

## Employment Tax

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Due to the complex nature of employment tax provisions, including FICA, Federal and state unemployment taxes, and income tax withholding, as well as frequent legislative and administrative changes, employment tax is often misunderstood or overlooked by many legal, tax and payroll departments. As a result, companies often pay more tax than the law requires. Similarly, companies may not be aware of the various penalties and other liabilities resulting from noncompliance with employment tax provisions.

Chamberlain Hrdlicka can help your company navigate Federal and state employment tax issues, identify employment tax savings opportunities, and reduce potential exposures to additional liability.

Our team can:

- Develop strategies to maximize savings and avoid compliance errors
- Provide opinion letters and/or advice on employment tax matters, such as executive compensation, fringe benefits, worker classification, third party relationships, stock based compensation, and severance payments
- Advise on "best practices" of Federal and state employment tax reporting structures
- Advise on payroll compliance issues, including correcting errors with respect to Forms W-2, 1099, 941, 940 and 945
- Advise on refund opportunities associated with mergers and acquisitions
- Advise and manage Federal and state employment tax examinations, possibly reducing or eliminating proposed assessments
- Prepare reasonable cause statements and submissions to the IRS to request abatement of penalties
- Resolve worker classification issues
- Request voluntary disclosures to effect fair settlements
- Resolve Trust Fund Penalty matters
- Advise on employment tax collection matters
- Identify opportunities for state voluntary payments to reduce state unemployment tax rates

By proactively addressing employment tax issues, a company may identify opportunities to simplify processes and cut down costs. Additionally, by engaging employment tax counsel to assist with audits and controversy issues, exposure can often be reduced.