

The IRS estimates that **40%** of businesses in the United States end up paying annual penalties due to payroll-compliance issues. As a trusted partner, Ultimate Software is committed to ensuring its customers have the support and resources needed to remain compliant and put their people first—always.

With UltiPro, you get out-of-the-box compliance that's continuously and automatically updated.



EMPLOYEE PAYROLL TAXES

UltiPro delivers U.S. federal, state, and local, as well as Canadian federal and provincial/territorial tax updates every quarter, so you don't have to use a third-party tax service to calculate employee payroll taxes. UltiPro's comprehensive tax management system helps you handle tax compliance and computations, including multi-state taxing rules and withholding requirements.

To further reduce complexities and manual errors, UltiPro's Smart Tax Search automatically determines the correct payroll tax, based on where an employee lives and works in the United States and in Canada.



POTENTIAL FINE:

up to 100% penalty of the taxes owed*



STATE-SPECIFIC PAYROLL REQUIREMENTS

There is a growing amount of legislation at the state and local level that define elements beyond payroll taxes, such as the data displayed on an employee's pay statement.

With UltiPro, you can easily configure your employees' statements to show the appropriate information, as needed, and employees can promptly and easily view or print an online statement.



POTENTIAL FINE:

up to \$4,000 per employee*



OVERTIME

The U.S. Fair Labor Standards Act (FLSA) establishes guidelines for minimum wage, overtime pay, recordkeeping, and child-labor standards affecting workers, all of which impact payroll. Ultimate's agile and flexible products and services provide the tools and support needed to remain compliant with FLSA legislation.

Navigate ever-changing regulations with UltiPro, with resources for identifying employees who fall outside of overtime thresholds; adding or updating job codes, pay rates, and earnings codes; and changing salary plans and budgets. Ultimate even has a Compliance Advisory team to advise organizations on their strategy and approach.



POTENTIAL FINE:

up to the amount of underpayment, plus damages and legal fees*



GARNISHMENTS

Processing wage attachments correctly and efficiently is a critical part of payroll. UltiPro's robust Wage Attachment Gateway ensures all garnishments are processed accurately and on time to the appropriate parties for disbursement in the United States.

You can configure wage attachments, calculations, and payroll schedules, and administrators can report on the history of wage-attachment deposits within UltiPro. Ultimate also offers a payment services option to help process payments on your company's behalf.



POTENTIAL FINE:

up to total amount of employee's debt, plus legal fees*



TAX FILING

With UltiPro Payment Services, you can partner with Ultimate to reduce tax-filing risks, avoid costly penalties, and ensure required filings are processed promptly and correctly. UltiPro's tax filing safeguards your business against errors by transferring responsibility to experienced professionals.

Ultimate is able to deposit federal, state, and local tax liabilities for more than 8,000 tax codes in the United States. UltiPro also enables you to balance quarter-to-date and year-to-date payroll liabilities.



POTENTIAL FINE:

unpaid taxes, plus up to 25% fee*

*Please note, potential fines are only estimates. Actual penalties will vary on a case-by-case basis.