

## **Fiscal Employer Agent (FEA) Daim Ntawv Muab Qhab Nia Cov Nqe Lus Uas Nquag Nug**

### **Lub hom phiaj ntawm Daim Ntawv Muab Qhab Nia yog dab tsi?**

Lub hom phiaj ntawm Daim Ntawv Muab Qhab Nia yog pab koj xaiv IRIS fiscal employer agent (FEA) yog saib raws li feem tseem ceeb tshaj plaws rau koj. Daim Ntawv Muab Qhab Nia qhia txog cov tswv cuab cov kev xav tam sim no rau lawv li FEA rau koj. Daim Ntawv Muab Qhab Nia no kuj qhia txog cov ntaub ntawv siv sib txuas lus thiab lwm feem hais txog FEAs uas muaj rau koj xaiv los ntawm.

### **Cov ntaub ntawv nyob hauv Daim Ntawv Muab Qhab Nia no los ntawm qhov chaw twg los?**

Cov ntaub ntawv nyob hauv tshooj ntawv hais txog Tus Neeg Mus Koom Soj Ntsuam tau los ntawm lub xeev qhov Kev Soj Ntsuam Kev Txaus Siab Ntawm Tus Neeg Mus Koom hauv xyoo 2022. Cov ntaub ntawv hais txog feem muaj tseeb ntawm lub chaw ua haujlwm uas nyob rau hauv tshooj Lwm Yam Ntaub Ntawv Ntxiv tau ncaj qab los ntawm FEAs.

### **Kev Soj Ntsuam Txog Kev Txaus Siab Ntawm Tus Neeg Mus Koom yog dab tsi?**

Kev Soj Ntsuam Txog Kev Txaus Siab Ntawm Tus Neeg Mus Koom yog ib qho kev suav sau cov nqe lus nug uas raug xa tuaj rau cov tswv cuab tam sim no ntawm txhua lub chaw FEA kom tau cov lus xam pom txog qhov lawv ntsib rau ntawm lawv lub chaw FEA. Lub xeev yuav suav sau cov ntaub ntawv no thiab txheeb xyuas cov nqe lus teb rau qhov kev soj ntsuam seb cov neeg mus koom muaj kev txaus siab nrog lawv li FEA li cas thiab lawv li FEA tau pab puas tau raws li lawv qhov xav tau zoo li cas.

### **Kev ua haujlwm tsis vam nyiaj paj thiab vam nyiaj paj yog dab tsi?**

Tshooj ntawv hais txog Hom Chaw Ua Haujlwm Tam nyob hauv Daim Ntawv Muab Qhab Nia piav qhia txog hom chaw ua haujlwm ntawm txhua lub chaw MCO yog. Ib lub chaw ua haujlwm tsis vam nyiaj paj yog ib pawg neeg ua haujlwm rau cov hom phiaj uas tsis vam tsim kom tau cov nyiaj paj (txiaj ntsig) thiab yuav tsis muab cov nyiaj khwv tau los ntawm lub chaw ua haujlwm no faib rau cov thawj koj los sis cov neeg ua haujlwm. Ib lub chaw ua haujlwm vam nyiaj paj yog ib lub chaw ua lag luam uas ua haujlwm kom khwv tau nyiaj paj.

**Fiscal Employer Agent (FEA) Daim Ntawv Muab Qhab Nia  
Cov Lus Qhia Ntsuas**

| TUS NEEG KOOM SOJ NTSUAM           |   |                 |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
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| Kev Ntsuas                         | Kev Txaus Siab Tag Nrho   |                 |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| <b>Hauv Paus Ntaub Ntawv</b>       | <p>2022 Kev Soj Ntsuam Txog Kev Txaus Siab—yog ib tug qhab nia sib tso ua ke los ntawm kev siv cov ntaub ntawv nqe lus nug soj ntsuam nram qab no:</p> <ol style="list-style-type: none"> <li>1. Koj puas paub mus cuag tau koj tus Fiscal Employer Agent (Neeg Sawv Cev Rau Chaw Tuav Nyiaj Txiag) thaum twg koj xav ntsib?</li> <li>2. Koj nguag tau txais kev pab raws li qhov koj xav tau los ntawm koj lub chaw pab nyiaj txiag ntawm tus tswv num ntau npaum li cas?</li> <li>3. Koj lub chaw pab nyiaj txiag ntawm tus tswv num piav qhia cov haujlwm rau koj tau muaj meej zoo npaum li cas?</li> <li>4. Koj lub chaw pab nyiaj txiag ntawm tus tswv num puas ua tib zoo hmoov koj li cas?</li> <li>5. Koj lub chaw pab nyiaj txiag ntawm tus tswv num koj li cas rau koj?</li> <li>6. Tag nrho, koj nyiam koj lub chaw pab nyiaj txiag ntawm tus tswv num ntau npaum li cas?</li> </ol>  |                 |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| <b>Txheej Txheem Kev Ntaus Nqi</b> | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Qhab Nia</th> <th style="width: 33%;">Cov Hnub Qub</th> <th style="width: 33%;">Kev Ntaus Nqi</th> </tr> </thead> <tbody> <tr> <td>95.0% - 100%</td> <td>5</td> <td>Zoo Tshaj Plaws</td> </tr> <tr> <td>90.0% - 94.9%</td> <td>4.5</td> <td>Zoo Tshaj Plaws</td> </tr> <tr> <td>85.0% - 89.9%</td> <td>4</td> <td>Zoo Heev</td> </tr> <tr> <td>80.0% - 84.9%</td> <td>3.5</td> <td>Zoo Heev</td> </tr> <tr> <td>75.0% - 79.9%</td> <td>3</td> <td>Zoo</td> </tr> <tr> <td>70.0% - 74.9%</td> <td>2.5</td> <td>Zoo</td> </tr> <tr> <td>65.0% - 69.9%</td> <td>2</td> <td>Tau Nyog</td> </tr> <tr> <td>60.0% - 64.9%</td> <td>1.5</td> <td>Tau Nyog</td> </tr> <tr> <td>&lt; 60.0%</td> <td>1</td> <td>Tsis Zoo</td> </tr> </tbody> </table> <p style="margin-left: 20px;">Feem pua ntawm txhua nqe lus soj ntsuam uas teb tias “Txaus Siab Heev” los sis “Tsaus Siab Tshaj Plaws.”</p> |                 |  | Qhab Nia | Cov Hnub Qub | Kev Ntaus Nqi | 95.0% - 100% | 5 | Zoo Tshaj Plaws | 90.0% - 94.9% | 4.5 | Zoo Tshaj Plaws | 85.0% - 89.9% | 4 | Zoo Heev | 80.0% - 84.9% | 3.5 | Zoo Heev | 75.0% - 79.9% | 3 | Zoo | 70.0% - 74.9% | 2.5 | Zoo | 65.0% - 69.9% | 2 | Tau Nyog | 60.0% - 64.9% | 1.5 | Tau Nyog | < 60.0% | 1 | Tsis Zoo |
| Qhab Nia                           | Cov Hnub Qub  | Kev Ntaus Nqi   |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| 95.0% - 100%                       | 5   | Zoo Tshaj Plaws |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| 90.0% - 94.9%                      | 4.5   | Zoo Tshaj Plaws |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| 85.0% - 89.9%                      | 4   | Zoo Heev        |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
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| 75.0% - 79.9%                      | 3   | Zoo             |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| 70.0% - 74.9%                      | 2.5   | Zoo             |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| 65.0% - 69.9%                      | 2   | Tau Nyog        |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| 60.0% - 64.9%                      | 1.5   | Tau Nyog        |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
| < 60.0%                            | 1   | Tsis Zoo        |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |

| Kev Ntsuas                         | Nqe Lus Teb  |                 |  |          |              |               |              |   |                 |               |     |                 |               |   |          |               |     |          |               |   |     |               |     |     |               |   |          |               |     |          |         |   |          |
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