



Trump 2.0 - HR in Flux

Navigating Changes 100+ Days In

May 8, 2025

Thanks for joining our webinar



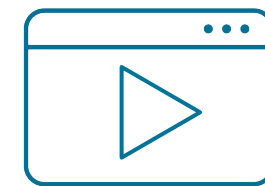
Welcome!

Thank you for joining our webinar. Stay tuned for more from Equifax Workforce Solutions!



Questions?

Please enter your questions in the chat box on your screen at any point during the presentation.



Recording

This webinar is being recorded. You will receive an email with a link to view the recording in the coming days.



To keep our lawyers happy



The information provided herein is intended as general guidance and is not intended to convey specific tax or legal advice. For a legal opinion, please consult your lawyer.



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Poll

How is your confidence level when it comes to staying on top of regulatory updates?

- ☐ Very confident. We're all over it.
- ☐ Somewhat confident. Lot's of change, but we think we're keeping up.
- ☐ Neutral. Unsure where we stand.
- ☐ Somewhat unconfident. It's hard to keep track of it all.
- ☐ Very unconfident. Don't even know where to start.



Your Panelists of Subject Matter Experts



Katie Baldwin

MODERATOR

Solutions Consultant

Equifax Workforce Solutions



Ali Appleton

VP, Government Relations

Equifax Workforce Solutions



John Fay

Director, I-9 Product Strategy

Equifax Workforce Solutions



Scott Shipman

AVP - Tax Credits & Incentives/Solutions

Engineer, WOTC

Equifax Workforce Solutions



Jason Pachucki

Solutions Engineer, UCM

Equifax Workforce Solutions

What are we keeping an eye on?

Potential tariff impact

Form I-9 and E-Verify

Tax reform and Congress

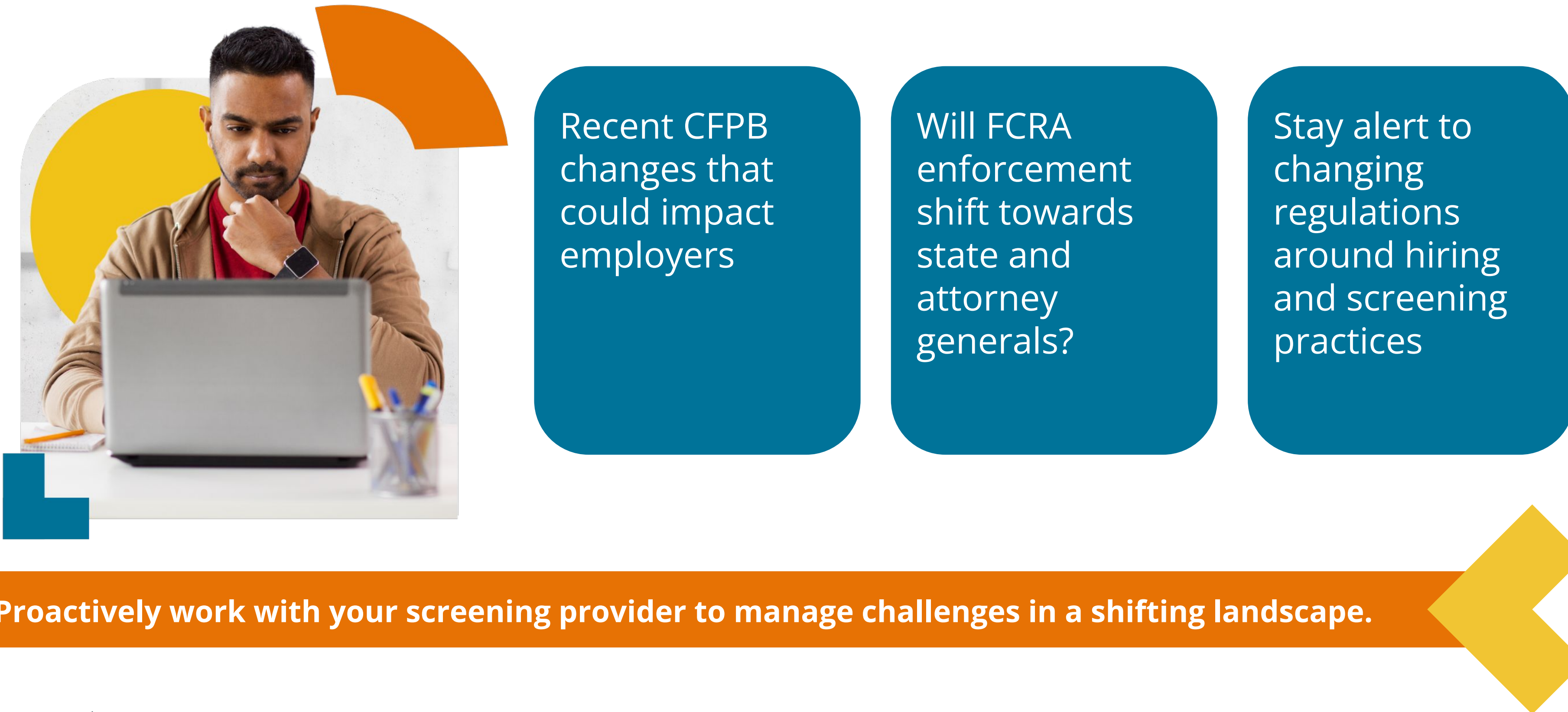
Any changes to ACA

CFPB updates



By staying connected with Congress and state legislators.

Consumer Financial Protection Bureau (CFPB) Updates



Recent CFPB
changes that
could impact
employers

Will FCRA
enforcement
shift towards
state and
attorney
generals?

Stay alert to
changing
regulations
around hiring
and screening
practices

Proactively work with your screening provider to manage challenges in a shifting landscape.

I-9 and E-Verify Considerations

From the Trenches

Current I-9 audit landscape and trends

Immigration Policy

Updates to TPS and Humanitarian Parole which complicate I-9 processes

E-Verify Updates

Technical challenges, E-Verify mandates, and newly proposed state legislation



Potential Strategies to Consider:

- Internal compliance assessment (I-9 and E-Verify)
- Ongoing review of government policy updates
- Document training and/or outsourcing



On average **20% of employees will qualify** for the Work Opportunity Tax Credit (WOTC).¹

What's the latest with WOTC?

Program funding updates and will there be a hiatus?

Potential expansion of the program through SNAP eligibility and the HERO Act

Equifax advocacy efforts for bipartisan Federal WOTC expansion and State Workforce Agencies (SWAs)

Business Impact: WOTC helps create greater tax savings for your organization

Source: ¹Equifax client data. This is just an example of a client's experience, but might not be representative of your future success — since your success is dependent upon the unique facts and circumstances of your individual company.



Unemployment Insurance

HR 1156
Updates -
passed the
House quickly,
what's next?

March - President
Trump's executive
order aimed at
enhancing data
transparency to
combat waste,
fraud, and abuse.

April - Secretary
of Labor notice to
Governors. Fulfill
existing legal
obligations or risk
Title III UI Admin
Grant Funding.



UI benefits extended during labor disputes: Is pro-employee policy changing?

How Equifax can help



EQUIFAX

Workforce
Solutions

How Equifax Can Help

Our compliance-driven, people-focused technology can help you:

With your complex regulatory requirements

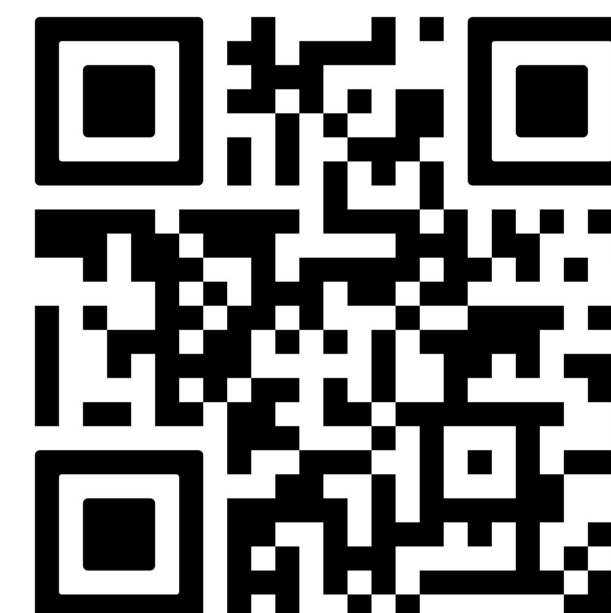
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I-9 Inspect®
I-9 Anywhere®
ACA HQ™
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Q & A

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