Employment Tax Services

Reduce tax liability and risk.

Comprehensive services designed to assist employers in identifying and recovering overpaid taxes, managing employment tax liabilities, and minimizing compliance risks.

More Equifax Workforce Solutions that save time and money

- Employment Verification
  Offer your employees automated employment and income verifications.

- Unemployment Cost Management
  Reduce unemployment costs through claims processing, hearing representation, and reemployment strategies.

- I-9 Management
  Maintain compliance with immigration and E-Verify® regulations by completing and storing federal I-9s electronically.

- Workforce Analytics
  Integrate analytics and other relevant data for user-friendly reporting, analytics, and benchmarking.

- Outsourcing
  Collect and manage information for new hire forms online to increase compliance and administrative costs.

- Tax Credits and Incentives
  Capture all the federal, state, and local tax credits and incentives you’re eligible for.

- Payroll Pay
  Offer electronic paystubs and paycards and better manage direct deposits, W-4s, and other employee information.

- W-2 Management
  Deliver an electronic W-2 option to your employees, including electronic payroll distribution, invoices, corrections, and tax software upload capability.

- Employment Tax Services
  Receive comprehensive tax consultation to ensure you are in compliance and identify refund opportunities.

- Assessments
  Leverage best-in-class assessments and technology to help you identify risks and develop the right people.

- Garnishments
  Diminish the paperwork and liability of employee garnishment processing.

Equifax provided over $115 million in voluntary contribution and joint account planning options this past year.

Choose Equifax because of our experience, expertise, and proven results.

Equifax has the experience and expertise to provide comprehensive solutions that enable employers to effectively manage unemployment tax liabilities and notice costs. The current economic situation has placed unprecedented pressures on employers and how they manage their unemployment costs and potential tax increases. The front line of defense is 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 containment strategies that will benefit their bottom line.

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Contact Us Today

For more information, please contact:
moreinfo@equifax.com
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Employment Tax Services

Unemployment Tax Management

Employment Tax Consulting

In today’s business environment, companies are experiencing constant changes to legal entity structures including mergers and acquisitions, legal entity consolidations, reorganizations as a result of an emergence from bankruptcy, divestitures, and reorganizations of businesses operations related between related entities. Equifax has assisted thousands of clients in determining all the required compliance obligations have been met and uploaded employment bases costs. Equifax can review these federal entities matching your company into compliance and reduce overpaid taxes through our Employment Tax Consulting experts.

These services include:
- Network avoidance - audit defense, voluntary, disclosure, notice redactions
- Compliance review - review past pay policies, best practices, risk exposures
- Alternative employer relationships - cost savings management, cost avoidance employment management company
- Employment tax registration and account closures - unemployment and federal and local tax liabilities
- Research and recovery - reclamation, cost, risk reduction, wage base transition
- Enterprise planning - preserving, alternative staffing models

Unemployment tax forecasting

By matching key economic indicators and using sophisticated forecasting techniques, Equifax assists clients in anticipating the impact of unemployment rate changes and their effects on their business which enables them to budget for significantly changing liabilities. Equifax offers unemployment tax forecasting solutions:
- State unemployment tax rate forecasting — an annual state tax rate projection solution which incorporates both state and employer variables.
- Federal and state unemployment tax planning and availability analysis — by providing more frequent updates on the many factors impacting unemployment tax bases. including a detailed analysis of this unemployment tax position, an employer can plan for the resulting impacts to its business operations throughout the year.

Refund opportunities

- Review past transactions involving movements of employees between legal entities, the applicable tax laws, and guidance relevant to the facts and circumstances of each transaction
- Prepare necessary federal and state compliance documents for refunds including Forms 940, 941, W-2, state unemployment tax notices
- Analyze state unemployment tax data to determine potential savings
- Verify tax assignment and protest incorrect determinations
- Resolve employment tax accounts for unused credits or overpayments
- Prepare necessary federal and state compliance documents for refund claims
- Follow up with the applicable taxing authorities to ensure intended outcomes are achieved

Employment tax research and recovery

When undertaking a merger, acquisition, divestiture, or internal reorganization, there are several key federal, state, and local employment tax issues that should be addressed, including internal reporting requirements and internal payroll considerations. The employment tax requirements associated with these transactions are often driven by the type of transaction (stock purchase, asset purchase,Statutory merger, divestiture, or internal reorganization).

Employment tax issues that should be addressed, including external employment tax issues that should be addressed, including external employment tax requirements associated with these transactions are often driven by the type of transaction (stock purchase, asset purchase, or internal reorganization). For each new or revised tax law, an employer should consider the following phases:

1. Due diligence:
   - Evaluate completeness of employment tax records and compliance filings
   - Analyze employment tax trends and current best practices
   - Gather information to analyze financial impacts of the proposed transactions

2. Planning and design:
   - Document tax impacts and compliance filings
   - Plan for implementation and compliance
   - Develop tax analysis, review and closed
   - Analyze employment tax liabilities and outstanding assessments
   - Evaluate adequacy of employment tax records and compliance filings
   - Evaluate policy and procedure changes

3. Recovery:
   - Develop
duty
   - Plan for future
   - Assess and report
- Outcome
- Review
-
- Implementation and compliance
- Identify payroll integration requirements
- Form 940, 941, employee compliance reviews
- Pay all available employment tax compliance components
- Refunds in circumstances of each jurisdiction
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- Form 940, 941, employee compliance reviews
- Pay all available employment tax compliance components
- Refunds in circumstances of each jurisdiction

For more information, go to www.equifaxworkforce.com
Employment Tax Services

Unemployment Tax Management
Our dedicated team is prepared to provide cost-effective services that are designed to properly handle your unemployment tax issues. We will provide you with a summary of your current status, along with a plan that provides you with the appropriate solution to meet your specific needs.

- Process all state unemployment tax notices
- Access to site unemployment and Federal data
- Employment tax registration and account closures
- Unemployment tax rate verifications
- Employment tax research and recovery
- Unemployment tax rate forecasting

Employment Tax Consulting
In today’s business environment, companies are experiencing constant changes to labor and legal entity structures. Equifax offers solutions that can help your business remain compliant. Opportunities to reduce tax liabilities are often driven by the type of transaction (stock purchase, asset purchase, statutory merger, divestiture, or internal reorganization).

- Develop strategies for creating employment tax savings
- Evaluate current employment tax rate assignments and review existing arrangements
- Analyze the impact of changes to legal entity structures
- Maintain summary chart of accounts established and closed
- Documentation and compliance implementation

Unemployment tax legislation
- Negative write-offs
- Analyze all possible tax rate combinations
- Review tax election and provide notices to related entities.

Compliance
- Summarize key economic indicators and using sophisticated forecasting techniques, Equifax assists clients in anticipating the impact of unemployment taxes on their business which enables them to budget for significantly changing liabilities.
- Equifax assists in the following phases:
  - When undertaking a merger, acquisition, divestiture, or internal reorganization, there are several key federal, state, and local employment tax issues that should be addressed, including: national reporting requirements and internal payroll considerations. The employment tax requirements associated with these transactions are often driven by the type of transaction (stock purchase, asset purchase, statutory merger, divestiture, or internal reorganization).
  - Equifax can assist in the following phases:
    - Due diligence:
      - Evaluate compliance of employment tax records and compliance filings
      - Analyze employment tax liabilities and outstanding assessments
      - Gather information to analyze financial impacts of the proposed transactions
    - Planning and design:
      - Document transactions, representations, and detailed work plans
      - Analyze the employment tax impact and wage base treatment – FICA, FUTA, SUTA — of employee movement
      - Review transactions for mandatory and optional unemployment transfers of experience

Recovery
- Payroll policies
- Federal and state tax returns
- Federal and state unemployment
- Payroll audits
- Secure, FUTA, and SUI wage bases
- Unemployment tax accounts for unused credits or overpayments
- Protests and incorrect rate assignments
- Unemployment tax audits and appeals
- Maintain summary chart of accounts established and closed
- Document account reconciliation information for quarter and year-end processing

Post implementation
- Continue unemployment transfers of experience in ratio calculations
- Payroll and maintain incurred state unemployment tax assessments
- Address inquiries on behalf of client

Our goal in supporting our client’s merger and acquisition needs is to ensure that any due diligence is properly handled and completed, and that all available employment tax compliance components are effectively implemented with the best possible information. For the best results, Equifax recommends a collaborative approach to each merger and acquisition opportunity to ensure we are providing appropriate support.

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Unemployment Tax Services

Employment Tax Consulting

Equifax offers a complete range of services to help you manage and minimize your employment tax expenses.

- Review pay policies, procedures, best practices, and compliance filings.
- Prepare tax returns and pay related to your employment tax obligations.
- Prepare and file quarterly returns, and registration/transfer paperwork.
- Analyze the unemployment tax rate impact and wage base changes.
- Analyze employment tax liabilities and outstanding assessments.
- Evaluate adequacy of employment tax records and compliance filings.
- Develop and implement corrective procedures.
- Furnish information needed for the preparation of employment tax returns.

Unemployment Tax Research and Recovery

Equifax can assist in the following phases:

- Research unemployment tax laws and regulations.
- Draft and file unemployment tax returns.
- Analyze employment tax liabilities and outstanding assessments.
- Evaluate adequacy of employment tax records and compliance filings.
- Develop and implement corrective procedures.
- Furnish information needed for the preparation of employment tax returns.

Unemployment Tax Forecasting

When anticipating a merger, acquisition, divestiture, or internal reorganization, it is common for employers to look to the past for guidance. However, this approach may not lead to the best results.

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Refund Opportunities

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- Analyze employment tax liabilities and outstanding assessments.
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- Develop and implement corrective procedures.
- Furnish information needed for the preparation of employment tax returns.

Merger and acquisition planning

- Identify potential tax benefits of merger, acquisition, divestiture, or internal reorganization.
- Prepare for the post-merger/acquisition period.
- Evaluate the impact of merger, acquisition, divestiture, or internal reorganization on employment tax obligations.
- Develop a strategy for minimizing employment tax liabilities.
- Furnish information needed for the preparation of employment tax returns.

Equifax can assist in the following phases:

- Research unemployment tax laws and regulations.
- Draft and file unemployment tax returns.
- Analyze employment tax liabilities and outstanding assessments.
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