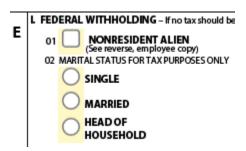


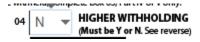
Additional instructions for completing section E of the Employee Action Request form Refer to the W-4 form from the IRS.

Federal Withholding:

Select your marital status



Higher Withholding: Select YES if you (1) hold more the one job at a time, or (2) are married filing jointly and your spouse also works. The correct amount of withholding depends on income earned from all of these jobs.



**The information below will help you to accurately report if you should claim the higher withholding. This information is taken from the IRS website https://www.irs.gov/pub/irs-pdf/fw4.pdf **

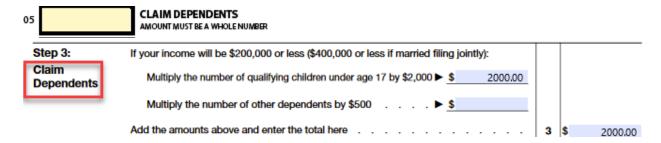
Step 2: Multiple Jobs or Spouse Works Complete this step if you (1) hold more than one job at a time, or (2) are married filing jointly and your spouse also works. The correct amount of withholding depends on income earned from all of these jobs.

Do only one of the following.

- (a) Use the estimator at www.irs.gov/W4App for most accurate withholding for this step (and Steps 3-4); or
- (b) Use the Multiple Jobs Worksheet on page 3 and enter the result in Step 4(c) below for roughly accurate withholding; or
- (c) If there are only two jobs total, you may check this box. Do the same on Form W-4 for the other job. This option is accurate for jobs with similar pay; otherwise, more tax than necessary may be withheld ▶ □

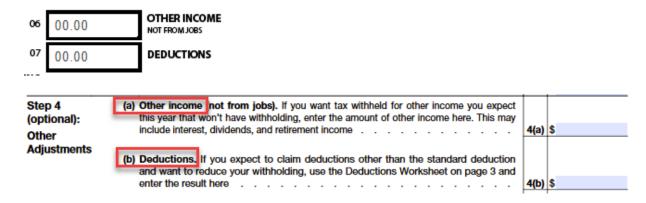
TIP: To be accurate, submit a 2020 Form W-4 for all other jobs. If you (or your spouse) have self-employment income, including as an independent contractor, use the estimator.

Claiming Dependents (Must be in dollar amount): Use step 3 of the W-4 form to calculate the dollar amount to claim dependents. Enter the total on the Claiming Dependents section.



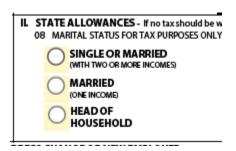


Use step 4 if the W-4 form to calculate the dollar amount for Other Income and Deductions. Enter 00.00 if not applicable.



State Allowances:

Select the marital status for state withholding



Enter the total number of dependents you want to claim for tax purposes under Regular Allowance(s). Enter additional dependents under Additional Allowance(s).

