



Employment Tax Services and Experience

Workforce globalization and the constant evolution of payroll tax laws make it difficult for companies to fully understand the impact these laws have on their payroll tax positions and ultimately the company's bottom line. Ryan's Employment Tax practice helps Global 5000 corporations minimize business risk, while improving financial performance and operational effectiveness through a suite of federal, state, and local payroll tax recovery and compliance services.

Ryan's comprehensive employment tax services include:

- ▶ Employment tax recovery services
- ▶ State unemployment insurance (SUI) rate review and analysis
- ▶ Independent contractor versus employee state determination
- ▶ Multistate income and unemployment tax withholding and reporting compliance
- ▶ Day-to-day employment tax consulting



About Ryan

Ryan, an award-winning global tax services and software provider, is the largest Firm in the world dedicated exclusively to business taxes. With global headquarters in Dallas, Texas, the Firm provides an integrated suite of federal, state, local, and international tax services on a multijurisdictional basis, including tax recovery, consulting, advocacy, compliance, and technology services. Ryan is an 11-time recipient of the International Service Excellence Award from the Customer Service Institute of America (CSIA) for its commitment to world-class client service. Empowered by the dynamic *myRyan* work environment, which is widely recognized as the most innovative in the tax services industry, Ryan's multidisciplinary team of more than 4,700 professionals and associates serves over 29,000 clients in more than 75 countries, including many of the world's most prominent Global 5000 companies.

Ryan's Results

Ryan has recovered employment tax funds and minimized tax burdens for companies in various industries. This has saved our clients valuable time and resources, allowing them to increase their capital to invest, grow, and thrive.

ADDITIONAL FUNDS MISSED BY A COMPETITOR

Issue: A prospective client was apprehensive about undergoing an additional employment tax review because of previous reviews done by our competitors.

Solution: Our team successfully engaged the prospective client by demonstrating our turnkey approach and proven successes.

Impact: Ryan's Employment Tax team identified more than \$2,600,000 worth of refund opportunities missed by competitors.

EMPLOYMENT TAX AUDIT

Issue: Ryan's Employment Tax team performed an audit over the client's state unemployment accounts and determined client's tax rate had been improperly calculated in a particular state.

Solution: Our team contacted the state department of labor and requested a recalculation of the tax rate based on the identified issue.

Impact: The state department of labor recognized the rate calculation issue and recalculated the tax rate, generating more than \$500,000 in refunds for our client.

LONG-STANDING CLIENT RELATIONSHIPS

Issue: Ryan's Employment Tax team was engaged to perform a review for two separate clients.

Solution: During initial review, Ryan identified approximately \$50,000 of acquisition-related refunds and/or savings for each client with minimal client involvement/effort.

Impact: Over the years, both client contacts had career changes, leading them to new companies with various acquisition histories. As a result of their initial, positive interactions with our team and, most notably, the limited effort required to obtain results, both client contacts initiated engagements with our team to perform reviews for their new employers. This led to refunds and/or savings of more than \$600,000 and \$1,000,000, respectively.

EMPLOYMENT TAX ISSUES IN MERGERS AND ACQUISITIONS

Issue: Client underwent a significant asset purchase and subsequent merger that required the creation of seven new legal entities and countless new business license, sales tax, state unemployment, state income tax withholding, and city income tax registrations.

Solution: Ryan's Employment Tax team coordinated all registrations, drafted necessary forms, and performed all follow-up actions with state and local taxing authorities.

Impact: By engaging Ryan's Employment Tax team to assist, our client saved more than 500 hours of time their staff would have otherwise dedicated to the project.

RELATIONSHIPS WITH GOVERNMENT AGENCIES

Issue: During the COVID-19 pandemic, clients were unable to get in touch with state unemployment departments.

Solution: Leveraging extensive relationships with the state departments of labor, our team provided and connected our clients with specific contacts at the taxing authorities to ensure their employees received benefits efficiently.

Impact: Even in unprecedented and unforeseen scenarios, we lean on our relationships with the state departments of labor to achieve results and provide a personal approach for our clients.

Award-Winning Tax Services

For additional information

1.855.RYAN.TAX

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