



2024 Offboarding Palooza!

Hot Topics:

Navigating Some of the Latest
Regulatory Requirements

EQUIFAX®

Workforce
Solutions

Thanks for joining our webinar



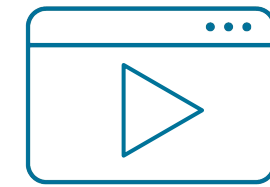
Welcome!

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 all the recordings the week of October 21.

To Keep Our Lawyers Happy

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Today's Panel



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Moderator

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Unemployment Insurance Program Integrity

Challenges **Employers** are Facing Today

What the **States** Are Facing Today



Wage Audits

Wage audits are a critical tool for states looking to help reduce improper payments and combat fraud. Yet for many employers, responding to wage audit requests can be challenging -

which can leave employers at-risk for various penalties and risks associated with incomplete or untimely wage audit responses.

Challenges With Wage Audits

Too much
information

Inconsistent
Formatting

Truncated
SSN

Untimely
Responses

Extra
Work

Completing wage audits adds a second level of review to help you identify potential benefit charge fraud and imposter claim filings.



New Hire Reporting

New hire reporting presents several challenges for employers, despite its critical importance as mandated by the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996.

[hhs.gov](https://www.hhs.gov)

Challenges With New Hire Reporting

Timely and Accurate Submission of Data

One of the primary challenges is ensuring timely and accurate submission of new hire information. Employers must **report new hires within 20 days of their start date**, and failure to do so can result in significant penalties.

Privacy Concerns

Privacy and data security concerns can add another layer of complexity. Employers must **handle sensitive personal information** and ensure it is transmitted securely to the appropriate state agencies.

Fines Can Add Up

Failure to comply can result in significant penalties, including fines up to **\$25 for basic non-compliance and up to \$500** for conspiracy-related failures. Non-monetary punishments may also be imposed by states.
(hhs.gov)

How Employers Can Help Bolster the **Integrity** of the UI Program

Proactive Communication & Data Sharing

1

Timely Response to Inquiries

2

Employee Education & Awareness

3

Internal Controls & Fraud Prevention

4

Technology Adoption & Modernization

5

State Separation Notices



State Separation Forms

Many states have required separation notices that must be sent to termed employees and employers have their own offboarding forms and notices that need to be delivered as well. When not managed properly, it can result in fines to the employer.

Missing a required form can be risky.

Economic uncertainty continues in 2024

Recession fears still prevalent from interest rate hikes and continued inflation has some employers restructuring their workforce.¹

Are you prepared? Many considerations for employers if reducing their workforce:

- Adverse impact of protected classes
- WARN Act
- Establish severances
- Employee paperwork - including state required separation notices
- Offboarding employee processes
(tech, equipment, insurance, COBRA, etc.)
- Communication plans
- And more!

In July 2024, the unemployment rate rose to **4.3%**, up from **3.5%** in July 2023.²

¹[Forbes](#). ²[bls.gov](#).

Offboarding Forms Can Impact Employee Experience



Offboarded Employee

(Retiring, layoffs, termination, employee decision)



Cross-boarded Employee



Remaining Employees

...and can affect the way the employee brand is perceived.

Your Brand is Important

WHY?

A strong employer brand can drastically increase retention, **reducing employee turnover by nearly 28%¹**

Employers are experiencing brand damage caused by backlash from vocal ex-employees²

A recent survey shows a **decline in remaining employee morale²**

Approximately ½ of corporate alumni maintain relationships with previous employers as clients, partners, or vendors, with 15% of new hires coming from alumni rehires and referrals³

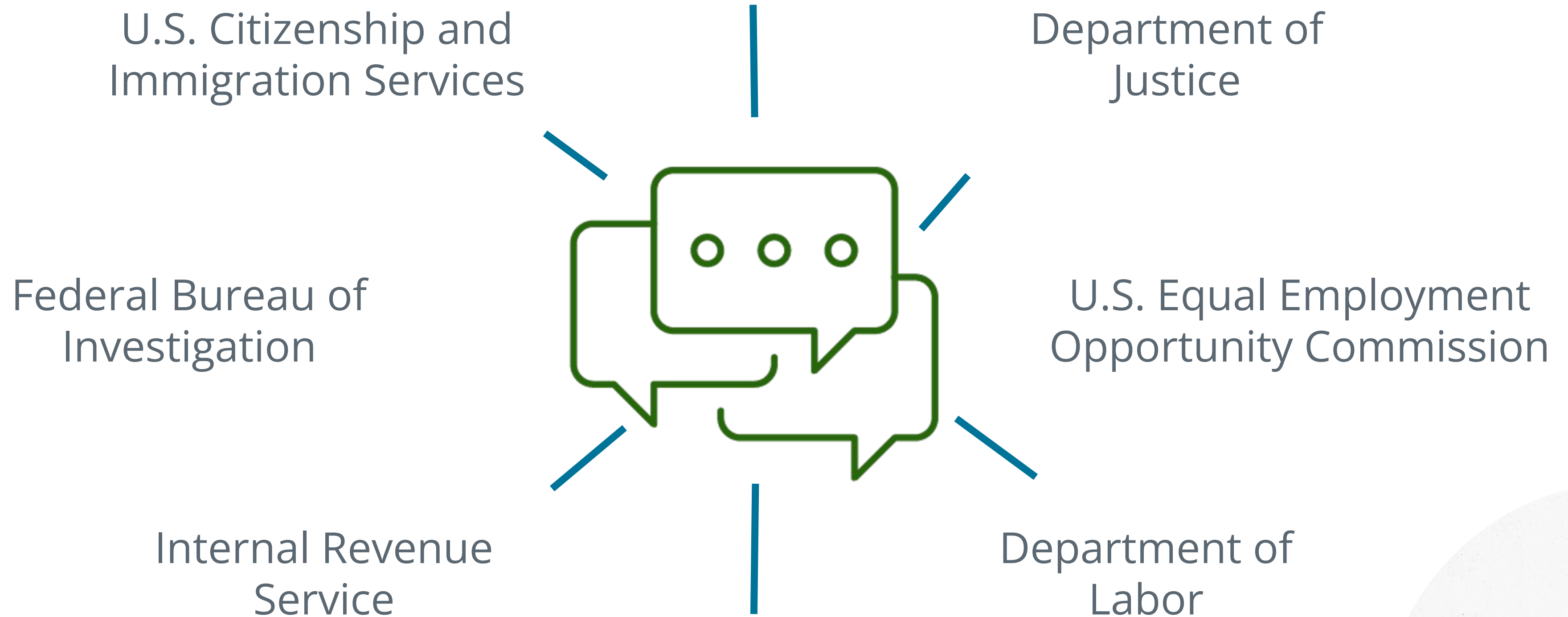
¹[Employerbrandingtech.com](https://www.employerbrandingtech.com)

²Source: Harris Poll

³Alumni Report Benchmarking Survey, 2021. PeoplePath and Cornell University.

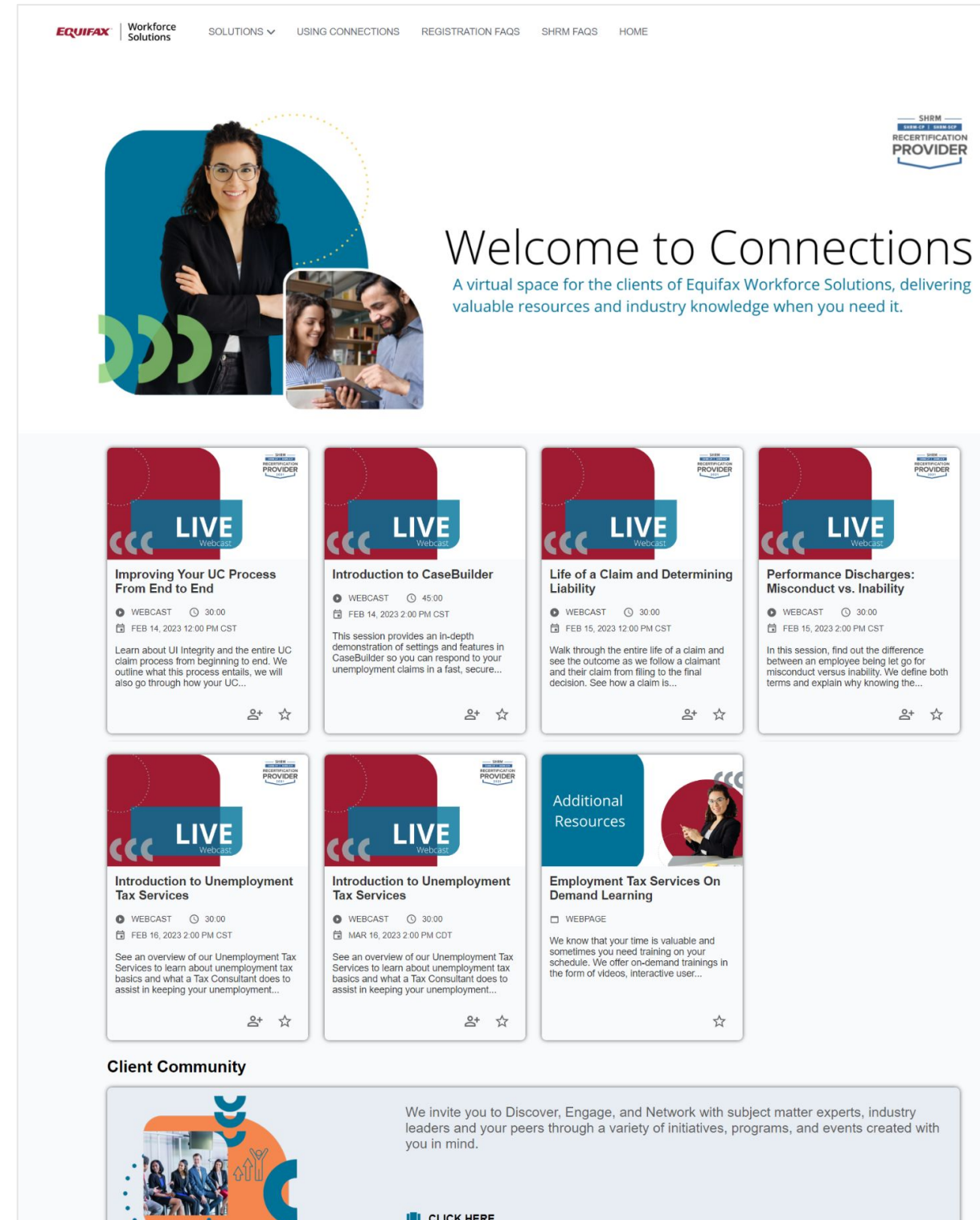
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Government Agencies May Talk To Each Other



Enabling Improvement with Training

Our goal is to help you optimize your program and maximize your investment by helping ensure you have everything you need to follow proper procedures and streamline your processes.



Visit the
Connections
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here:

<https://gateway.on24.com/wcc/eh/3589033/connections>

Q & A Session

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Next Steps



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