Your Equifax Team

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Value Throughout the Employee Lifecycle
Powered by Equifax Workforce Solutions

Pre-Employment
Onboarding New Employees
- I-9 Management
- Hiring Tax Credits
- State & Federal New Hire Forms
- Federal, State & Local Tax Forms
- Employer Specific Forms
- Pre-employment Verifications

Active Employment
Supporting Current Employees
- W-2 / Tax Form Management
- Affordable Care Act (ACA) Management
- Paperless Pay
- Employment and Income Verifications

Post-Employment
Servicing Former Employees
- Unemployment Claims Management
- Appeals & Hearings
- Benefit Charge Audits
- Wage Audits
- Employment and Income Verifications
Employment and Income Verifications

The Work Number® delivers an automated solution that streamlines the verification process benefiting employers, employees and verifiers.

**ADVANCED TOOLS & TECHNOLOGY**

- **Automated process** - Standardized, centralized and consistent verification process helps to mitigate risk associated with inaccurate information reported by consumers.

- **Instant verifications available 24/7** - Increases the speed of verifying information, and helps to accelerate the decision process when extending credit/benefits to consumers.

- **FCRA compliant** - All verifiers are credentialed and must have a permissible purpose to obtain a verification. Equifax routinely audits verifiers for valid permissible purposes.

- **Consumer Consent** - In addition to complying with the FCRA, Equifax requires verifiers to obtain consent from the consumer prior to verifying income information.

- **Reporting and Transparency** - Employee-Consumers can verify accuracy of data and view a report of verifications requested.

**ADDRESS YOUR TOP CHALLENGES**

- **Improved Efficiency** - Reallocation of internal resources to more strategic human resource responsibilities.

- **Data Security** - Employee information protected by unparalleled security credentials and certifications.

- **Confidentiality** - Protects employees from having sensitive life events disclosed to their employer.

- **Risk Mitigation** - Associated with a non-standard process and erroneous information being reported.

**EXPERT ADVICE & OPTIMIZATION**

- **Compliance** - The Work Number is a specialty consumer reporting bureau and supervised by the Consumer Financial Protection Bureau.

- **Direct connections** - The Work Number has a network of more than 375,000 credentialed verifiers representing more than 25,000 organizations.

- **Trusted source** - Equifax completed over 74 million commercial verifications and more than 31 million social service verifications in 2017.
AFFORDABLE CARE ACT MANAGEMENT SOLUTION
Affordable Care Act Management Solution

Technology and expertise to help support ACA management and reduce risk in an ever-changing regulatory environment

ADVANCED TOOLS & TECHNOLOGY

- Calculate **eligibility** and **affordability** of your workforce
- Derive and populate indicator codes for **IRS forms**
- Simplify compliance with automated **alerts and notifications**
- Maintain **data quality** through detailed validation tools
- Help predict and manage employee eligibility through **forecast/trend reporting**
- Expedite platform setup through **self-configuration**

EXPERT ADVICE & OPTIMIZATION

Market Leader
As the leader in ACA compliance, Equifax has:
- Onboarded and supported over 67,000 companies
- Calculated benefits eligibility and affordability for over 46 million employees
- Sent over 25 million 1095-C forms

Connections
- Equifax works with the Federal and State Exchanges to help streamline the process of subsidy-related notifications and appeals

ADDRESS YOUR TOP CHALLENGES

- Minimize risk with technology and expertise that is able to adapt to changes in regulations
- Monthly compliance risk and penalties
- Produce accurate IRS forms to meet reporting requirements
- Understand and address data challenges
- Process and appeal subsidy notices within required 90 day timeframe
UNEMPLOYMENT COST MANAGEMENT
Unemployment Cost Management

Tools and expertise to optimize your tax management and reduce the total cost of managing unemployment claims

ADVANCED TOOLS & TECHNOLOGY

- **On-demand digital environment** — streamline your workflows and improve consistency in unemployment claims management
- **Extensive database** — helps prevent overpayments and delivers improved benefit charge recovery
- **Meaningful dashboards and benchmarking** — know where you stand on key elements including compliance and tax management
- **CaseBuilder™ employer portal** — offers responsive workflows, easy archiving, and UI Integrity reporting to help you stay in state compliance
- **Automated Wage Audit and New Hire Reporting Response** — enhancements that help your proactive compliance efforts, identifying fraud, error and overpayments

EXPERT ADVICE & OPTIMIZATION

- Ongoing review of state UI tax rate notices improve forecasting and help manage costs
- Proactive reviews of benefit charge statements identify and recover overpayments
- Highly trained, experienced consultants help you uncover savings, prepare for protest hearings and manage compliance and tax risk

ADDRESS YOUR TOP CHALLENGES

- Minimize tax liability and benefit overpayments
- Consolidate all aspects of claims/case management
- Ensure compliance with state agency requirements
- Reduce internal workload

A Complete Cost Management, Tax and Compliance Solution
COMPLIANCE CENTER
Compliance Center

Streamlined digital platform designed to efficiently manage onboarding complexities across multiple hiring locations

ADVANCED TOOLS & TECHNOLOGY

- Automated distribution - of required federal, state, and local tax forms, as well as, federal and state new hire notifications that offer a comprehensive online experience for the new employee
- Connectivity to key agencies - including E-Verify, IRS and State Departments of Labor
- Connection options - with multiple HR systems including, Applicant Tracking Systems, Human Capital Management, and Document Management
- Rules-based system – delivers the required employer, regulatory, and tax documents
- Robust reporting - offers process insights as well as compliance, tax credit, and documentation completion metrics

EXPERT ADVICE & OPTIMIZATION

- Configurable platform accommodates employer-specific onboarding needs, locations, and selection of preferred compliance solutions
- Enhanced user experience ties WOTC to I-9 compliance in order to maximize screening and tax credit applications
- Module options to select the compliance solutions needed today with the ability to integrate more in the future

ADDRESS YOUR TOP CHALLENGES

- Getting new hires to work quickly while managing complex onboarding compliance
- Delivering a positive initial experience for new employees

Connected by COMPLIANCE CENTER™
I-9 MANAGEMENT
I-9 Management with E-Verify®

Take control of I-9 compliance with the complete solution powered by The Work Number®

**ADVANCED TOOLS & TECHNOLOGY**

- **Standardized, digital implementation of Form I-9 and E-Verify requirements** – self-service options, mobile features, and prompts for complete and accurate submissions
- **Compliance insights with The Work Number database** – automatically and consistently scan for missing forms and purge forms when retention requirements are met, reducing the risk from an audit
- **Advanced E-Verify solution** - proprietary “batch closure” functionality and auto queue features streamline the process and reduce administrative burden

**EXPERT ADVICE & OPTIMIZATION**

- The system accounts for over 900 pages of I-9 and E-Verify instructions*, including integration of legislative/regulatory updates
- On demand audit trail can quickly and efficiently produce an ICE Audit response with Forms I-9 and supporting documents
- Equifax completes the E-Verify knowledge test on behalf of clients to enable employees to easily access the E-Verify platform
- Configurable dashboards and reporting provide quick visibility into I-9 compliance offering graphical and detailed views, role-based access, user-level customization, filtering, and drill down reports that easily export in multiple formats

**ADDRESS YOUR TOP CHALLENGES**

- Identifies and helps mitigate risk associated with new and historical Forms I-9
- Assure consistency across a dispersed workforce
- Central and secure digital storage of Forms I-9 and support documents
- Refocus your team on priority initiatives, instead of complex paperwork

*Jackson Lewis P.C.

Mobile ready and employee friendly
I-9 Management Suite of Solutions

**CREDSENTIALS & AWARDS**

Equifax is a leading E-Verify Employer Agent with over 4 million transactions in 2017.

**E-Verify**

- I-9 Audit and Remediation 2017
- I-9 Anywhere® 2015
- I-9 Management 2005

**CREDENTIALES & AWARDS**

E-Verify® is a registered trademark of the U.S. Department of Homeland Security.
I-9 Anywhere is a registered trademark of Equifax Inc.

Take control of your I-9 compliance with our complete I-9 Management solution powered by The Work Number®

Manage I-9 compliance anywhere, anytime with our I-9 Anywhere options

Transform your paper I-9s with our I-9 Conversion process

Gain confidence in your I-9 compliance with our I-9 Audit and Remediation technology

Simplify E-Verify with our easy WeVerify I-9™ management
Administration’s FY19 Requests Highlight Focus on Immigration

- **$8.3 billion for ICE**: would be nearly 30% increase from FY17
- **Increased hiring**: 2,000 new ICE agents and 750 CBP agents
- **300 new ICE agents**: with some focus on worksite enforcement investigations
- **$2.5 billion**: to detain 47,000 immigrants each day

Promise to Increase Worksite Enforcement

Acting ICE Director asked Homeland Security Investigations (HSI), to “increase worksite enforcement by 4 to 5 times.”

Acting head of HSI said they are “gearing up for this year… going to see more and more large-scale compliance inspections. It’s not going to be limited to large companies or any particular industry.”

2. https://apnews.com/cb0ef682ea534ff0b5d31e7c054a079e
THANK YOU

For additional questions, please contact:

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