



Tax Management Services

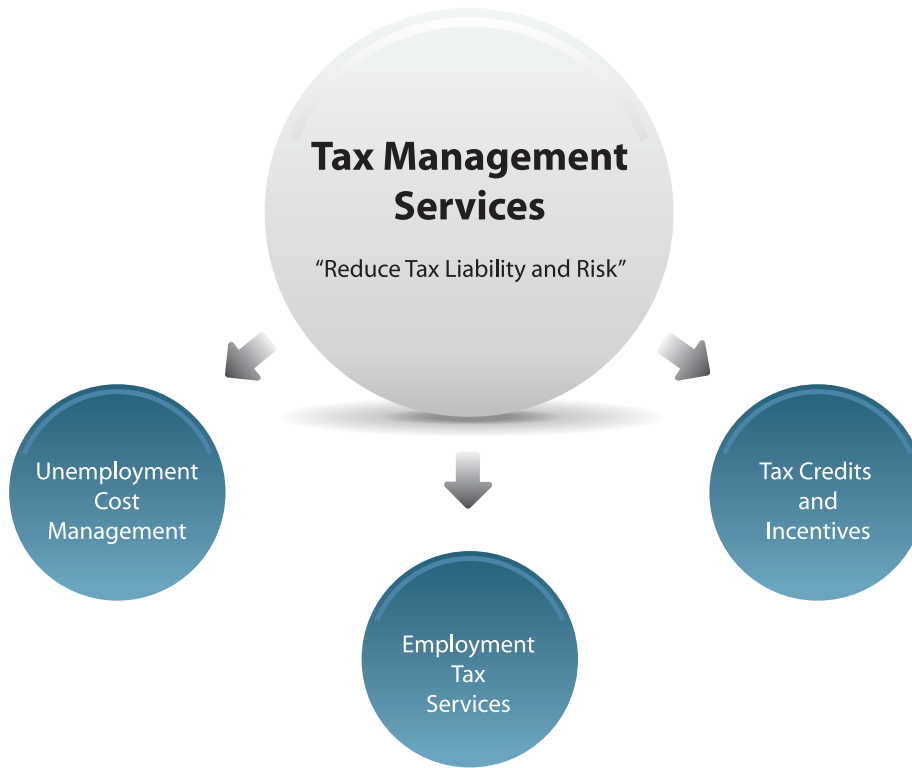
Experience. Expertise. Proven Results.

Reduce your tax liability and risk through comprehensive unemployment cost management and tax credit strategies.

Why TALX

Experience. Expertise. Proven Results.

TALX offers a full suite of Tax Management Services that can make the most of your organization's specific tax opportunities and address your challenges too. TALX is unique in our ability to bring together expertise across all these tax disciplines.



It is critical to allocate strong consulting in these three areas as they are complex, time-consuming, and can have a substantial impact on your bottom line.

Our full suite of services reduces your tax liability and risk with a combination of personalized service, specialized expertise, and sophisticated technology. As a TALX client, you'll work directly with a dedicated client relationship manager and have skilled experts working for you. Your team will capture any benefits available and make recommendations to maximize savings and minimize risks. You'll benefit from proprietary technology that guarantees efficient management of your program and provides unmatched security. And most importantly, you'll see measurable results. The kind of results that can come only from resources focused on finding dollars in the tax system.

“The people that I work with at TALX are experts in their field, seem to have a genuine interest in assisting us with our issues/concerns and go out of their way to ensure that we're taken care of.”

- Director of Human Resources

Unemployment Cost Management

At TALX, we take a holistic approach to managing unemployment costs, because we know that it isn't just about processing claims. We use our experience and expertise to deliver proven results. From hiring practices, to management training, to reemployment strategies for transitioning employees – our services can help improve employment decisions and strategies spanning the entire employee life cycle.



The TALX Difference

- The industry's most experienced team who has helped lower employer Unemployment Insurance costs for over 55 years
- Claim experts averaging more than 9 years of industry experience
- Nationwide team of experts providing localized care
- Largest dedicated Government Relationship Team to keep you updated on the latest relevant legislation
- Management of uncontested claim costs through reemployment strategies
- Strategic focus beyond just the claims process

How We Do It

Here are a few ways the TALX team uses their experience to manage and enhance every aspect of your unemployment program:

- New Hire Assessments
- Claims Management
- Benefit Charge Auditing
- UI Tax Rate Verifications
- Hearings Representation
- Training and Education
- Real-time Web Reporting
- Reemployment Services

Experience and Expertise Matters

In the world of unemployment, experience and expertise are the keys to achieving maximum cost savings. Unemployment is a complex process that varies from state-to-state. Managing this process can leave employers confused by variations in claimant filings, employer response times and benefit eligibility requirements.

Expertise keeps you up-to-date on the rules and happenings at both the federal and state levels. Experience helps you determine how to use the intelligence gathered to get the best results possible in compliance with state and federal regulations. In the world of unemployment, experience and expertise are the keys to providing proven results. Do you have the expertise you need on staff to control your bottom line results?

Proven Results

Your results will be tangible in hard costs as well as soft costs by freeing up your staff for more value added activities.

- Lower Unemployment Costs
- Improved Hearing Results
- Relieved Burden from Managing Claims
- Reduced Duration of Unemployment Claims
- Recovery of Erroneous Benefit Charges

Helping Your Displaced Employees Get Back to Work

Help lower your unemployment costs, improve your company image and reputation, and reduce certain employment-related risks by providing displaced employees with the tools and support they need to find their next job more quickly. TALX Reemployment Services can help you provide a valuable service to your exiting employees in a way that pays for itself.

Tax Credits and Incentives

Each year, employers fail to claim billions of dollars in available federal, state, and local tax credits and incentives. These programs can be complex and time consuming to research and use, but can reduce your tax liability and increase earnings and cash flow. By partnering with TALX, you can be sure nothing is left on the table.

How We Do It

Researching All Available Credits

TALX knows where to look for tax credits and incentives. TALX assembles all available intelligence on incentives at the federal, state, and local level and combines the information with proprietary database technology to identify all credits available to each of your locations. Whether it's deciding where to open your next location, where to create new jobs, or what candidates to hire, knowing what credits are available may help you make a more informed final decision.

Here are a few examples of the types of credits your organization may be eligible to claim:

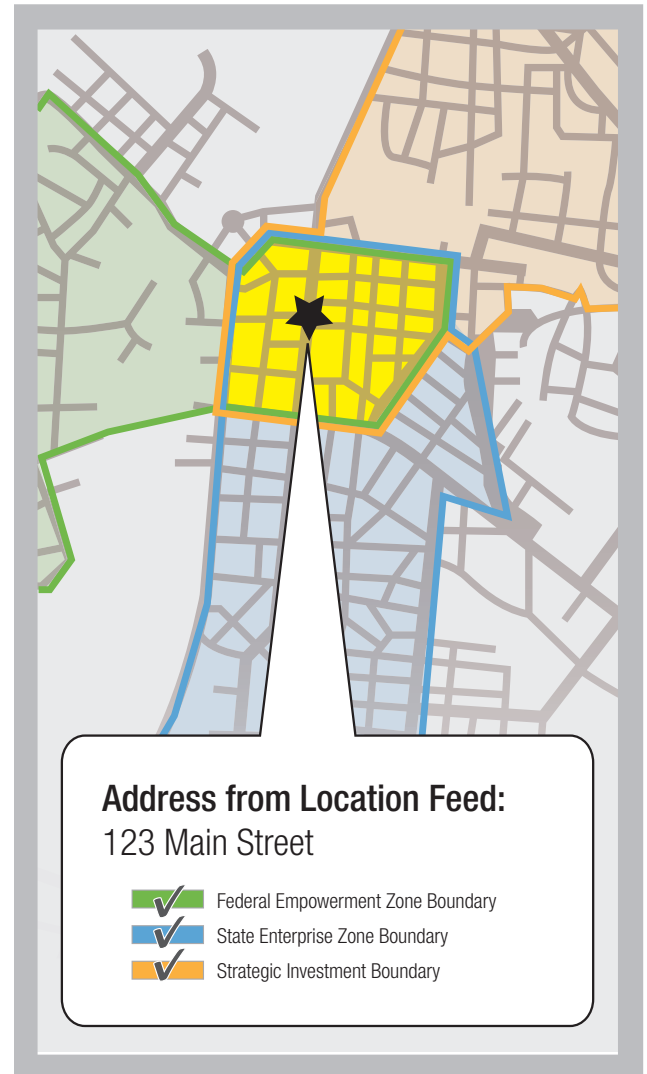
Work Opportunity Tax Credit (WOTC) – Designed to assist employers with reducing federal income tax liability and promote the hiring of certain targeted demographic groups

Location Based Incentives – Federal Empowerment Zones, Renewal Communities, Native American Indian Employment Credit, Job Creation and Hiring Incentives, State Enterprise Zones, Capital Investment, Training, and Property Incentives

Economic Development Incentives – Expansions, Relocations, Mergers and Acquisitions, and State and Local Discretionary Incentives (Negotiated Incentives)

Research and Recovery – TALX will help you identify overlooked tax credit opportunities and secure savings you may have missed

We combine technology and expertise for optimal results.



Our proprietary tax system constantly monitors data to capture all possible credits and incentives. This ensures our experts focus their recovery efforts on high-yield areas.

Proven Results

Dropping Money to Your Bottom Line

TALX combines technology and expertise to achieve optimal results for our clients. All tax credits contribute savings to your bottom line, but only if you file for them properly. With TALX, you are assured the necessary documentation is filed and sustainable upon audit. And our online reports show you up-to-the-minute results from all your efforts, allowing you to see the tangible impact of the programs.

Employment Tax Services

When it comes to employment tax services, TALX has you covered. Our professionals ensure you are in compliance to help mitigate risk, and identify credits or refunds to add to your bottom line.

How We Do It

Applying Our Knowledge For Your Benefit

TALX has the largest team of employment tax experts in the industry and offers comprehensive consultation to manage employment liabilities, strengthen pay practices, and identify refund opportunities. We review past transactions, provide guidance for the future, monitor legislative activity, and consult on complex employment tax issues.

By leveraging our expertise in federal, state, and local tax laws, we advise employers on the following:

Proven Results

Minimizing Your Tax Costs

Our ultimate goal is to provide solid tax guidance that helps you minimize your costs while keeping you compliant. Opportunities to reduce tax liability are never overlooked because our team of employment tax experts is familiar with each state's complex regulations, deadlines, and reporting requirements. And whether it is an incorrect tax rate assignment, wage base restart, or other issue, we'll determine if your organization has overpaid and help you get that money back.

Unemployment Tax Management	Employment Tax Consulting	Merger & Acquisition Planning
Unemployment Tax Rate Verifications	Taxpayer Advocacy	Due Diligence
Voluntary Contribution Planning	Compliance Reviews	Planning and Design
Joint and Common Rating Analysis	Alternative Employer Relationships	Implementation and Compliance
Special Rating Strategies	Employment Tax Registrations and Account Closures	Post Implementation Follow-Up
Unemployment Rate Forecasting	PEO Best Practice Reviews	Research and Recovery

“What we were looking for was a long term partnership with a thought leader. They (TALX) proactively come to us with their expertise and help us come up with the best solutions for our business.”

- Stayton PettyJohn,
Vice President Shared Services, EmployBridge

More TALX Services That Save Time and Money

Employment Verification

Offer your employees automated employment and income verifications.

Unemployment Cost Management

Reduce unemployment costs through claims processing, hearing representation, and reemployment strategies.

Employment Tax Services

Receive comprehensive tax consultation to ensure you are in compliance and identify refund opportunities.

Assessments

Leverage best-in-class assessments and technology to help you identify, hire, and develop the right people.

I-9 Management

Maintain compliance with immigration and E-Verify® regulations by completing and storing federal I-9s electronically.

Paperless Pay

Offer electronic paystubs and paycards and better manage direct deposits, W-4s, and other employee information.

Onboarding

Collect and manage information for new hire forms online to increase compliance and eliminate costs.

W-2 Management

Deliver an electronic W-2 option to your employees, including optional paper distribution, reissues, corrections, and tax software upload capability.

Tax Credits and Incentives

Capture all the federal, state, and local tax credits and incentives you're eligible for.

Garnishments

Diminish the paperwork and liability of employee garnishment processing.

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