

# Unemployment Tax Management Services

## Situation

The current economic situation has placed unprecedented pressure on employers and how they manage their unemployment costs and potential tax increases. The trust fund solvency challenges at the state level and the impacts of the federal system are expected to affect unemployment costs over the next several years.

Employers should evaluate these concerns and take advantage of **financial planning options, refund opportunities and cost minimization strategies** that may benefit their bottom line.

## Solution

TALX has the experience and expertise to provide comprehensive solutions that enable employers to effectively manage unemployment tax liabilities and reduce costs. We start by educating and informing employers about the economic pressures that will impact unemployment costs.

### Unemployment Economic Review:

- National and state unemployment rates and trends
- Federal Title XII loan activity and potential FUTA credit reductions
- Legislative responses to state trust fund solvency
- State adjustments to unemployment rate tables, taxable wage bases and additional taxes

We then partner with our clients to review their unique planning and cost minimization alternatives. These include:

### Unemployment Tax Services

- State Unemployment (SUI) Tax Rate Verification and Resolution
- Federal Form 940 (FUTA) review and audit
- State Quarterly Unemployment Tax Return review and audit
- Tax Registrations – Unemployment, State and Local Withholding
- Investigate debits, tax penalties and delinquency notices

### Unemployment Financial Planning Services

- Voluntary Contribution Analysis and Implementation
- Joint / Common Rating Analysis and Implementation
- Negative Write-Off and Payroll Variation Planning Strategies
- Unemployment Tax Rate Budgeting and Forecasting
- Enhanced Rate Forecasting and Planning
- Individual Location SUI Experience Rating

## Unemployment Tax Research and Recovery Services

- Historical review of past mergers, acquisitions and reorganizations
- Identify potential overpayments of FICA, FUTA and SUI taxes
- Validate SUI tax rates and identify related refunds
- Examine tax filings for recovery - Forms 940, 941, W-2 and SUI returns

## Employment Tax Consulting Services

- Taxpayer Advocacy – Assessments and Audit Management
- Compliance Reviews – Policies and Procedures
- Alternative Employer Relationships – Requirements and Options
- Customized Tax Solutions – Federal, State and Local

## Value

Considering the current economic environment and the increased unemployment tax burden placed on employers, it is critical to strategically manage unemployment costs. TALX has the experience and expertise to deliver results. To discuss a customized solution for your business, please contact Pete Krieshok at **(314) 214-7325** or via email at [pkrieshok@talx.com](mailto:pkrieshok@talx.com).

## Mergers and Acquisitions

TALX delivers a complete solution designed to ensure compliance, minimize risk, and reduce unemployment tax costs. Whether your transaction is a stock purchase, asset acquisition, internal reorganization, statutory merger, or divestiture, TALX employment tax solutions include:

- Evaluate legal entity compliance requirements
- Review mandatory and optional SUI rate transfers
- Compute and quantify financial outcome
- Minimize duplication of FICA, FUTA and SUI taxes
- File necessary compliance paperwork (federal, state, local)
- Complete SUI experience transfer filings
- Document account reconciliation information
- Monitor compliance filing and state responses
- Confirm SUI experience rate transfers
- Protest and resolve incorrect SUI tax rates