



# Employment Tax *Solutions*

Guidance and planning for the road ahead







Managing your  
employment taxes  
*isn't always easy*

If you're in the position of managing your company's employment taxes, you'll know why the task can be challenging. With complex, ever-changing federal, state, and local regulations, staying up-to-date can sometimes seem unmanageable.

**You might be overpaying on your taxes – by a significant amount.**

Any surge in unemployment can cause employers of all sizes to face sustained levels of higher unemployment tax rates. And that means higher tax costs.

With the potential of paying more than what's owed, all employers should be addressing **not only comprehensive claims management, but also integrated unemployment tax management practices.**

Thankfully, Equifax can help.

*Did you know?*

Equifax is one of the largest providers of Unemployment Cost Management solutions nationwide.



# Simplify and save with help from Equifax

At Equifax, we have decades of experience in tax and HR solutions. With a large and well-established team, we have subject matter experts that are proficient in many of the employment tax-related issues you might encounter.

It's our goal to help make your tax decisions easier and more efficient – while also working to help you save in overall costs.

## Our comprehensive Employment Tax Solutions

### Unemployment Tax Rate Management

We work to potentially help you lower your SUI tax rates through proven planning and integrated management practices.

### Mergers and Acquisitions (M&A)

We assist you with planning your next M&A event or internal reorganization to help you mitigate risks and identify opportunities.

### Employment Tax Consulting

We provide a range of ongoing services for you including help with the recovery of past overpaid taxes.



# Take better control with Unemployment Tax Rate Management



A dizzying web of state requirements can make reducing your State Unemployment Insurance (SUI) tax rates seem extremely complicated.

Our team of unemployment tax consultants provides guidance each step of the way – allowing you to better navigate each state’s set of statutes, regulations, and rules. We’ll help you streamline your processes for budgeting and potential savings.

*Our services include*

## UNEMPLOYMENT TAX RATE VERIFICATIONS

We help verify tax rates calculated and assigned by state workforce agencies, then help you protest and resolve any assignments that may be incorrect.

## VOLUNTARY CONTRIBUTION PLANNING

A voluntary contribution allows an employer to “buy-down” their SUI tax rate. We provide voluntary contribution savings analyses annually in those states allowing such a planning technique.

## EMPLOYMENT TAX RATE FORECASTING

We help you look ahead by monitoring key economic indicators and legislation. Using sophisticated forecasting techniques, we help you forecast SUI tax rates to budget for changing liabilities.

## JOINT ACCOUNT PLANNING AND OTHER SPECIAL RATINGS STRATEGIES

A joint account allows two or more legal entities to combine state unemployment experience to obtain a single SUI rate, reducing overall tax costs.

# Helping you make better decisions



## Unemployment Tax Rate Forecasting helps you better prepare for what's next.

With SUI tax rates fluctuating year-over-year, it's important for employers to anticipate with more confidence the financial impact of changing unemployment tax costs.

At Equifax, we're able to help you synthesize important data and apply it to your unique unemployment experience, using variables like:

- Current economic trends
- Unemployment/jobless rates
- Legislative and regulatory initiatives
- Changes to annual taxable base wages
- Potential FUTA credit reductions
- Updates to unemployment rating calculations and tables

Recommendations from Equifax help companies **recoup millions of dollars** in unemployment tax savings each year from joint accounts and other special ratings strategies.

## Joint account strategies can help reduce your overall tax costs.

We review joint account strategies annually, utilizing a proprietary algorithm and taking into consideration such factors as:

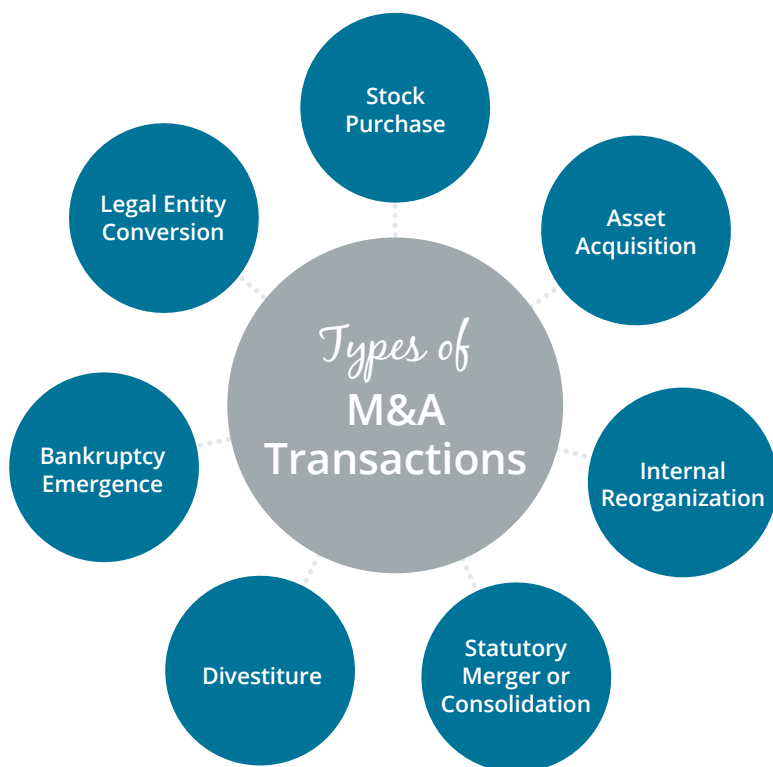
- Financial impact to all members of the joint account
- Workforce fluctuations (e.g., M&A and internal reorganizations)
- Possible legal entity combinations
- Concurrent use of voluntary contributions to help maximize savings
- Application deadlines, minimum duration, dissolution and renewal provisions, and common ownership restrictions
- Modifications to existing joint accounts



# Our M&A services, for a more streamlined transaction



As companies evolve, it's common to experience shifts in legal entity structure that may impact an employer's workforce – including M&A transactions and internal reorganizations. However, there are a number of important employment tax issues that may need to be addressed at the federal, state, and local levels.



## Helping you with reporting requirements.

The increasing complexity of reporting requirements can make working through an M&A transaction difficult. Failures in meeting these requirements can lead to missed opportunities to lower SUI tax rates, potential audit exposure, and possible penalties.

Our comprehensive service is designed to help you comply with unemployment tax reporting requirements. We provide consultation on the potential financial impacts of these transactions and work to help reduce your costs where possible.

## Research and recovery.

Equifax has the expertise to help you identify and recover taxes that may have been inadvertently overpaid or duplicated during an M&A transaction. We've assisted thousands of clients in recovering employment taxes – for transactions taking place up to three years in the past!



Equifax recovers millions of dollars in employment taxes **just related to M&A activities** every year.\*



# Advice from the subject matter experts with Employment Tax Consulting solutions

At Equifax, our robust, in-house consulting team is capable of helping address a wide range of employment tax issues. Our subject matter experts offer thorough, well-researched services that can help reduce exposure and boost your savings.

## Our Employment Tax Consulting services include:

- **Taxpayer advocacy:** Audit defense support, voluntary disclosure, and notice resolution
- **Risk reviews:** Review payment policies, procedures, best practices, and risk exposure
- **Research and recovery:** Identification and assistance with the recovery of “other” potential employment tax overpayments
- **Alternative employer relationships:** Common pay agents, common paymasters, and employee management companies
- **Employment tax registrations and account closures:** Unemployment and state/local withholding account registrations and closures unrelated to an M&A event
- **Workforce planning:** Downsizing and alternative staffing models
- **PEO best/leading practices:** Solutions tailored specifically to PEOs

## Recover Tax Overpayment Risks

- Unused credits on account
- Abatement of penalties, interest, and other assessments
- Improper sourcing (i.e., reporting) of SUI wages when employees work in multiple states in a calendar year
- Failure to utilize out-of-state SUI wage credits when employees permanently change work-states in a calendar year







# We tailor our services to help meet your needs



At Equifax, we understand that no two employers are exactly alike. That's why we tailor our services to stay more adaptable and responsive to your needs. If you're interested in any of our services, please contact your Equifax representative today.

## Our Employment Tax Solutions help provide:

Flexibility in working with employers of all sizes

Experience and expertise in a wide range of employment tax issues

Integrated capabilities with other Equifax products and services

We can help make the administration of your employment tax program easier. Ask about Employment Tax Solutions from Equifax.

[Workforce.equifax.com](https://workforce.equifax.com)