

# Trump Era 2.0

What it Might Mean for HR Teams

January 16, 2025

# Thanks for joining our webinar



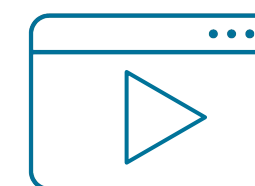
## Welcome!

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.



This presentation is intended for the education and benefit of our customers and potential customers. This webinar cannot be shared with third parties.



The views expressed are those of the discussion leader(s) and do not necessarily reflect official positions of Equifax.



Copyright © 2025, Equifax Inc., Atlanta, Georgia. All rights reserved. Equifax is a registered trademark of Equifax Inc.

Investor analysts should direct inquiries via the 'Contact Us' box on the Investor Relations section at [Equifax.com](https://www.equifax.com).



# Your Panelists of Subject Matter Experts



**Sarah Beth Todd**

**MODERATOR**

**VP, Employer Services**

Equifax Workforce Solutions



**Ali Appleton**

**VP, Government Relations**

Equifax Workforce Solutions



**John Fay**

**Director, I-9 Product Strategy**

Equifax Workforce Solutions



**Elizabeth Collins**

**Solutions Engineer, ACA**

Equifax Workforce Solutions



**Scott Shipman**

**Solutions Engineer, WOTC**

Equifax Workforce Solutions



**Jason Pachucki**

**Solutions Engineer, UCM**

Equifax Workforce Solutions

# What are we keeping an eye on?

Potential Republican trifecta impact

Department of Government Efficiency

Tax reform and Congress

Form I-9 and E-Verify

Any changes to ACA

Possibility of AI legislation



By staying connected with Congress and state legislators.

# Pre-Employment Screening



CFPB Rule changes impacting employer background checks

Adapting to evolving criminal history regulations in hiring

Preparing for potential deregulation in pre-employment screening

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

# I-9 and E-Verify Considerations

## Form I-9 Worksite Inspections

Employers are anticipating an increase in Form I-9 inspections as part of a broader strategy to reduce unauthorized employment

## Immigration Policy Changes

Possible shifts in work authorization rules and policies may affect which documentation can be accepted for Form I-9 purposes

## E-Verify Mandates and Audits

Efforts to mandate E-Verify participation may gain steam at both the state and federal levels, along with a potential increase in E-Verify-related audits



## Potential Strategies to Consider:

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



Enhanced ACA marketplace subsidies set to **expire at the end of 2025**

## Potential Impacts to the ACA

Federal & state considerations for recent legislative updates:

- Employer Reporting Improvement Act
- Paperwork Burden Reduction Act

---

Preventive services requirements - continued uncertainty & litigation\*

---

Support for Individual Coverage Health Reimbursement Arrangements (ICHRAs)

---

Potential increasing employer costs - plan design strategies & compliance concerns







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

## What's the latest with WOTC?

Program funded through 2025; future renewal uncertain

---

Retain screening processes to capture retroactive credits

---

Equifax advocacy efforts for bipartisan WOTC expansion

---

Business impact: Maximizing credits for diverse hiring



# Unemployment Insurance

State-level reforms addressing UI fraud and overpayments

Federal loan burdens in certain states driving cost changes\*

Preparing for modernization of outdated state systems



**Employer compliance: Focus on UI integrity and reporting**

# How Equifax can help



## How Equifax Can Help

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

**With your complex regulatory requirements**

---

**Gain insights to help you reduce your risk**

---

**Be more audit ready**

---

I-9 HQ™  
I-9 Inspect®  
I-9 Anywhere®  
ACA HQ™  
ACA Inspect  
TotalVerify™ Screening Solutions  
Unemployment Cost Management  
The Work Number®  
WOTC Management  
Forms HQ  
...and More!



# Q & A

**Have a  
question for  
one of our  
panelists?  
Enter it in the  
chat now!**

# Next Steps



## 1 SURVEY

Complete the survey through the webinar console.



## 2 CONTACT

Want to talk to someone about your onboarding, active employment, or offboarding processes? Click on the **“Want to Get In Touch”** button on your webinar console or contact us at:

[workforce.equifax.com/contact](https://workforce.equifax.com/contact)



## 3 CONNECT

Subscribe to Let’s Talk HR for updates:  
[workforce.equifax.com/insights](https://workforce.equifax.com/insights)

Stay Informed with our dedicated page:

*Preparing for* →  
*Potential Legislative Changes in 2025:*  
*Insights for Employers*



Activity ID:  
**25-X3XT2**

