

Top Unemployment Cost Management Challenges Employers Face

Here are the seven (7) most common challenges we hear from potential new clients when discussing what prevents them from optimizing their unemployment case management program and minimizing their tax burden:



1



Changing Regulations

A government team isn't a normal department for most businesses. However, not having a state agency relationship can increase lag time employers have on complying with regulation changes. This could affect your internal workflows, policy documents, and tax rates.

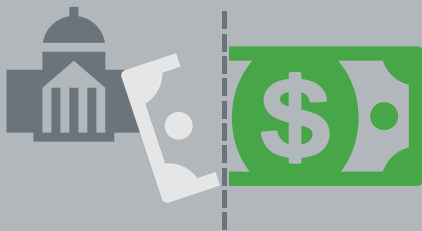
Not Understanding Risk

Risk can start from a number of places, including lack of written handbook policies or not adhering all employees to those written policies. Employers who misinterpret workforce regulations open up their businesses to an increase in awarded benefit claims or worse, litigation resulting from the separation.

2



3



Tax Impact

Unemployment payroll tax is one of the only tax rates that an employer can control. To help minimize you have to be monitoring SUIs throughout the year to quickly catch incorrect benefit charges. Something that is much easier said than done.

Hearing Preparation

Each case involves a number of variables based on separation type, circumstances and state laws. Laying out all the evidence is time consuming, but absolutely critical to the outcome. It pays off if done right, but witness preparation and cross-examination takes time to master.



4

5



Failure to Respond

With UI Integrity legislation enacted in all 54 states and jurisdictions, a response to every claim is mandatory. Unfortunately, employers typically find out they are non-compliant when a Pattern of Failure Notice arrives. This allows for not only UI benefits to be charged, even if claimant was ineligible, but also additional fines.

Improper Documentation

A case may be won or lost before the unemployment claim is even filed. That's how important detailed documentation is for UCM. Not having a centralized system for keeping HR records can reduce your chance of building a case. Overall, if case details are missing or unclear, you can expect your win rate to drop and your tax rate to increase.



6

7



Limited Resources

Managing a UCM program can be a full-time job and takes years of collective knowledge to be successful. Beyond HR, having the right resources to pull from in your Tax, Payroll, and Legal departments are critical for managing benefit claims.

We can help address all 7 of these challenges, and more!

As an industry leader in Unemployment Cost Management, our unique Equifax process touches more than 5 million unemployment claims each year for nearly 6,000 clients nationwide. Our proprietary software is designed to be easy to use, while minimizing costs and maximize compliance. **Register for a demo** to learn how this intuitive technology backed by a team of consultants reduces the 7 challenges!

CONTACT US TODAY

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