



SALT: Credits & Incentives Employment Tax

In times of fiscal cliffs, debt ceilings and budget sequestrations, payroll and employment tax issues may seem the least of your concerns. But payroll is still the single largest expense businesses incur and your payroll tax department can still deliver huge savings. The fact is that recovering overpaid taxes, complying with tax law requirements, and detecting potential issues before the IRS does can greatly affect your bottom line. Can you be sure your payroll department is doing all this?

Cherry Bekaert can help. Our Employment Tax specialists work with your HR and payroll professionals to reduce your risk and address your critical issues as they occur. This includes assistance in identifying, quantifying, and recovering overpaid payroll taxes, complying with federal and state tax law requirements during mergers, acquisitions, restructurings,

and securing abatement of penalties for payroll-related assessments. Our professionals work closely with your team to address payroll concerns before they become significant tax issues.

Navigating Payroll Issues

The Employment Tax Practice is part of Cherry Bekaert's State and Local Tax group which is made up of professionals with Big Four public accounting experience, as well as vast individual and corporate tax knowledge. We offer the deep technical expertise and real-world practical solutions you need to navigate such complex payroll issues.

General Compliance

Cherry Bekaert can help you with day-to-day compliance across a wide range of operational matters.

- ▶ Worker Classification/ Independent Contractor
- ▶ Deposit rules
- ▶ EFT reporting
- ▶ Multistate/ Nonresident Withholding
- ▶ Common agent/ common paymaster
- ▶ Voluntary Disclosure Agreements
- ▶ Taxability of compensation and fringe benefits
- ▶ State registrations (SIT, SUI, locals)
- ▶ State notifications/ Transfer forms
- ▶ General questions

Tax Controversy Services

If the IRS or other tax authorities contact you regarding any federal, state, or local audits or tax notices, Cherry Bekaert can help with audit representation and penalty abatement.

Employment Tax Refund Reviews

Cherry Bekaert will review your payroll tax treatment of prior business transactions to identify opportunities for federal and/or state refunds.

- ▶ Transactions that can trigger overpayment of FICA, FUTA, and SUI taxes (i.e. mergers, acquisitions, change in payroll provider, etc.)
- ▶ Overpayments resulting from case law or other changes in tax law (i.e. taxability of severance)

Payroll Department Reviews/Planning

Our professionals will identify and implement best practices for difficult tax processes and procedures to ensure that your company complies with all tax law requirements:

- ▶ Facilitate implementation of payroll steps during mergers, acquisitions, reorganizations, etc.
- ▶ Liaison with ADP or 3rd party payroll providers regarding actions necessary during M&A or reorganization activity
- ▶ Review payroll department processes
- ▶ Coordinate payroll items with Peoplesoft, SAP, or other systems

Let us be your guide forward



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