State Compliance Solution
Managing Complex Regulations

With state required notifications on the rise, employers are facing an increased challenge in tracking, interpreting and enforcing newly passed legislation.

**Situation**

There is growing employer risk as an increasing number of state employment laws require unique forms to be distributed, acknowledged by employees, and retained by employers.

Employers doing business in multiple states are challenged with an overwhelming number of forms to manage through the evolving state level requirements. They must keep up with these new requirements, interpret the regulations, and distribute appropriate forms to disparate locations. This is an extremely time consuming and potentially frustrating process.

Paper forms are inefficient; they require manual entry and can lead to costly errors. Furthermore, as companies look to transition to electronic onboarding solutions, state compliance forms are usually excluded due to the complexities of legislation. This leaves a gap in their otherwise paperless process.

Compliance form examples*:

- **New Hire Wage Notifications** – Nearly half of all states currently require some sort of wage notification for new hires with several more expected on the horizon
- **Commission Contracts** – Some states have implemented mandates for commission contracts, such as New York and California
- **Paid Sick Leave Notifications** – Growing requirements among states with paid sick leave laws often include notification requirements to new hires, examples include: the D.C. Earned Sick and Safe Leave Amendment Act and the California Paid Sick Leave Law, with many more states considering adding a similar requirement
- **One-Time Notifications** - As new legislation is passed, a one-time all employee notification is often required in addition to the ongoing new hire notification requirement

*Many states offer delivery options.
Example: New York Wage Theft Prevention Act
The New York Wage Theft Prevention Act has 7 different new hire notification templates that must be provided in 7 different languages (to be chosen by the employee) and contain specific data relevant to each employee.
- Failure to comply often carries large penalties that can be assessed on a per employee basis and can also include statutory based fines, which allows employees to sue for damages and in some instances, may lead to prison sentences for willful violation of wage payment related items.
- Fines: New York Wage Theft Prevention Act carries a fine of $50 per employee per work day when form is not distributed, up to a maximum of $5,000 per employee.

As more and more of these required state compliance forms are introduced, the challenges for employers to remain compliant will continue to grow.

Our Solution: State Compliance Delivered Through Compliance Center
Equifax Compliance Center provides a flexible, secure, and central portal to electronically manage these critical state specific compliance needs for your new hires.

Simplify processes while reducing costs and risks
Help reduce your labor costs and compliance risks, while simplifying your process with an interactive, automated state new hire compliance solution. The solution can improve the efficiency and experience of the onboarding process for you and your employees.

Automating the process helps you reduce risks associated with the state forms by:
- Staying up-to-date with legislative requirement changes
- Providing new state requested forms
- Allowing for central control of location specific forms

The Equifax solution improves the experience for employees and managers and reduces time spent on paperwork by helping to present only the applicable forms to the employee, based on the work address.

Improved employee experience
Employees are directed to a secure website where they acknowledge the required forms online. To make it simple for the employee and more accurate for the employer, forms are automatically populated with the necessary employee specific data. In instances where forms must be provided in required languages, the option of that language will be available.

Form progress and compliance tracking
Completion of the forms is tracked and the data and forms are stored electronically to help ease compliance and audit concerns. Employers can easily view actionable reports to track progress and compliance.

Features designed for you and your employees include:
- Automatic presentation of applicable state forms
- No change fees for new and updated forms
- Optional service to send one-time all employee notifications as needed
- Automatic form pre-population of employee information
State notifications are complex. The notifications may have multiple delivery options and/or ambiguity in the legislation. Equifax will provide available information but employers must make their own determinations, with their legal counsel, as to which notifications to support.

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About Compliance Center

The State New Hire Compliance Solution is available through Compliance Center, a streamlined technology portal that helps employers and employees process corporate and government forms and provides “Compliance that Pays” with an average 12 x ROI by assisting in:

- Reducing risk—particularly through market leading I-9 Management and E-Verify® solutions
- Increasing income—additional tax credit realization
- Achieving savings—improved workflows and operational efficiency
- Enhancing the employer image—consistent experience for managers and new hires, delivering the important good first impression

As employers consider the value of managing legislative updates through the Compliance Center: State Compliance Solution, they will have the flexibility to integrate additional solutions now or in the future as they look to maximize their ROI.

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Value delivered through Compliance Center

This integrated and streamlined solution helps companies achieve real savings through administrative efficiencies, mitigate risk by automating the notification process, and provides a clear audit trail to help manage compliance. Ease the burden on your hiring team with a user-friendly, intuitive, and efficient solution to track, complete, and manage state new hire compliance forms.

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CONTACT US TODAY

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