

Employment Tax

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.

Payroll Tax Recovery

Many companies, especially those that have undergone mergers, acquisitions, and corporate restructurings, have undiscovered employment tax refund opportunities that, left unaddressed, will expire because of statute of limitations issues. Our reviews are conducted with no disruption to the daily operations of the payroll staff, simply requiring copies of all Federal Form 940 returns for the previous three years via electronic mail. Based on this information, our team of professionals ascertains refund opportunities, presents a report detailing the potential refunds/savings opportunities based on the applicable state and federal laws, provides completed refund claims for review and signature, and follows up to ensure all applications are processed quickly and completely.

Employment Tax Compliance

Ryan's Employment Tax practice helps clients control employment tax liabilities through strategic planning and compliance services. Our seasoned tax professionals help clients manage complex compliance requirements, while improving the efficiency and effectiveness of their employment tax systems and processes. We ensure proper compliance with all federal, state, and local agencies to reduce overall employment tax liabilities and related costs.

"Ryan's strategic approach and insight into our future employment tax liabilities helped control costs, eliminate underpricing, and enhance profitability."

Doug Black
Chief Financial Officer
SEATON CORP

Delivering Client Service That Matters

Our commitment to client service means that our clients' priorities are our priorities. Our unique and innovative Quality Assurance Program ensures that our services are consistently performed at the highest level possible, engagement to engagement, and client to client. No other firm in the industry maintains a fully dedicated Quality Assurance team focusing exclusively on the high-quality delivery of tax consulting services.

CLIENT SATISFACTION RATINGS

SOURCE: CVENT INC., NOVEMBER 2019



Services Performed Professionally



Avoided Disruptions in Client Offices



Responded Promptly



Overall Quality of Service



Demonstrated Expertise



Overall Experience



Services Performed Timely



Results Created Value

Comprehensive Suite of Employment Tax Services

Ryan's Employment Tax practice provides a comprehensive suite of advisory and consulting services to help control employment tax liabilities by identifying every opportunity to recover overpayments, implement solutions for prospective improvement, minimize audit assessments, and achieve process and system efficiencies. Ryan's suite of Employment Tax services includes:

- Employment tax recovery services
- State unemployment insurance (SUI) rate review and analysis
- State information reporting and income withholding
- Independent contractor versus employee state determination



Why Ryan

Leveraging decades of employment tax expertise, Ryan's seasoned team of Employment Tax professionals deploys proven solutions that produce substantial savings in federal, state, and local employment taxes for many of the world's most respected companies. Unlike payroll processing companies, Ryan specializes exclusively in tax services. Our experienced professionals pursue and capture the more complex refund issues that are often overlooked internally or by other service providers and implement proven solutions that effectively address a wide variety of employment tax issues.



We have comprehensive expertise in all applicable employment tax issues, providing insight into human resources process improvement, enterprise risk management, mergers and acquisitions, organizational restructuring, worker classification, withholding requirements, executive compensation, employee benefits, reporting issues, Sarbanes-Oxley compliance, and tax minimization strategies. We work with clients to respond to audits and tax authority requests, make recommendations on corrective measures, assist in voluntary disclosure programs, and implement solutions and systems that mitigate the risk of future penalties and interest.

In North America, Ryan, LLC; Ryan Tax Compliance Services LLC; Ryan Tax Compliance Services, ULC; and Ryan ULC provide clients with tax consulting, recovery, compliance, advocacy, technology, and other client-related professional services. Ryan, LLC is a member firm of Ryan International, a Swiss Verein. Ryan ULC; Ryan Tax Compliance Services LLC; and Ryan Tax Compliance Services, ULC are constituent entities of Ryan International, a Swiss Verein. Ryan International is a Swiss Verein whose member firms and constituent entities form a leading network of tax advisory and consulting firms, each of which may be licensed to use the name "Ryan" in connection with providing tax advisory and consulting services to its clients. The member firms of Ryan International and their constituent entities operate throughout North America, Europe, and in Australia, in accordance with local regulatory requirements but are not a part of a single international partnership. The responsibility for the provision of services to a client is defined in the terms of engagement between the client and the applicable member firm or constituent entity. Neither Ryan International nor any member firm or constituent entity of Ryan International is liable or responsible for the professional services performed by any other member firm or constituent entity. Ryan International is not engaged in the practice of providing professional services. Rather, it is an international umbrella entity organized as a Verein under Swiss law. Not all member firms and constituent entities provide the full range of services mentioned in this brochure. "Ryan" and "Firm" refer to the global organizational network and may refer to one or more of the member firms of Ryan International, each of which is a separate legal entity.

Award-Winning Tax Services

For additional information

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