

SOLUTIONS GUIDE



WORKFORCE SOLUTIONS

Employment and Income Verifications

With The Work Number® from Equifax you can both automate your employment and income verification process, offering your employees a seamless way to obtain the credit and benefits they need for important life events and financial choices, when they need it ... while reducing your risk, cost, and workload.

The Work Number also helps drive efficiency and compliance insights and reporting when bundled with other solutions including:

- I-9 Management
- Tax Credits and Incentives
- ACA Subsidy Management
- Unemployment Claims Management
- Wage Audits


Employment and Income Verification solutions are now expanding to Canada, UK and Australia!





Pre-employment Screening — Employment Verifications

Improve your candidate pool and slate better applicants when you choose to validate employment and filter at the application stage. Real-time Verification of Employment, powered by The Work Number, can often help get your time-to-fill metrics down and your candidate quality up, especially for roles without background checks.



Affordable Care Act Management

Our award-winning technology helps employers automate compliance with complex ACA regulations.

Value

- Reduce compliance risk with automated reporting and alerts
- Offer benefits to the right people at the right time with configurable eligibility management
- Automate annual preparation and filing of forms 1094-C and 1095-C



Compliance Center — Technology Portal

Built for complex compliance management, the Compliance Center portal combines innovative onboarding solutions through a streamlined, configurable technology portal that can integrate with your ATS, automate the employee onboarding experience and help drive to Compliance that Pays.

- Onboarding — client specific forms
- Work Opportunity Tax Credit — screening, eSignature
- I-9 Management — E-Verify® integration
- Form compliance — Federal and State



I-9 Management

Take control of I-9 compliance with the complete solution powered by The Work Number, to help manage risk, develop efficiencies, and achieve cost savings:

- I-9 Management — complete electronic I-9 compliance solution
- I-9 Anywhere — I-9 compliance regardless of an employee's location
- I-9 Conversion — transform paper to electronic for improved control and compliance
- I-9 Audit and Remediation — automated inspection and correction of historical I-9s



*One of the nation's leading
E-Verify Employer Agents.*



The Equifax I-9 Management solution was named a Top HR Product by Human Resource Executive (HRE), when launched in 2005. The I-9 Anywhere solution was later recognized in 2015.

Value

I-9 Management is a comprehensive solution that can help you build a culture of compliance through improved processes, control, and compliance insights.

Tax Credits and Incentives

- Combined technology and expertise to maximize tax credits powered by The Work Number
- Effortless documentation fulfillment provides all needed back-up documentation without burdening your managers and employees in nearly 97% of cases*
- Connections to electronic state data exchanges and automated job start date capture through The Work Number increase the speed of completion, delivery and rate of certifications
- Customized and innovative screening processes improve identification of eligible employees

Value

Our dedicated account team, proprietary data assets, and best practices help minimize the burden on your organization while maximizing tax credits to increase income ... making your HR department a profit center.

* From full year 2015 Equifax certification data



Unemployment Cost Management

Know before you owe. Unemployment cost management (UCM) helps proactively manage tax and cost liabilities for employers nationwide. With a focus on compliance and more than 65 years of unemployment case and SUI account management experience, let our team manage UCM so you can do more with yours.

Value:

- Support and reporting for multiple locations
- UI Integrity Compliance Dashboard
- Automated Wage Audit response option
- SUI status transparency



Employment Tax Services

This comprehensive service is designed to assist employers in identifying and recovering overpaid taxes, managing related tax liabilities while helping minimize compliance risks.

Value:

- Proactive SUI tax rate monitoring and management
- Employment tax research and recovery
- Advance planning for mergers & acquisitions



Tax Forms Management

Deliver critical year-end tax forms, including W-2 and 1095-C, to employees with ease using our electronic and/or paper distribution solutions. Canadian Tax Slip Management solution for T4 and RL also available.

Value

Equifax can simplify and reduce the operational burden associated with traditional tax form management processes.

- A single resource for all tax forms, including 1095-C and W-2
- Efficient distribution options that reduce paper processing
- Access to forms 24/7 online or by phone



Paperless Pay

This solution serves as a single, seamless interface between employees and payroll. Employees are empowered to help themselves, and your payroll team is free to focus on more strategic initiatives. Paperless Pay solution is also available for employers with Canadian-based employees.

Value

- Reduce printing and mailing costs
- Go green by using less paper
- Enable employees to manage state and federal withholding information
- Secure access to pay information anytime online or by phone
- Integrated with Tax Form Management for streamlined employee experience



> CONTACT US TODAY

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