

You must complete and return:

ALTSD- New MexiCare Program Employer Enrollment Packet

Thank you for choosing Palco to direct your care. This packet contains all the forms you need to enroll as an employer in self-direction and begin paying your worker. Please make sure to follow all directions in this packet.

IRS Form SS-4	IRS Form 2678
Employer Responsibilities & Attestation	IRS Form 8821
Employer Authorization Agreement	NM ACD-31102

Failure to return these forms will delay enrollment. We encourage you to use the checklist above as a final review before you return the forms to Palco. The other documents, including information on how to complete forms and timesheets, the payment schedule,

Palco's Notice of Privacy Practices, and similar instructional forms, are for informational purposes only and do not need to be sent back to Palco. Send completed paper forms by fax, email, or mail to Palco at the address below.

Fax: 877-859-8757
Email: enrollment@palcofirst.com
Palco, Inc.
Attn: Enrollment
P.O. Box 13260
Maumelle, AR 72113

Should you need any assistance during this process, please contact the New Mexico Aging and Long-term Services Department (ALTSD). Visit our website at www.palcofirst.com for more information on forms and frequently asked questions.

We look forward to serving you!

Sincerely, The Palco Team



Notice of Privacy Practices

Palco may receive and create records concerning your medical and individually identifiable information ("PHI") and is required to maintain the privacy and security of your PHI. Please read this notice carefully. If you have questions or concerns, contact the Palco Privacy Officer at privacy@palcofirst.com. Palco will only use and disclose your information as allowed by law and as described below:

- Help manage the health care treatment you receive. We may disclose your information to provide treatment and administer services, including performing assessments, issuing workers' compensation and administering similar programs, and recommending services in some situations. We may disclose information to others who implement your health services. We may correspond with you and/or your designated representative (e.g., surrogate employer or authorized user). All emailed correspondence from Palco is encrypted and secure. By emailing Palco with your personal email account, you accept the risk that your correspondence may not be encrypted, nor secure.
- Run our business, including payment for and administration of your health services. We may use and disclose your information to receive and issue payment on your behalf and bill Medicaid, Medicare, Managed Care Organizations, the Veterans Administration, or other bodies, as required by your program.
- Comply with federal and state law, including investigations by the United States Department of Health and Human Services (U.S. DHHS) and law enforcement. Palco is required by law to comply with investigations by regulatory bodies and issues involving national security. Palco may be required to disclose your information to coroners and other officials at your death.
- Respond to legal actions and health oversight, such as lawsuits or quality assurance reviews. Palco
 may be required to respond to requests, including discovery, subpoenas, audits, and other legal or
 regulatory matters.

You have the right to:

- Authorize the use and disclosure of your PHI for reasons not authorized by federal or state law. Palco will seek your approval to disclose PHI for reasons not required at law, and you may reject disclosure.
- Receive this notice of privacy practices. You can request a copy of this notice or view the posting at
 palcofirst.com, in enrollment packets, and in program manuals, as applicable. Palco can change the terms
 of this notice at any time. Changes will apply to all of your medical records. Direct complaints to the Privacy
 Officer or the U.S. DHHS.
- Review and receive copies of your records and a list of disclosures. Requests must be on a Request for Sensitive Records. We will provide you with a copy or summary within 10 days of receiving your request. We may charge a reasonable, cost-based fee for collection of the records, including postage and labor. Palco may reject some requests if required by law.
- Request amendments to your records. Requests must be on a Request to Amend Sensitive Information. We will provide you with a copy or summary or a rejection within 15 days of receiving your request.
- Request information in an alternate format or restrict access on your records. Requests must be in
 writing on a Request for Additional Privacy. We will provide you with a copy or summary within 15 days of
 receiving your request. We may reject or terminate the request in certain limited cases and will notify you of
 rejections and terminations.
- Be notified in case of a breach of your sensitive information. You will be notified within 60 days by the Privacy Officer.
- Choose someone to act on your behalf with regard to your records. You must complete the appropriate forms and information to designate Authorized Users in order for those individuals to communicate with Palco on your behalf.



Instructions for Employer Forms

Please use the instructions below to complete the attached Palco forms in order to become an employer through the self-directed program.

- The Participant Referral and Intake is used to enroll the participant in the program and establish the employer of record. Complete the entire form. Sign and date the highlighted fields.
- The Employer Responsibilities & Attestation outlines the responsibilities of the employer. Complete, sign, and date the four highlighted fields at the bottom of the page.
- The Employer Authorization Agreement outlines Palco's responsibilities as the fiscal/employer-agent and authorizes Palco to ensure compliance with the IRS and other federal and state tax authorities on the employer's behalf. Complete, sign, and date the four highlighted fields at the bottom of the page.
- The **NM ACD-31102** gives Palco the authority to provide and receive information and to perform any and all acts that Palco can perform on your behalf as the employer with respect to any New Mexico unemployment compensation matters. Complete, sign and date the highlighted fields on the page.

*If the employer has already been setup with their state for State Unemployment Tax Act (SUTA), then a separate document must be provided with log-in credentials (including account number, current rate, user ID password, security questions, etc.) and state ID.



Employer Responsibilities & Attestation

As the employer of record, I understand that I am the sole employer for all support workers providing services to the participant. The employer controls the training and management, evaluation, scheduling, and termination of the worker. The worker is not employed or retained by Palco, program/state administrators, or any other state or federal governmental agency. The worker is not an independent contractor.

As the employer, I must adhere to all federal, state, local, program, and employment-related (including all Department of Labor, United States Citizenship and Immigration Services, Internal Revenue Service, and state law and unemployment agency) laws, regulations, and requirements, as well as program rules and policy. This includes providing necessary training and orientation to workers, reporting critical incidents, and reporting suspected fraud, waste, abuse, neglect, or exploitation.

The employer must assume responsibility for managing the risk and liability of any incidence(s) of work-related injuries or illnesses and for any negligent acts or omissions in the work place. Neither Palco, nor program/state administrators, are responsible or liable for any negligent acts, work-related injuries, or omissions by the employer, participant, worker, service providers, or other authorized parties.

Funds to pay for services provided by the worker are from public sources, and financial accountability and liability applies to the use of the funds. Both the employer and worker have individual and joint responsibilities to be accountable for the funds spent through the program and understand that submitting false or fraudulent timesheets or submitting requests for payment of goods or services provided, other than those approved on the authorized service budget, will be reported to the appropriate authorities for investigation and possible prosecution as fraud. In the case of insufficient funds to cover program expenses, as the employer, you are responsible for payment to the worker or service provider under state and federal laws. The employer must maintain accurate records and provide such records to authorized parties as requested, as well as adhere to all program rules and regulations, including Palco's Privacy Policies.

By signing below, I attest that I have read, understand, agree and attest to the above and have directed my worker accordingly.

Printed Employer Name	ID# / Last Four of SSN	
Employer Signature	<mark>Date</mark>	



Employer Authorization Agreement

As the employer of record, I understand that I have certain responsibilities, such as filing and paying employment taxes for my workers and other employment-related responsibilities falling under Internal Revenue Service (IRS) guidance, Department of Labor (DOL), and agency/programmatic guidelines and regulations. Palco, Inc. will act as my agent in a limited scope and on my behalf for only the tasks related to this program and as listed below, notwithstanding approval by the IRS or other state agencies.

- To perform all duties as the Fiscal/Employer Agent as required by contract, policy regulation, federal and state statutes, and other applicable rules and regulations.
- To obtain a Federal Employer Identification Number (FEIN), file IRS Form 2678 to represent me for program-related and employer-related tax purposes, file tax reports, and correspond with the IRS regarding FEINs or employer tax information.
- To establish and register me as an employer in the state in which business is conducted.
- To be my agent for the limited purposes of state and/or local income tax withholding and state unemployment tax purposes, including applying for state and/or local income tax withholding and state unemployment identification number(s), establishing online account(s) to file and pay taxes on my behalf, and receiving correspondence related to my program-related state and/or local income tax withholding and state unemployment tax account(s).
- To receive confidential information about me and receive and disburse public funds, as directed by me, the program, and the budget and/or spending plan.
- To apply for and establish workers' compensation policies and accounts, pay workers' compensation premiums, and comply with annual audit requirements, when permissible by state law and program policies.
- To provide limited information on my behalf with regards to benefits, appeals, and as required by law to fulfill tax, labor, and other disputes.
- To complete federal and state tax and labor forms as required and as related to the employer duties enumerated above.

This Authorization revokes all earlier authorizations and powers of attorney on file and shall remain in full force and effect until revoked by either party in writing. By signing below, I hereby authorize Palco, Inc. to act on my behalf for the items listed herein and attest that I understand these responsibilities and agree to the terms of this Employer Authorization Agreement.

Printed Employer Name	ID# / Last Four of SSN
Employer Signature	Date

ACD-31102 Rev. 03/27/2023

New Mexico Taxation and Revenue Department

Tax Information Authorization

Tax Disclosure

PLEASE TYPE OR PRINT IN BLACK INK

This form will expire three years from the date that this *Tax Information Authorization Tax Disclosure* form has been signed by the authorizing individual listed below. If your authorized representative changes, submit a new form to notify the Department.

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Check one (Required):	Check one (Required): □ New □ Update □ Revoke □ Revoke All							
Section I: Taxpayer Information *Required Fields (If the required fields are not complete, this form is <u>VOID</u> and the taxpayer's information will not be shared.)								
Name(s)*			A. Tax Identification Number(s)* SSN:	B. Reporting Period(s)* ☐ All tax periods, or				
DBA Name(s) (If applicable)			Spouse SSN:	rax year(s):				
Mailing Address* (If the address is new	v or changed, mark	this box □)	NMBTIN:	Starting Period:				
City*	State*	Zip Code*	☐ All State Taxes	☐ Governmental Gross Receipts Tax				
Telephone Number			☐ Personal Income Tax☐ Gross Receipts Tax	☐ Interstate Telecommunications Gross Receipts Tax				
()			☐ Wage Withholding Tax	☐ Leased Vehicle Gross Receipts				
E-mail Address			☐ Cannabis Excise Tax☐ Compensating Tax	Tax and Surcharge ☐ Non-wage Withholding Tax				
Fax Number			☐ Corporate Income Tax	☐ Oil and Gas Tax				
()			☐ Fiduciary Income Tax	Other:				
Section II: Authorized Repres	sentative Infori	mation						
Individual Representative's Name*			TAP Logon (If applicable)					
Mailing Address*			Telephone Number*	Fax Number ()				
City*	State*	Zip Code*	E-Mail Address*					
Section III: Information Author Check all that apply	orization							
 □A. Authorization to disclose tax information. The Department is authorized to disclose confidential tax information on file to the above-designated individual or firm. □B. Authorization of third-party representative to access Taxpayer Access Point (TAP). The taxpayer authorizes the above-designated individual to access TAP on their behalf. TAP discloses confidential tax information on file with the Taxation and Revenue Department. TAP allows for the submission of returns, payments, and refund requests. □C. Designation of third-party representative. The Department is notified that the above-designated individual or firm has been authorized to represent the taxpayer(s) before the Taxation and Revenue Department. The representative is authorized to perform all authorized acts that the taxpayer(s) can perform for the designated tax programs and tax periods, except for acts that only an individual admitted and licensed as a qualified representative in New Mexico can perform. □D. Designation of qualified representative. The Department is notified that the above-designated individual or firm has been authorized and is qualified to represent the taxpayer(s) before the Taxation and Revenue Department in a protest or administrative hearing. i. Designation type:								
		Authorizing S	Signature(s)					
By signing below, I acknowledge that the authorized individual representative(s) listed above, have the authority to receive Federal and State confidential information on behalf of the taxpayer listed above in tax matters related to this form per NMSA 1978, § 7-1-8 and 26 U.S.C. § 6103. By signing below, I (the taxpayer) am authorizing the New Mexico Taxation and Revenue Department Secretary or Secretary's delegate, to use facsimile, e-mail, or both. I understand that the fax numbers and e-mail addresses above will be used when providing confidential information.								
Printed Name*			Printed Name					
Title			Title					
Signature*		Date*	Signature Date					
• For taxpayers authorizing the Depart	• For taxpayers authorizing the Department to disclose return information for a married filing joint personal income tax return, both taxpayers must sign							

- For taxpayers authorizing the Department to disclose return information for a married filing joint personal income tax return, both taxpayers must sign this form.
- For a business or estate this form must be signed by a corporate officer, partner, or fiduciary who has been previously identified as such to the Department.



Employer IRS Forms Instructions

Please complete the attached IRS forms to become an employer through the self-directed program. Use the instructions and checklist below to guide you through this process. All areas highlighted in yellow on the forms must be signed.

• IRS Form SS-4 gives Palco the ability to file for a FEIN (Federal Employer

	Identification Number) with the IRS on your behalf. This is required of all employers in the United States.
	 Print your full name on Line 1. List your county and state on Line 6. Print your full name on Line 7a.
	 Print your Social Security Number (SSN) on Line 7b. This must match the SSN on your official Social Security Card. If you already have a FEIN under your SSN, print your FEIN on Line 7b, instead of your SSN, send Palco a copy FEIN assignment letter from the IRS.
	□ Print your name, sign and date at the bottom of the form.
	If you already have an FEIN under your SSN, please send Palco a copy FEIN assignment letter from the IRS.
•	IRS Form 2678 appoints Palco as your agent only for the limited purposes of payment employment payroll taxes for the participant's worker.
	☐ Print your full name on Line 2.
	 Print your address in the appropriate spaces on Line 4. Be sure to complete all three rows as applicable.
	☐ Print your name, sign, and date at the bottom of the form.
•	IRS Form 8821 allows Palco to correspond with the IRS on your behalf for the limited purpose of the self-directed program.
	 Print your full name and address in the appropriate space in Box 1. Print your name, sign, and date at the bottom of the form.

Department of the Treasury

Application for Employer Identification Number (For use by employers, corporations, partnerships, trusts, estates, churches, government agencies, Indian tribal entities, certain individuals, and others.) See separate instructions for each line. Keep a copy for your records.

OMB NO.	1545-0003

EIN

Intern	al Revenue S	Service C	Go to <i>www.irs.gov/Forr</i>	ทSS4 for instrเ	actions a	and t	the latest information.		
	1 Leg	gal name of entity	y (or individual) for whom	n the EIN is beir	ng reque	sted		•	
arly.	Trade name of business (if different from name on line 1) Palco, Inc			3	3 Executor, administrator, trustee, "care of" name Palco, Inc. as 3504 Fiscal Employer Agent			_	
nt cle					ox) 5a	Stre	eet address (if different) (Do	n't enter a P.O. box.)	_
Type or print clearly.		y, state, and ZIP Maumelle, A	code (if foreign, see inst AR 72113	ructions)	5b	City	r, state, and ZIP code (if for	eign, see instructions)	
/pe	6 Cou	unty and state w	here principal business i	s located					
Ę,	7a Nar	me of responsible	e party				7b SSN, ITIN, or EIN		
8a			limited liability company	· —	521		8b If 8a is "Yes," ente		_
8c		eign equivalent)?	Corganized in the Unite		X		LLC members		_
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		tnership	,				☐ Plan administrator (TIN		_
	_	•	orm number to be filed)				☐ Trust (TIN of grantor)	-	
	☐ Pers	sonal service cor	rporation				☐ Military/National Guard		
	☐ Chu	irch or church-co	ontrolled organization				☐ Farmers' cooperative		
			anization (specify)				REMIC		
			usehold Employer (Group Exemption Number	` , ,	_
9b	applicab	ole) where incorp		ry (if St	tate			gn country	_
10	Reason	for applying (ch	neck only one box)			-	rpose (specify purpose)		_
					_		pe of organization (specify	new type)	_
					going business rust (specify type)				
			S withholding regulations				pension plan (specify type)		_
			ousehold Employer (Greate	u u p	renderi piari (apeony typo)		-
11			acquired (month, day, y		ictions.		12 Closing month of a	ccounting year	_
							14 Reserved for future	use	
13	Highest ı	number of employ	yees expected in the next	12 months (ente	er -0- if no	one).			
	Ą	gricultural	Household	Oth	er				
15		te wages or anr dent alien (month		n, day, year). N				t, enter date income will first be paid t	0
16	_		describes the principal ac			_	Health care & social assistar		
	_	_	· _	sportation & ware	•		Accommodation & food serv		
47				ance & insuranc			Other (specify) Househo	· · · · · · · · · · · · · · · · · · ·	_
17								nces provided.	_
18		write previous E							
				horize the named	individua	l to re	eceive the entity's EIN and answ	rer questions about the completion of this form	_
Thiı Par	ty	Designee's nan	ne Alicia Paladin	0				Designee's telephone number (include area code 501.604.9936	e)
Des	signee	Address and ZI	IP code PO Box 13260, N	/laumelle, AR	72113			Designee's fax number (include area code 501.821.0045)
Unde	penalties of	perjury, I declare that I	have examined this application,	and to the best of my	/ knowledge	and b	pelief, it is true, correct, and complete	. Applicant's telephone number (include area cod	e)
Nam	e and title (t	type or print clearly	/)						
								Applicant's fax number (include area code))
Siana	ature						Date		

Form **2678 Employer/Payer Appointment of Agent**

Use this form if you want to request approval to have an agent file returns and make

(Rev. December 2023) Department of the Treasury — Internal Revenue Service

OMB No. 1545-0748

-	osits or payments of employment or other worke an existing appointment.	rithholding taxes or if you w	ant to For IR	S use:					
ar	If you're an employer or payer who wants to request approval, complete Parts 1 and 2 and sign Part 2. Then give it to the agent. Have the agent complete Part 3 and sign it.								
	Note: This appointment isn't effective until we approve your request. See the instructions for more information.								
	you're an employer, payer, or agent who wants mplete all three parts. In this case, only one sign		tment,						
	Why you're filing this form.								
1	eck one) You want to appoint an agent for tax reporting, dep You want to revoke an existing appointment.	positing, and paying.							
Pa	rt 2: Employer or Payer Information: Complet	te this part if you want to appo	int an agent or re	voke an a	ppointment.				
1	Employer identification number (EIN)								
2	Employer's or payer's name (not your trade name)								
3	Trade name (if any)								
4	Address	PO BOX 13260							
		Number Street			Suite or room number				
		MAUMELLE		AR	72113				
		City		State	ZIP code				
		Foreign country name Fo	reign province/county		Foreign postal code				
5	Forms for which you want to appoint an agent	or revoke the agent's	For AL		For SOME				
	appointment to file. (Check all that apply.)		employe payees/pay		employees/ payees/payments				
	Form 940, Employer's Annual Federal Unemploymer Form 941, Employer's QUARTERLY Federal Tax Form 943, Employer's Annual Federal Tax Return for A Form 944, Employer's ANNUAL Federal Tax Return Form 945, Annual Return of Withheld Federal Incomposed Form CT-1, Employer's Annual Railroad Retiremer Form CT-2, Employee Representative's Quarterly	Return (all 941 series) Agricultural Employees (all 943 seri Irn (all 944 series) Iome Tax Int Tax Return	es)	·					
	* Generally, you can't appoint an agent to report, deposit, and pay tax reported on Form 940, unless you're a home care service recipient. Check here if you're a home care service recipient, and you want to appoint the agent to report, deposit, and pay FUTA tax for you. See the instructions.								
	I am authorizing the IRS to disclose otherwise con appointment, including disclosures required to reporting agent or certified public accountant, to deposits and payments. Such contract may authorized agent to such third party. If a third party fails to payer remain liable	process Form 2678. The ager prepare or file the returns covere orize the IRS to disclose confide	nt may contract wed by this appointmental tax information	vith a third ment, or to on of the e	d party, such as a make any required employer/payer and				

Print your name here

Print your title here

Best daytime phone

Now give this form to the agent to complete. Form **2678** (Rev. 12-2023)

Sign your name here

Date

Form **8821**

(Rev. January 2021)

Department of the Treasury Internal Revenue Service

Tax Information Authorization

▶ Go to www.irs.gov/Form8821 for instructions and the latest information.
 ▶ Don't sign this form unless all applicable lines have been completed.
 ▶ Don't use Form 8821 to request copies of your tax returns or to authorize someone to represent you. See instructions.

OMB No. 1545-1165
For IRS Use Only
Received by:
Name
Telephone
Function
Date

1 Taxpayer information. Taxpayer	er must sign and date this fo	orm on line	3.	•
Taxpayer name and address			Taxpayer identification n	umber(s)
			Daytime telephone number (501) 604.9936	per Plan number (if applicable)
2 Designee(s). If you wish to nam designees is attached ►	ne more than two designees	, attach a lis	et to this form. Check here	e if a list of additional
Name and address		CAF	No. 5005-46467R	
Palco Alicia Paladino		PIIN	P000142099	
PO Box 13260		Telep	hone No. (501) 604.99	36
Maumelle, AR 72113		Fax N	lo. <u>(501) 821.00</u>)45
Check if to be sent copies of notice	es and communications	X Chec	k if new: Address 📙 Te	elephone No. 🔲 🛮 Fax No. 🔲
Name and address		CAF	No	
		PHN		
		Telep	hone No.	
		Fax N	lo	
Check if to be sent copies of notice				elephone No. 🗌 Fax No. 🗌
3 Tax information. Each designe periods, and specific matters yo				on for the type of tax, forms,
By checking here, I authorize	e access to my IRS records	via an Inter	mediate Service Provider.	
(a) Type of Tax Information (Income, Employment, Payroll, Excise, Estate, Gift, Civil Penalty, Sec. 4980H Payments, etc.)			(c) Year(s) or Period(s)	(d) Specific Tax Matters
Employment	SS-4, 2678, 8821			
Employment	W-4, W-5			
Employment	940, 941, W-2,W-3			
4 Specific use not recorded on CA specific use not recorded on CA				
5 Retention/revocation of prior isn't checked, the IRS will auto box and attach a copy of the ta To revoke a prior tax information	omatically revoke all prior ta ax information authorization(ax informations) that you	on authorizations on file uwant to retain	nless you check the line 5
6 Taxpayer signature. If signed be individual, if applicable), execute the legal authority to execute the legal authority the legal authority to execute the legal authority the legal a	or, receiver, administrator, to is form with respect to the to	rustee, or in ax matters a	dividual other than the tax and tax periods shown on	payer, I certify that I have line 3 above.
► DON'T SIGN THIS FORM IF				
Signature			Dat	<u></u>
			Н	ousehold Employer (HCSR)
Print Name			Title	(if applicable)