

PAYROLL ADVISORY SERVICES

Adapt to constant changes in payroll with effective payroll management and administrative strategies.

The main factors affecting the payroll department are continually changing environments, compliance issues, managing data and related policies along with keeping both internal and external processes up-to-date, and staying on top of collective bargaining agreements and unique payment arrangements.

The only sure thing in payroll is change. Changes to tax laws, employee population changes, and changes to business direction. There are thousands of payroll tax jurisdictions in the U.S. alone, and keeping up with their changes is a constant struggle. Alleviate your payroll challenges with:

PAYROLL OPERATIONS MANAGEMENT

Working closely with your team, our certified experts can assist with any of your payroll needs:

- We can provide both short and long-term support for your payroll department
- Our team has extensive knowledge in domestic and international payroll, equity administration, compensation, mergers and acquisitions, expatriate processing, and compliance requirements

PAYROLL OPTIMIZATION

Our team can streamline your payroll operations to ensure they are cost effective and compliant. Assessment and analysis are the first steps and a pillar of the project needed to ensure all payroll challenges have been identified and understood. Our comprehensive assessment includes:



People and staffing



Payroll processes



Technologies in place



Internal policies

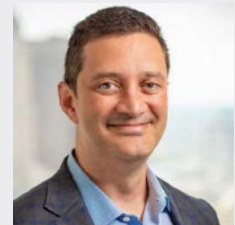
Based on our assessment, we work with you to streamline operations, implement new technology and train personnel to enable improved efficiencies.

COMPLIANCE

Our consultants understand the relevant compliance laws that impact your business and can help you implement proactive measures to maintain compliance through:

- Working with you to review and maintain compliance with all aspects of payroll processing, primarily with tax rules and regulations down to the local level
- Assisting in setting internal controls in place as they relate your requirements in areas such as Sarbanes-Oxley compliance, payroll tax reporting, garnishments, overtime calculation rules, as well as other compliance issues

OUR EXPERT



KEN CRANNEY
PARTNER

T: 508.834.7045

E: ken.cranney@sikich.com

QUESTIONS TO CONSIDER

- Do you have a gap in your senior payroll level skill set or recent turnover, for which an interim or permanent payroll role is needed?
- Are you planning to consolidate and centralize payroll operations and need help getting set up?
- Are you concerned that your payroll team is underutilizing the available technology to efficiently and accurately process payroll?
- Are you planning to add to or enhance peripheral systems, such as a new Time and Labor Management solution, and need guidance to re-engineer your processes?
- Have you received any negative tax or internal audit findings and must identify and correct calculations or processes?
- Are you worried that you are unaware of tax law and federal benefit changes, new tax jurisdictions, and more?