



Employment Tax Services

What can we do for you?

KPMG LLP's (KPMG) Employment Tax professionals deliver services that are both proactive and reactive, assisting organizations with a wide array of payroll reporting and taxation issues, while also providing day-to-day advisory services with respect to any employment tax matters.

Payroll tax issues are bound to develop in today's global business environment, and when they do, KPMG's Employment Tax team can cost-effectively assist organizations with reactive remediation both domestically and internationally.

Proactively, we can team with organizations to perform a variety of services such as quantitative and qualitative payroll process reviews, tax refund review/recovery services and planning for overall payroll based initiatives to mitigate issues before they escalate into significant tax problems.

As part of a large global network we can address these issues at home as well as abroad.

How can KPMG help your organization?



Is your organization expanding into new locations that carry with it a myriad of payroll and employment tax challenges and requirements?

Here is how KPMG can help your organization:

- Determine where and when to register for state and local income tax withholding/unemployment insurance based upon employee footprint
- Identify multistate compliance gaps and provide remediation recommendations as a result of employee mobility patterns
- Liaise with KPMG international network of member firms on global payroll tax matters



Is your organization impacted by federal and state laws mandating that employees earn minimum wages for the hours performed?

Here is how KPMG can help your organization:

- Identify gaps between federal and state law or Union Agreements and the hourly rates that employees are being paid
- Review time worked by employees subject to mandatory breaks, overtime, and double time for accuracy in wage amounts paid
- Assist with the calculation of back pay due to any underpayment of wages for prior periods



Is your organization providing employees with a variety of cash and non-cash based benefits or “perks” to encourage positive performance and retention?

Here is how KPMG can help your organization:

- Analyze employer provided benefits and established fringe benefit plans (e.g. car allowance, gift cards, etc.) to identify potential compliance risks and provide recommendations for remediation
- Assist with developing fringe benefit plans and compliance policies
- Determine state to state difference in taxation rules for benefits offered
- Analyze payroll system set up to ensure correct taxation through the earnings and deduction code set up



Is your organization dealing with incorrect reporting or failure to report payroll tax matters?

Here is how KPMG can help your organization:

- Prepare amended returns including Forms 941-X, Forms 940, Forms W-2c, state/local withholding returns, state unemployment returns
- Identify, quantify and recover payroll tax overpayments
- Quantify potential tax exposure risk, including with respect to potential penalties and interest
- Assist with Voluntary Disclosure Agreement “VDA” services for federal, state and local employment tax authorities



Is your organization currently under federal, state, and local employment tax audits, inquiries or penalty assessments from taxing authorities on payroll issues?

Here is how KPMG can help your organization:

- Provide in-depth analysis and guidance on taxation decisions, including taxability and reporting definitions
- Perform a compliance assessment to identify gaps and provide potential remedial action
- Develop standardized processes to mitigate areas under dispute with taxing authorities including roles and responsibilities of internal stakeholders and process flows that outline tasks and timing



Is your organization changing management or ownership of the payroll tax function?

Here is how KPMG can help your organization:

- Review payroll process/procedures and determine if leading practices are in use
- Determine proper compliance with federal and state employment tax requirements including proper timing of deposits
- Identify savings opportunities and areas where potential exposure or risk exist
- Determine whether there are outstanding areas of exposure or critical gaps that should be remediated

Contact us

To discuss how KPMG can help your organization please contact one of the individuals listed below.

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