be auto assigned when employee completes checklist 1
 - Upload a copy of the Tax Summary Report from GLACIER Online Tax Compliance SystemTax/Compliance Team will review uploaded immigration documents and Tax Summary Report; and work on approving the work permit.
 - Checklist 3 – Will be auto assigned when Tax/Compliance approves the work permit.
 - I9 Form
- For International faculty and staff (Full-Time, Part-Time, and Temp)
 - Complete OSU Work Permit form in UKG. Immigration Services Team and Tax/Compliance Team will verify and approve the work permit.
 - Employee Type: **IMPORTANT** – Select the correct employee type as this will control which checklist to assign. If the wrong employee type is selected, employee may need to redo the correct checklist when correction is made.
 - Intl - FT Faculty (*International faculty full time employment*)
 - Intl - FT Staff (*International full time staff member*)
 - Intl - PT/Temp Faculty (*International faculty in a part time or temporary employment*)
 - Intl - PT/Temp Staff (*International staff in a part time or temporary employment*)
 - Employees will receive a series of 3 checklists (one checklist at a time) to complete.
 - Checklist 1 – Will be auto assigned when Hire Employee action is complete.
 - PIF Info Form, Wage Beneficiary Form, OTRS Notification Form, Loyalty Oath Form, Voluntary Self-Identification of Disability, Veteran Voluntary Self Identification
 - Upload Immigration Documents
 - OSU Work Permit Form

Immigration Services Team and Tax/Compliance Team will review the uploaded immigration documents and work permit in UKG. Tax/Compliance Team will issue a GLACIER account to the employee.

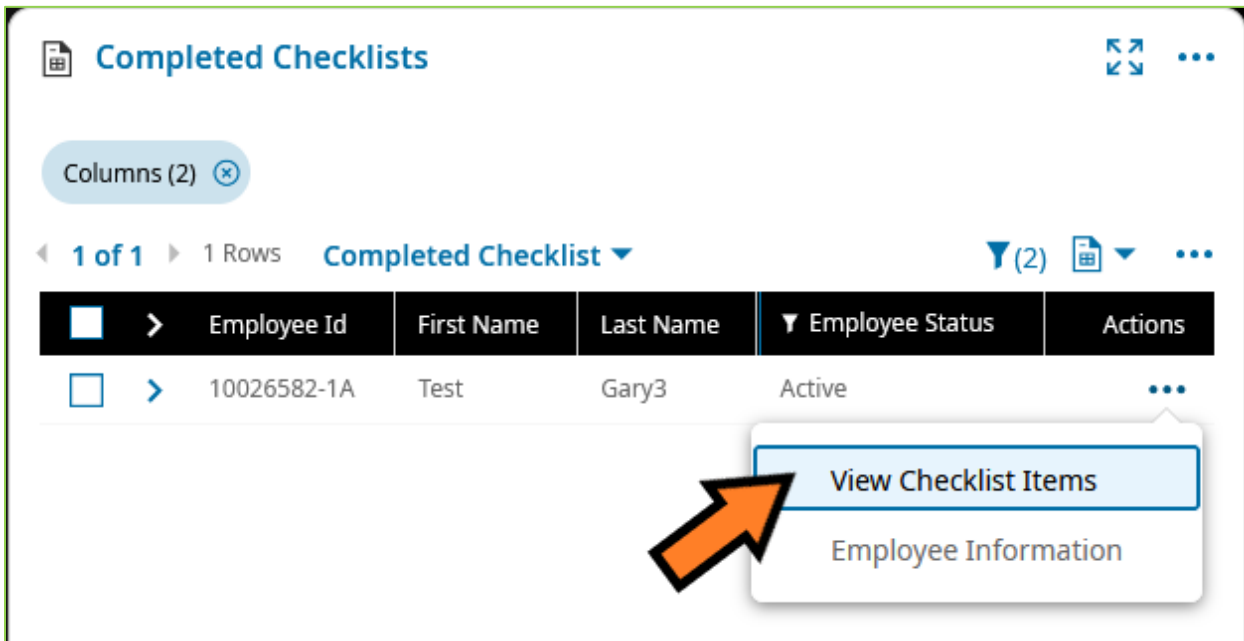
- Checklist 2 – Will be auto assigned when employee completes checklist 1
 - Upload a copy of the Tax Summary Report from GLACIER Online Tax Compliance SystemTax/Compliance Team will review uploaded immigration documents and Tax Summary Report; and work on approving the work permit.
- Checklist 3 – Will be auto assigned when Tax/Compliance approves the work permit.
 - I9 Form

NOTE: International employees can complete the checklist and I9 without SSN.

Review Employee Information

No documents need to be printed for the New Hire Team. UKG system will house the scanned documents.

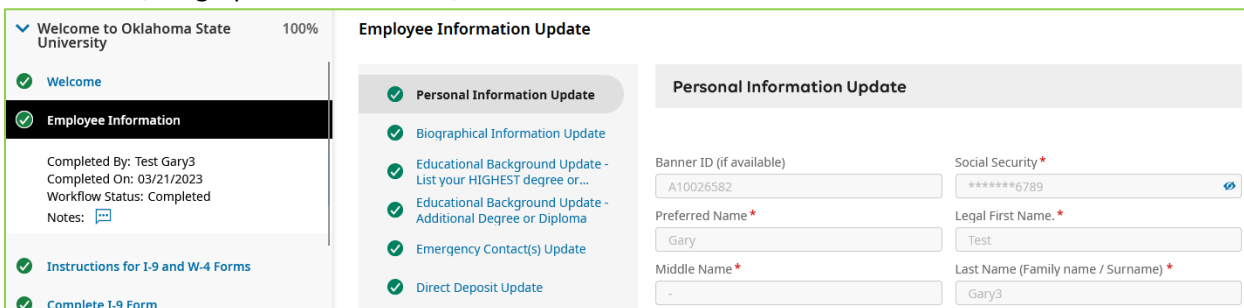
On your Home Dashboard, navigate to the Completed Checklists Widget then click on the “...” for the specific employee and select View Checklist Items.



The screenshot shows a 'Completed Checklists' widget with a table of 1 row. The table has columns: Employee Id, First Name, Last Name, Employee Status, and Actions. The row contains: 10026582-1A, Test, Gary3, Active. An orange arrow points to the 'View Checklist Items' button in the Actions column.

Employee Id	First Name	Last Name	Employee Status	Actions
10026582-1A	Test	Gary3	Active	View Checklist Items Employee Information

Click on the “Pencil” to start reviewing the checklist items. Once in the checklist, on your left-hand side, you will see a list of items. You can click on any of the items, for example, Employee Information contains employee’s personal information, biographical information, etc.



The screenshot shows the 'Employee Information Update' checklist. The left sidebar has a list of items: Welcome, Employee Information (selected), Instructions for I-9 and W-4 Forms, and Complete I-9 Form. The main area displays the 'Personal Information Update' form with fields for Banner ID, Social Security, Preferred Name, Legal First Name, Middle Name, and Last Name.

Item	Status
Welcome to Oklahoma State University	100%
Welcome	Completed
Employee Information	Completed
Instructions for I-9 and W-4 Forms	Completed
Complete I-9 Form	Completed

Personal Information Update

Banner ID (if available)	Social Security *
A10026582	*****6789
Preferred Name *	Legal First Name *
Gary	Test
Middle Name *	Last Name (Family name / Surname) *
-	Gary3

As you go through each item, you can review submitted information from the employee. Take note of any data that needs changed. You are not able to make changes while in checklist view.

To make changes, navigate to Home Dashboard by clicking on OSU logo. On the Completed Checklist Widget, click on the “...” for the specific employee and select “Employee Information”.

The screenshot shows a table titled "Completed Checklists" with the following columns: Employee Id, First Name, Last Name, Employee Status, and Actions. A single row is displayed with the following data: Employee Id: 10026582-1A, First Name: Test, Last Name: Gary3, Employee Status: Active. A context menu is open over the "Active" status, showing two options: "View Checklist Items" and "Employee Information". An orange arrow points from the "Active" status to the "Employee Information" option.

Employee Id	First Name	Last Name	Employee Status	Actions
10026582-1A	Test	Gary3	Active	...

Depending on the changes, some fields are on "Main" tab while others are on "HR" tab.

The screenshot shows a user profile page with a navigation bar at the top containing "Main", "HR", and "Schedules" tabs, along with an "Edit Tabs" button. The "Main" tab is selected. The page content is divided into a left sidebar and a main area. The sidebar contains links for "Account Information", "Two-Factor Authentication", "Managers", and "Cost Centers". The main area displays the "Account Information" section with the following fields: Username (test.gary3), Salutation, Nickname, Middle, Last Name (Gary3), Suffix, Locale (Language & Format) (Company Default), Time Zone (Central), and a Locked checkbox.

Account Information

Username* test.gary3 Salutation Nickname

Middle Last Name* Gary3 Suffix

Locale (Language & Format) Time Zone Central Locked

I9 Verification/Processing

You can process I9 within this checklist. To process I9, click on “Complete I-9 Form” on the left-hand side checklist items.

The screenshot shows a checklist on the left with the following items: Welcome (100%), Employee Information, Instructions for I-9 and W-4 Forms, and Complete I-9 Form (highlighted). Below the checklist, it says "Click **Submit I-9** to sign the document" and "Completed By: Test Gary3", "Completed On: 03/21/2023". The main area shows the "Form I9" header with buttons for "Download PDF", "Reject I9", and "Save And Verify". The status is "Employee Completed". The form itself is divided into three columns: List A (Identity and Employment Authorization), List B (Identify), and List C (Employment Authorization). Each column has fields for Document Title, Issuing Authority, Document Number, and Expiration Date. List A has a dropdown for "U.S. Passport" and a text field for "123456789". List B and C have dropdowns for "N/A".

You can also process I9 from the I9 to be Processed widget. On your Home Dashboard, navigate to the I9s Widget then click on the ellipsis "..." for the specific employee > View Form I9

The screenshot shows a widget titled "I9s" with a "Columns (2)" button. Below it, a dropdown menu is open for "I-9s to be Processed" showing "1 Rows". The table has columns for "Employee Id", "First Name", and "Actions". The first row shows "10026582-1A" and "Test". The "Actions" column has a dropdown menu with options: "Delete I9", "View Form I9" (highlighted), "Employee Information", and "Employee Quick Links And Actions".

Review Section 1, and if there are mistakes and need corrections, click on “Reject I9” button. This will allow employees to correct their mistakes and resubmit. You will need to notify employees manually as this action will not send an email notification to employees.

The screenshot shows the "Form I9" header with buttons for "Download PDF", "Reject I9" (highlighted with an orange arrow), "Save And Verify", and "Switch To External Verify". The status is "Employee Completed". Below the header is "Section 2. Employer or Authorized Representative Review and Verification" with a sub-header and instructions. The form contains "Employee Info from Section 1" with fields for Last Name (Tan), First Name (Gary), M.I. (-), and Citizenship/Immigration Status (1). Below this is a table with three columns: List A (Identity and Employment Authorization), List B (Identify), and List C (Employment Authorization). Each column has fields for Document Title, Issuing Authority, Document Number, and Expiration Date. List A has a dropdown for "U.S. Passport" and a text field for "123456789". List B and C have dropdowns for "N/A".

If all is good in Section 1, complete Section 2. If you remotely examine employee's I9 via a live video, you will need to:

Check the box in the Additional Information field highlighted in yellow below.

Section 2. Employer Review and Verification: Employers or their authorized representative must complete and sign Section 2 within three business days after the employee's first day of employment, and must physically examine, or examine consistent with an alternative procedure authorized by the Secretary of DHS, documentation from List A OR a combination of documentation from List B and List C. Enter any additional documentation in the Additional Information box; see Instructions.

	List A	OR	List B	AND	List C
Document Title 1					
Issuing Authority					
Document Number (if any)					
Expiration Date (if any)					
Document Title 2 (if any)	Additional Information				
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)					
<input checked="" type="checkbox"/> Check here if you used an alternative procedure authorized by DHS to examine documents.					

First Day of Employment

Click on "Save And Verify" button to sign the document.

Form I9 Download PDF Reject I9 **Save And Verify** Switch To External Verify

Status: Employee Completed

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 a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1

Last Name (Family Name)	First Name (Given Name)	M.I.	Citizenship/Immigration Status
Tan	Gary	-	1

List A	OR	List B	AND	List C
Identity and Employment Authorization		Identity		Employment Authorization
Document Title		Document Title		Document Title
U.S. Passport		N/A		N/A
Issuing Authority		Issuing Authority		Issuing Authority
U.S. Department Of State		N/A		N/A
Document Number		Document Number		Document Number
123456789		N/A		N/A
Expiration Date (if any) (mm/dd/yyyy)		Expiration Date (if any) (mm/dd/yyyy)		Expiration Date (if any) (mm/dd/yyyy)
03/02/2026				

Type your name to sign and enter the employee start date (Note: The Date Started needs to be within 90 days of the day of I9 processing. For example, if today is 8/15, the Date Started can be before 11/13)

Verify I9 Acknowledgement X

Please type your full name to confirm: Gary Tan

Full Employee Name *

Please read all information below. Populating required fields and clicking 'I Agree' button below will mark this form as verified and will prevent any further changes.

I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee, that the above-listed document(s) appear to be genuine and to relate to the employee named, that the employee began employment on (month/day/year):


Date Started *

and that to the best of my knowledge the employee is eligible to work in the United States. (State employment agencies may omit the date the employee began employment.)

IMPORTANT: **DO NOT** ever click on “Mark E-Verify Completed” button. (The “Mark E-Verify Completed” button will lock down the I9 for correction if needed later). Leave this action for the New Hire Team.

Complete E-Verify and download a copy of the summary. To upload the E-Verify summary, Social Security, and/or any other identification documents to UKG, click on the paperclip link.

Form I9

 Status: Employee Completed

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 a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1	Last Name (Family Name)	First Name (Given Name)	M.I.	Citizenship/Immigration Status
	Tan	Gary	-	1

List A	OR	List B	AND	List C
Identity and Employment Authorization		Identity		Employment Authorization
Document Title U.S. Passport		Document Title N/A		Document Title N/A
Issuing Authority U.S. Department Of State		Issuing Authority N/A		Issuing Authority N/A
Document Number 123456789		Document Number N/A		Document Number N/A
Expiration Date (if any) (mm/dd/yyyy) 03/21/2026		Expiration Date (if any) (mm/dd/yyyy) N/A		Expiration Date (if any) (mm/dd/yyyy) N/A

Click on “Choose” button to select your file.

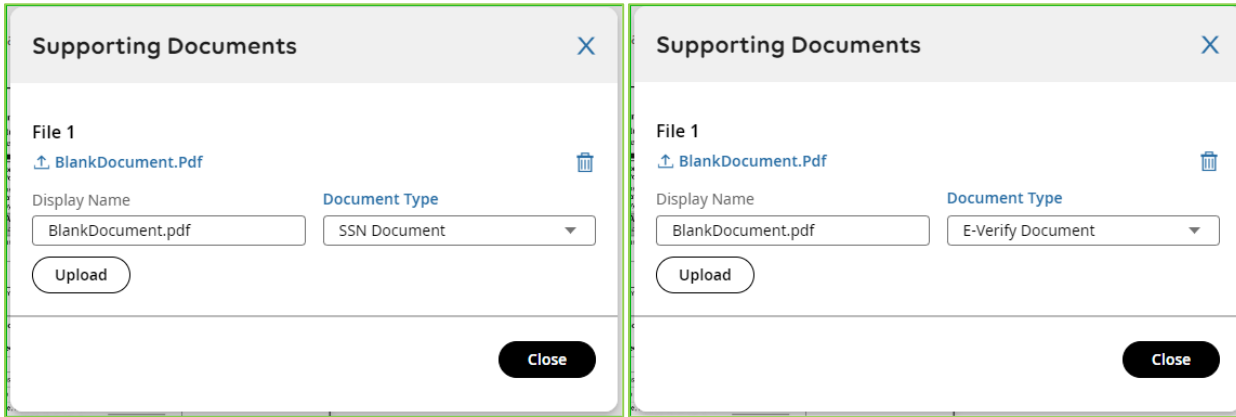
Supporting Documents X

A maximum of 5 files are allowed to be selected per upload.

Upload Document

No file chosen

Click on "Upload" button.



You have successfully processed the I9. **DO NOT** click on "Mark E-Verify Completed" button. (The "Mark E-Verify Completed" button will lock down the I9 for correction if needed later). Leave this action for the New Hire Team.

Due to the many possible combinations of documents and not being able to ask for specific documents that can be used for I9 verification, it is impossible to provide sample I9s for non-international. Administrators can refer to Form I9 Acceptable Documents <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents> for reference.

I9 Verification/Processing for International Employees

Follow the I9 Verification/Processing above. Administrator can still verify I9 for international employees that do not have a Social Security Number yet. Below are samples of international employees' I9.

Administrator will need to email New Hire Team newhire@okstate.edu to get a temporary social security number for Banner:

Email subject: Temp Social for International Employee

Email body: Employee name and UKG ID

Employees that do not have a Social Security Number yet, New Hire Team will tag the I9 with "Temp Social" as an identifier until it can be processed further when the employee receives their Social Security Cards. This will not delay the EPAF process.

Administrators will need to email the New Hire Team to notify them that the employee received their Social Security Number from SSA. You will need to click on the "Unverify I9" button and then the "Reject I9" button in UKG, this will allow the employee to insert their Social Security Number. Once employee re-submit their I9 with the Social Security Number, you can re-verify their I9.

Review Section 1 and 2. If all is correct, click on "Save And Verify" button to sign the document.




F-1 Student

Employment Eligibility Verification
 Department of Homeland Security
 U.S. Citizenship and Immigration Services

USCIS
Form I-9
 OMB No. 1615-0047
 Expires 08/31/2019

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 a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1	Last Name (Family Name) SEINFELD	First Name (Given Name) JERRY	M.I. N/A	Citizenship/Immigration Status 4
-------------------------------------	-------------------------------------	----------------------------------	-------------	-------------------------------------

List A Identify and Employment Authorization	OR	List B Identity	AND	List C Employment Authorization
Document Title Foreign Passport, work-authorized nonimmigrant		Document Title N/A		Document Title N/A
Issuing Authority Kazakhstan		Issuing Authority N/A		Issuing Authority N/A
Document Number W8521385444		Document Number N/A		Document Number N/A
Expiration Date (if any)(mm/dd/yyyy) 01/01/2035		Expiration Date (if any)(mm/dd/yyyy) N/A		Expiration Date (if any)(mm/dd/yyyy) N/A
Document Title Form I-94/I-94A		Additional Information		QR Code - Section 2 Do Not Write In This Space 
Issuing Authority U.S. Customs and Border Protection				
Document Number 98514720325				
Expiration Date (if any)(mm/dd/yyyy) N/A				
Document Title Form I-20				
Issuing Authority U.S. Immigration and Customs Enforcement				
Document Number N0085964412				
Expiration Date (if any)(mm/dd/yyyy) 05/31/2023				

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear 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.

The employee's first day of employment (mm/dd/yyyy): (See instructions for exemptions)

Signature of Employer or Authorized Representative		Today's Date (mm/dd/yyyy)	Title of Employer or Authorized Representative	
<input type="text"/>		<input type="text"/>	<input type="text"/>	
Last Name of Employer or Authorized Representative	First Name of Employer or Authorized Representative	Employer's Business or Organization Name		
<input type="text"/>	<input type="text"/>	<input type="text"/>		
Employer's Business or Organization Address (Street Number and Name)		City or Town	State	ZIP Code
<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>

Section 3. Reverification and Rehires *(To be completed and signed by employer or authorized representative.)*

A. New Name (if applicable)			B. Date of Rehire (if applicable)	
Last Name (Family Name)	First Name (Given Name)	Middle Initial	Date (mm/dd/yyyy)	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

Document Title	Document Number	Expiration Date (if any) (mm/dd/yyyy)
<input type="text"/>	<input type="text"/>	<input type="text"/>

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	Name of Employer or Authorized Representative
<input type="text"/>	<input type="text"/>	<input type="text"/>



J-1 Employee

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

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 a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1
Last Name (Family Name) WESTBROOK
First Name (Given Name) RUSSELL
M.I. N/A
Citizenship/Immigration Status 4

List A Identity and Employment Authorization OR List B Identity AND List C Employment Authorization

Table with 3 columns: List A, List B, List C. Includes fields for Document Title, Issuing Authority, Document Number, Expiration Date, and an Additional Information section with a QR code.

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear 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.

The employee's first day of employment (mm/dd/yyyy): [Redacted] (See instructions for exemptions)

Signature of Employer or Authorized Representative, Today's Date, Title of Employer or Authorized Representative, Last Name of Employer or Authorized Representative, First Name of Employer or Authorized Representative, Employer's Business or Organization Name, Employer's Business or Organization Address (Street Number and Name), City or Town, State, ZIP Code

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) B. Date of Rehire (if applicable)
Last Name (Family Name) First Name (Given Name) Middle Initial Date (mm/dd/yyyy)

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.
Document Title Document Number Expiration Date (if any) (mm/dd/yyyy)

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative, Today's Date (mm/dd/yyyy), Name of Employer or Authorized Representative



Employee WITH EAD Card

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

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 a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1
Last Name (Family Name) KARDASHIAN
First Name (Given Name) KIM
M.I. N/A
Citizenship/Immigration Status 4

List A OR List B AND List C
Identify and Employment Authorization OR Identity AND Employment Authorization

Table with 3 columns: List A, List B, List C. Rows include Document Title, Issuing Authority, Document Number, Expiration Date, and Additional Information.

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear 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.

The employee's first day of employment (mm/dd/yyyy): (See instructions for exemptions)

Signature of Employer or Authorized Representative, Today's Date, Title of Employer or Authorized Representative, Last Name, First Name, Employer's Business or Organization Name, Address, City or Town, State, ZIP Code

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) B. Date of Rehire (if applicable)
Last Name (Family Name) First Name (Given Name) Middle Initial Date (mm/dd/yyyy)

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.
Document Title Document Number Expiration Date (if any) (mm/dd/yyyy)

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative, Today's Date (mm/dd/yyyy), Name of Employer or Authorized Representative



Employee With Pending EAD extension

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

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 a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1
Last Name (Family Name) KNOWLES
First Name (Given Name) BEYONCE
M.I. N/A
Citizenship/Immigration Status 4

List A OR List B AND List C
Identity and Employment Authorization OR Identity AND Employment Authorization

Table with columns for Document Title, Issuing Authority, Document Number, Expiration Date, and Additional Information. Includes a QR code area.

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear 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.

The employee's first day of employment (mm/dd/yyyy): (See instructions for exemptions)

Signature of Employer or Authorized Representative, Today's Date, Title of Employer or Authorized Representative, Last Name of Employer or Authorized Representative, First Name of Employer or Authorized Representative, Employer's Business or Organization Name, Employer's Business or Organization Address (Street Number and Name), City or Town, State, ZIP Code

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable) B. Date of Rehire (if applicable)
Last Name (Family Name) First Name (Given Name) Middle Initial Date (mm/dd/yyyy)

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.
Document Title Document Number Expiration Date (if any) (mm/dd/yyyy)

I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative, Today's Date (mm/dd/yyyy), Name of Employer or Authorized Representative



H1B/E-3/0-1
Employee

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services


USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

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 a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1	Last Name (Family Name) GAGA	First Name (Given Name) LADY	M.I. N/A	Citizenship/Immigration Status 4
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List A OR List B AND List C
Identify and Employment Authorization Identity Employment Authorization

Document Title Foreign Passport, work-authorized nonimmigrant Issuing Authority Australia Document Number K85141574 Expiration Date (if any)(mm/dd/yyyy) 10/31/2029	Document Title N/A Issuing Authority N/A Document Number N/A Expiration Date (if any)(mm/dd/yyyy) N/A	Document Title N/A Issuing Authority N/A Document Number N/A Expiration Date (if any)(mm/dd/yyyy) N/A
Document Title Form I-94/I-94A Issuing Authority U.S. Citizenship and Immigration Service Document Number 58155740236 Expiration Date (if any)(mm/dd/yyyy) 11/15/2021	Additional Information	
Document Title Issuing Authority Document Number Expiration Date (if any)(mm/dd/yyyy) 	<div style="border: 1px solid black; padding: 5px; text-align: center;"> QR Code - Section 2 Do Not Write In This Space  </div>	

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear 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.

The employee's first day of employment (mm/dd/yyyy): [] (See instructions for exemptions)

Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	Title of Employer or Authorized Representative	
Last Name of Employer or Authorized Representative	First Name of Employer or Authorized Representative	Employer's Business or Organization Name	
Employer's Business or Organization Address (Street Number and Name)	City or Town	State	ZIP Code

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable)		B. Date of Rehire (if applicable)	
Last Name (Family Name)	First Name (Given Name)	Middle Initial	Date (mm/dd/yyyy)

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below.

Document Title	Document Number	Expiration Date (if any) (mm/dd/yyyy)
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I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Today's Date (mm/dd/yyyy)	Name of Employer or Authorized Representative
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H1B transfer

Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

USCIS
Form I-9
OMB No. 1615-0047
Expires 08/31/2019

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 a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.")

Employee Info from Section 1
Last Name (Family Name) CLOONEY
First Name (Given Name) GEORGE
M.I. N/A
Citizenship/Immigration Status 4

Handwritten note: H1-B transfer, no passport exp-1-19

List A Identity and Employment Authorization OR List B Identity AND List C Employment Authorization

Table with columns for List A, List B, and List C. Includes fields for Document Title, Issuing Authority, Document Number, and Expiration Date. Includes a QR code area.

Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear 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.

The employee's first day of employment (mm/dd/yyyy): (See instructions for exemptions)

Signature of Employer or Authorized Representative, Today's Date, Title of Employer or Authorized Representative, Last Name, First Name, Employer's Business or Organization Name, Address, City or Town, State, ZIP Code

Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.)

A. New Name (if applicable), B. Date of Rehire (if applicable), Last Name, First Name, Middle Initial, Date

C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below. Document Title, Document Number, Expiration Date

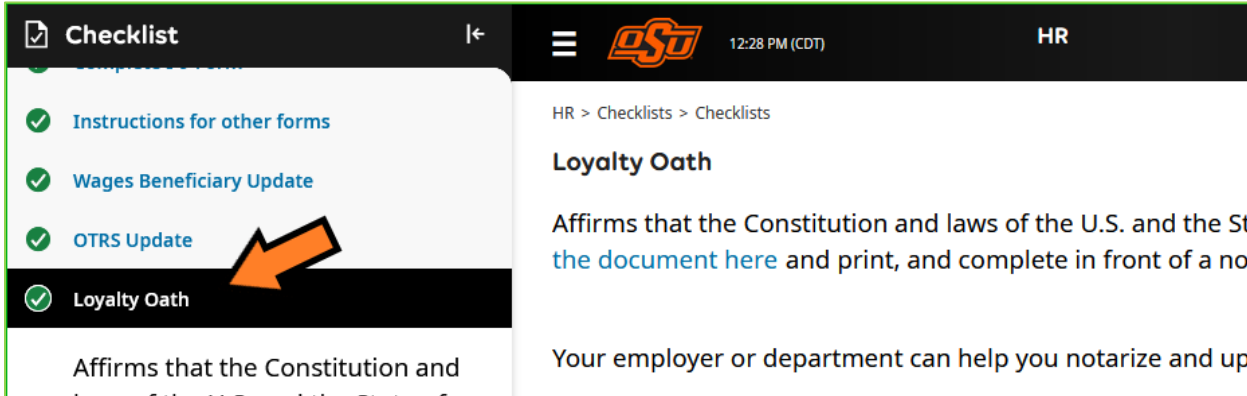
I attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative, Today's Date, Name of Employer or Authorized Representative

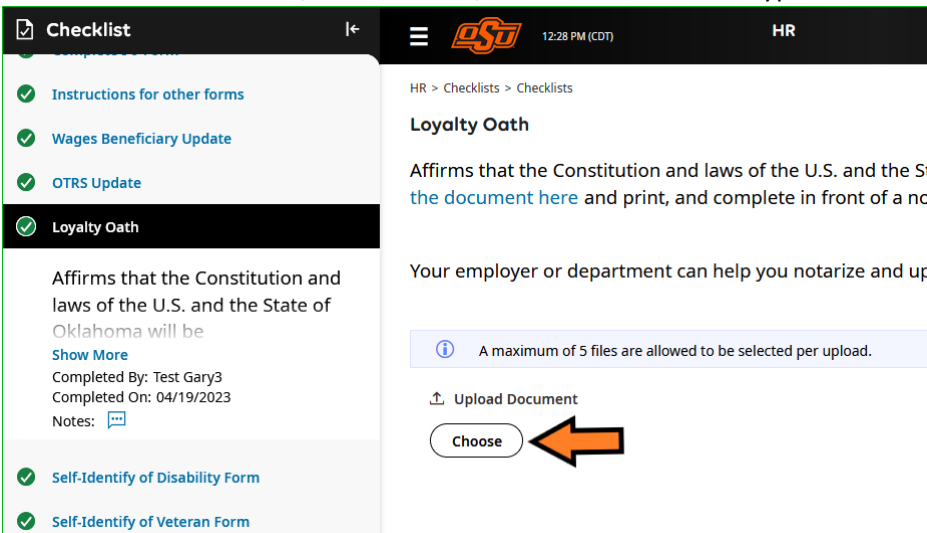
Loyalty Oath Verification/Processing

Loyalty Oath will need to be printed either by the employee or the department, signed and notarized in person before being uploaded to UKG checklist.

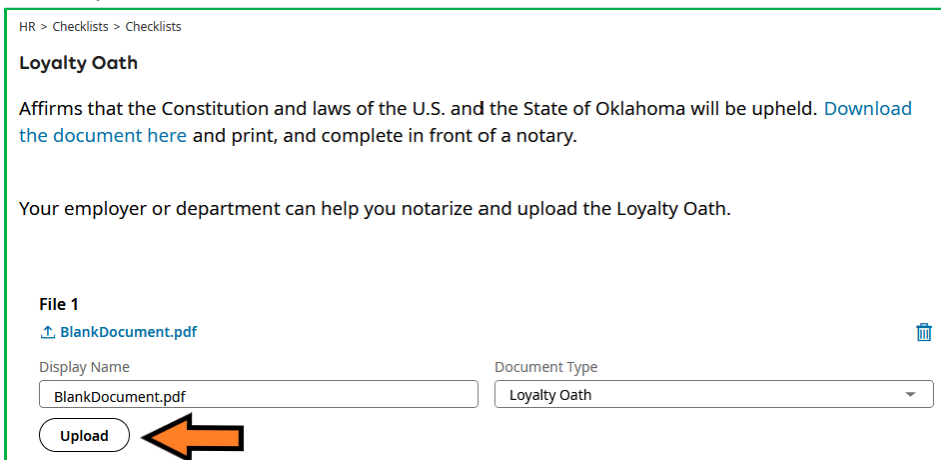
You can upload a notarized Loyalty Oath within this checklist. To upload Loyalty Oath, click on “Loyalty Oath” on the left-hand side checklist items.



Click on “Choose” button, select the file, and select Document Type



Click “Upload” button

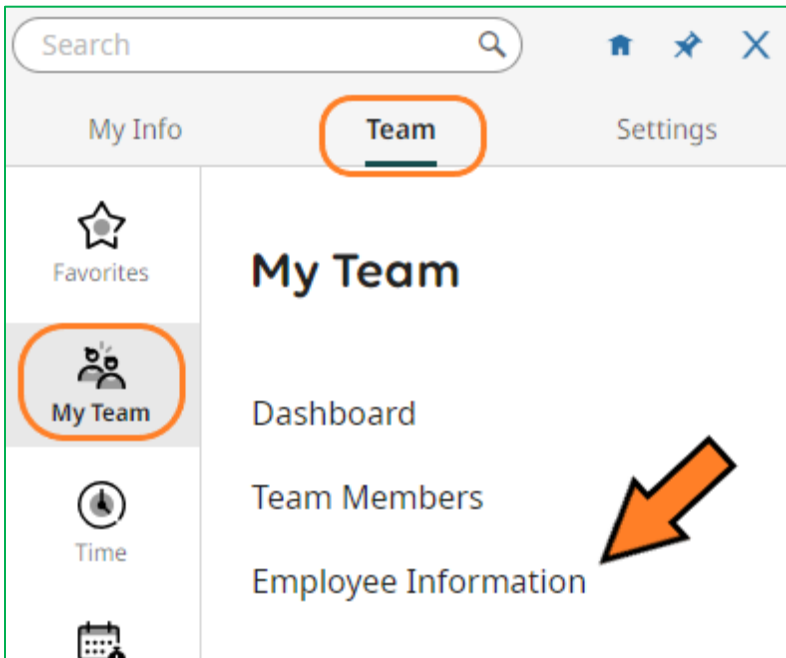
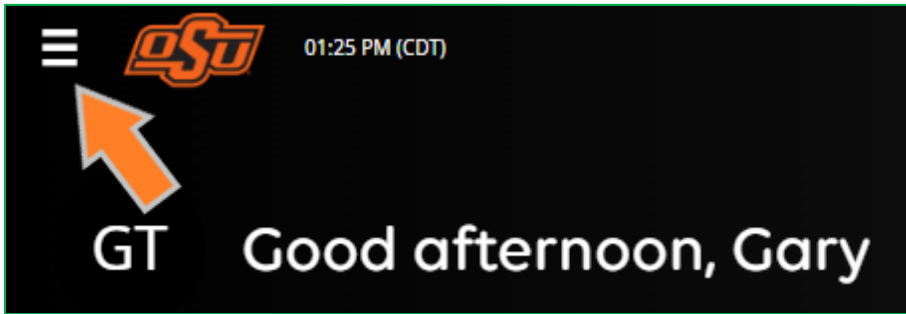


You have successfully uploaded the notarized Loyalty Oath.

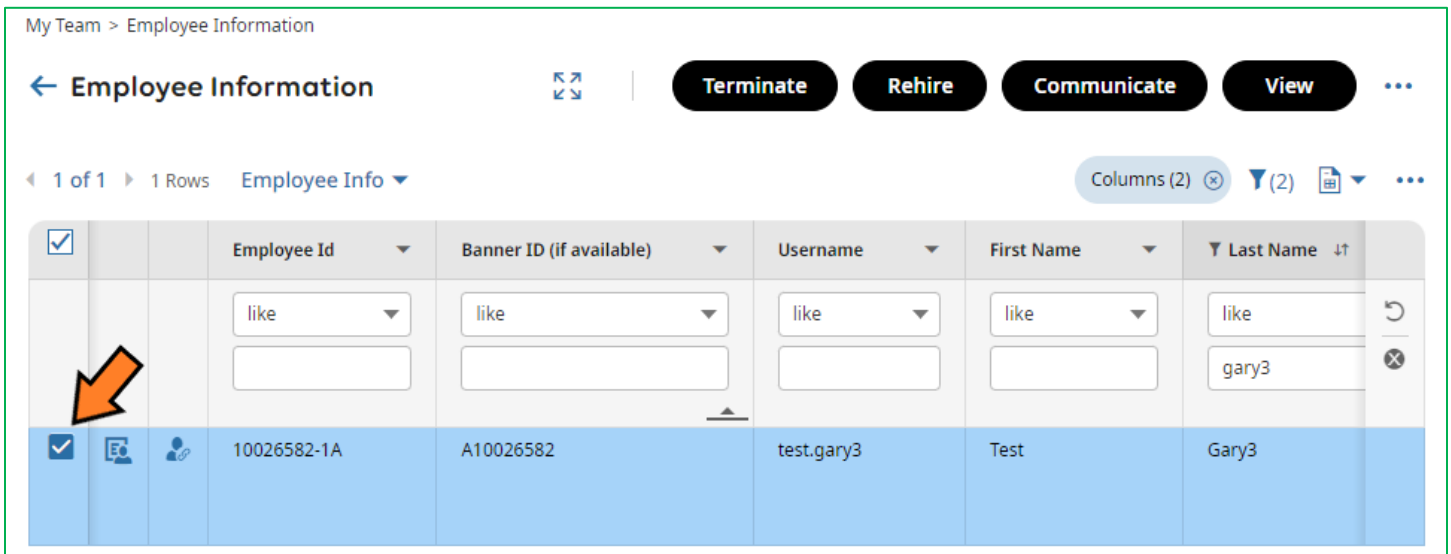
Resend New Hire (UKG account creation) Email

Have them check their spam or junk folder before initiating a resend.

To resend the initial email, click on the hamburger menu on the top left > Team > My Team > Employee Information
This do not reset the password.



Locate the employee and click the checkbox to the left of their name



My Team > Employee Information

← Employee Information

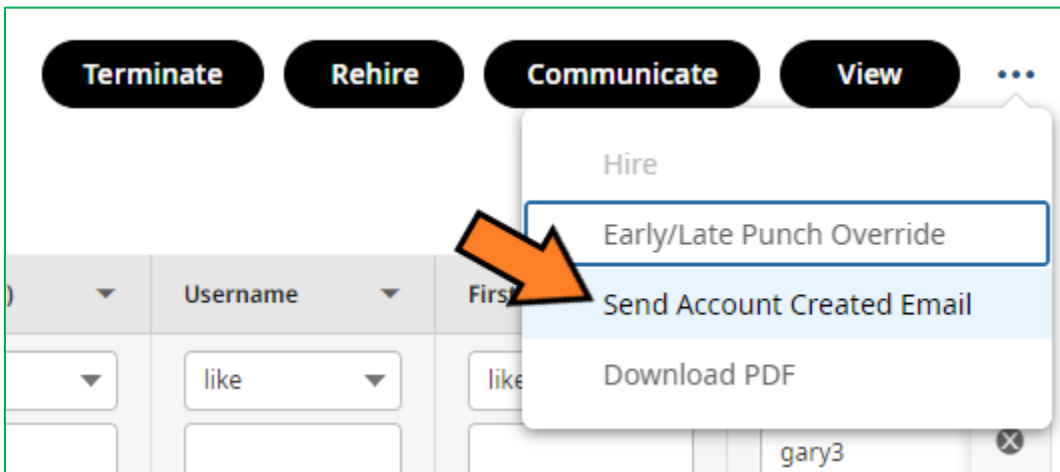
Terminate Rehire Communicate View

1 of 1 | 1 Rows Employee Info

Columns (2) (2)

<input checked="" type="checkbox"/>	Employee Id	Banner ID (if available)	Username	First Name	Last Name
<input checked="" type="checkbox"/>	10026582-1A	A10026582	test.gary3	Test	Gary3

Click on “...” > Send Account Created Email > Send button



If you wish to email them directly from your email account, below is the standard info:

Link: <https://secure6.saashr.com/ta/6182890.login?NoRedirect=1>

Username: Can be found on their Employee Information page

Password: Contact newhire@okstate.edu for updated password

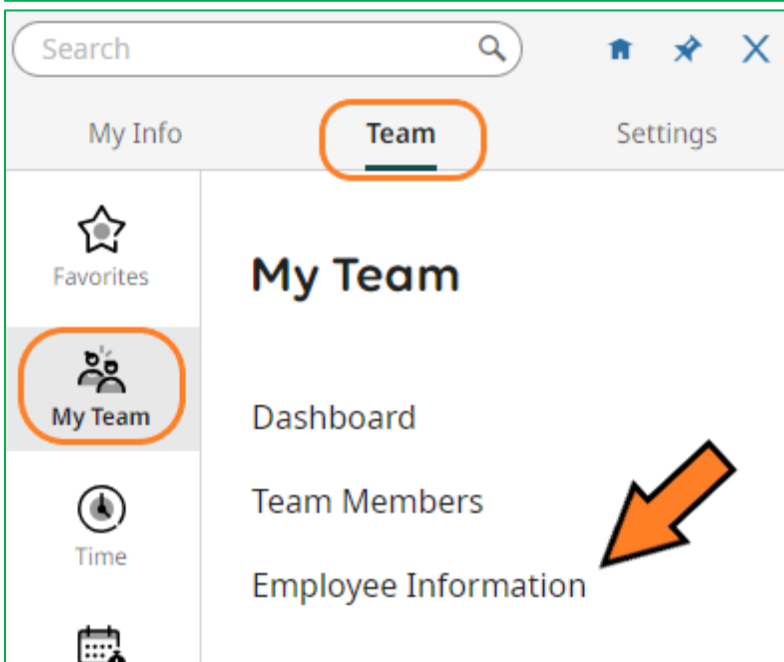
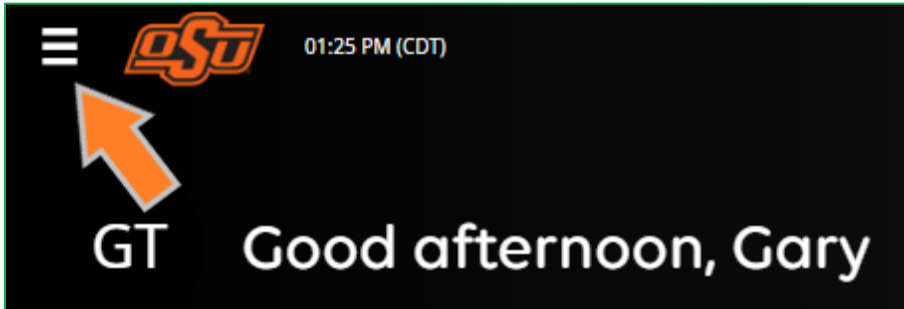
If employees have previously logged in to UKG, the password above will not work. Employees would need to click on the “Forgot your password” link on the login page to reset their password.

Unlock Employee Account and Clearing Two-Factor Authentication

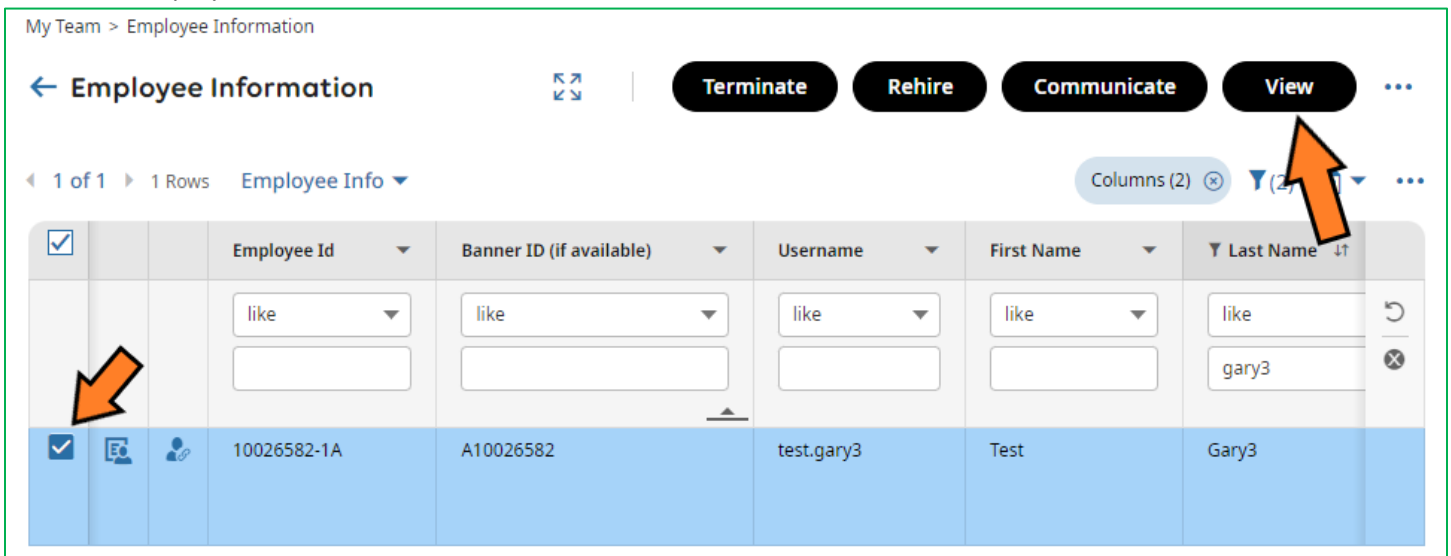
UKG will lock employee account if:

- They have not logged in to UKG within 14 days of account creation.
- Login failed after 5 attempts.

To unlock the account, click on the hamburger menu on the top left > Team > My Team > Employee Information



Locate the employee, click the checkbox to the left of their name, click on View button.



Unchecked the Locked field.

Main | Payroll | HR | Salary | Edit Tabs

Account Information

Username *	External ID	New Password
<input type="text" value="test.gary3"/>	<input type="text"/>	<input type="text"/>
Salutation	Nickname	First Name *
<input type="text"/>	<input type="text"/>	<input type="text" value="Test"/>
Middle	Last Name *	Suffix
<input type="text"/>	<input type="text" value="Gary3"/>	<input type="text"/>
Legal First Name	First Screen	Locale (Language & Format)
<input type="text"/>	<input type="text" value="Choose..."/>	<input type="text" value="Company Default"/>
Time Zone	<input type="checkbox"/> Only Login Through Single Sign-On	<input type="checkbox"/> User Must Change Password at Next Logon
<input type="text" value="Central"/>		

Locked

Scroll to Two-Factor Authentication > click the "Clear Two-Factor Registration" button > "Yes" button

Two-Factor Authentication

Require Authenticator App

Two-Factor Available Options	
Text Message	
Voice	
Email	

Two-Factor Registration Status	
Text Message	Not Registered
Voice	Not Registered
Email	t*****3@mailinator.com

Do you want to clear the two-factor registration for this account?

Clearing the two-factor registration of the user will require them to re-register their two-factor information. Would you like to continue?

FAQs

Additional resources can be found here: <https://hr.okstate.edu/new-hire/ukg-resources.html>