

2010 Best Practices Tip

The Advantages of Providing Payroll to TALX

At TALX we have developed an effective system that, when enhanced by the submission of payroll, will allow us to provide an employer with more efficient and accurate unemployment compensation cost control which may result in cost savings. To best do this, TALX can utilize a regular submission of payroll information for an employer's employees. Below is an explanation of how this information is used:

- ◆ Some states in which an employer's company operates may request weekly wage information when a former employee files a claim for unemployment benefits. Without this information the state may maximize the liability and/or issue penalties for failure to provide in a timely fashion or for not providing at all. If TALX has an employer's payroll we can typically complete this task for the employer, saving them time and often money as well.
- ◆ Payroll helps us determine whether we have the most recent separation information. This helps to ensure the accuracy of the information we are providing to the state.
- ◆ Payroll information is also used to determine which location to contact when TALX is missing separation information. An employer's payroll would indicate to us each individual, their wages, and the location where they worked and enable us to contact the appropriate location for the information
- ◆ Once a claimant is collecting unemployment benefits, we use the payroll to make sure the individual is not receiving wages at the same time.
- ◆ Payroll enables us to estimate the liability amount of a claim. This allows us to be sure the benefits paid do not exceed the maximum liability of the claim. It also allows us to provide a more detailed summary of the activity and liability on the account.
- ◆ An employer's payroll also serves as the controlling factor for providing your company with useful and comprehensive management reports. This allows TALX to report all of your unemployment activity back to the employer within its organization's hierarchy, providing increased efficiency, security, and maximizing the employer's ability to utilize TALX reports for management purposes.
- ◆ Providing TALX a payroll file may allow an employer to take advantage of other TALX services, such as our employment verification service--The Work Number.
- ◆ Providing payroll can enhance security via the option for employers to include Alternate Identifiers (i.e. Employee IDs).

As has been outlined, there are many benefits to providing payroll. Payroll data enhances security, saves time for your organization, enables more useful reports, ensures accurate and timely responses, and tracks liability which may minimize unemployment costs and save you money. There is no charge for processing this data.

If you have any questions or want to get started, please feel free to contact your TALX Client Relationship Manager.