



Payroll transformations

Employment tax spotlight

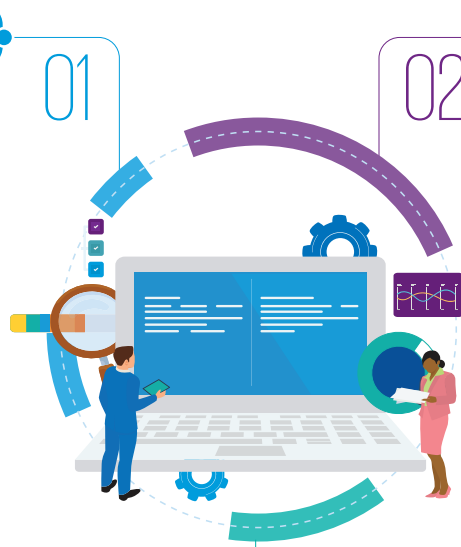
The Employment tax practice partners with the Advisory practice to provide guidance on a variety of employment tax matters that should be analyzed during any payroll system implementation.

Our employment tax group can add value in all aspects of the implementation process with our three phased approach:

Unit testing

During unit testing

- Review results of unit testing of all earnings and deductions
- Identify, quantify and recover payroll tax overpayments
- Identify and remediate areas of potential exposure
- Provide understanding of the compliance side of the differences and offer solutions



Parallel testing

During parallel testing

- Perform gross to net calculations with compliance in mind
- Help you comply with federal and state employment tax requirements
- Provide results of differences between the legacy and new system

Post Go-Live

Post Go-Live

- Provide support to the implementation team in analyzing any discrepancies and tax questions that come up from employees after the first go-live paycheck
- Provide assistance with any aspect of the payroll implementation process as it relates to taxes, compliance and leading payroll practices

Our employment tax team will work with the implementation team to ensure earning and deduction codes are set up properly for:

Earnings & Deduction set-up/review



Aggregate withholding vs. supplemental



Pre-tax vs. Post-tax



Proper inclusion in overtime for FLSA purposes



For W-2 Wage and Tax Statement, Box 12 code mappings

Contact us

To discuss how the KPMG Employment Tax team can help you navigate your tax notices and audits, please contact one of the individuals listed below.

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