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Enterprise HCM 2007 Payroll for North America Year-End Processing

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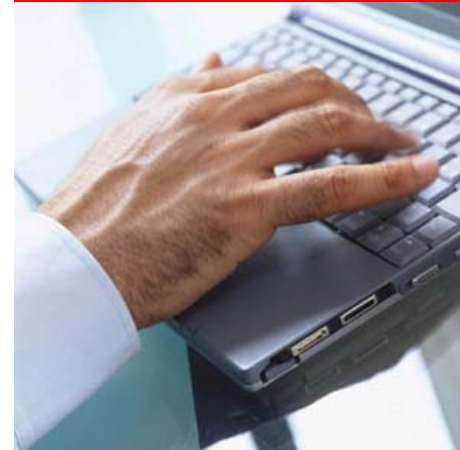




The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decision. The development, release, and timing of any features or functionality described for Oracle's products remains at the sole discretion of Oracle.

Agenda

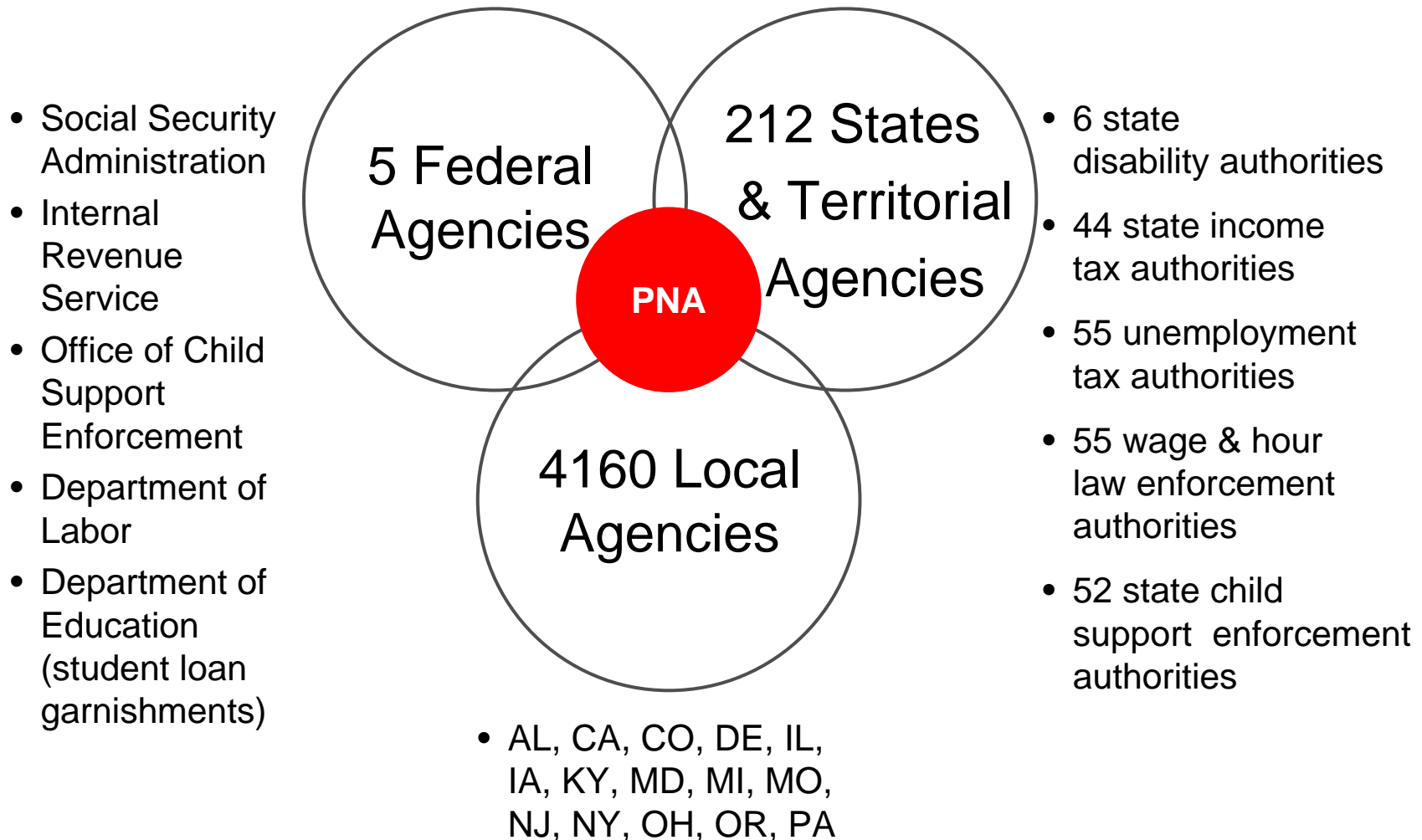
- Payroll tax updates
- Quarterly reporting
- Year-end reporting
- Year-end tax updates
- Looking ahead to 2008
- Ordering year-end tax forms
- Canadian year-end processing



What is in the Tax Update?

- Documentation: tax update notes, install guide, reference documentation
 - Scripts
 - COBOL modules
 - Store pay statements
 - SQRs
 - Object changes
-
- All posted payroll incidents (tax and non-tax) are included in tax updates

What Does Payroll for North America Support?



Where Do We Get the Information?

- Federal, state, and local government websites
- Payroll tax service subscriptions
- Association memberships
- Conferences and seminars
- News from payroll users

Quarterly Reporting



Quarterly Wage Detail Reporting

- Paper reporting - TAX002xx.SQR
- Magnetic media reporting TAX810xx.SQR
 - TIB-4 (old SSA format)
 - ICESA (Interstate Conference of Employment Security Agencies)
 - State-unique formats
- Magnetic media reporting TAX860xx.SQR
 - EFW2 - SSA format (formerly MMREF-1 format)

Quarterly Wage Changes

- Iowa (TAX810IA.SQR)
 - Still using 275 TIB-4 format
 - New format accommodates 14 digits for the wage fields
- Wyoming (TAX810WY.SQR)
 - Tips are included in the file
 - Workers average compensation data no longer required
- Rhode Island (TAX810RI.SQR)
 - Report weeks and hours employee wages received
- Louisiana (TAX860LA.SQR)
 - Add monthly counts to RS record, pos 357 – 359
- Alaska (TAX002AK.SQR & TAX810AK.SQR)
 - Remove “.00” from SOC

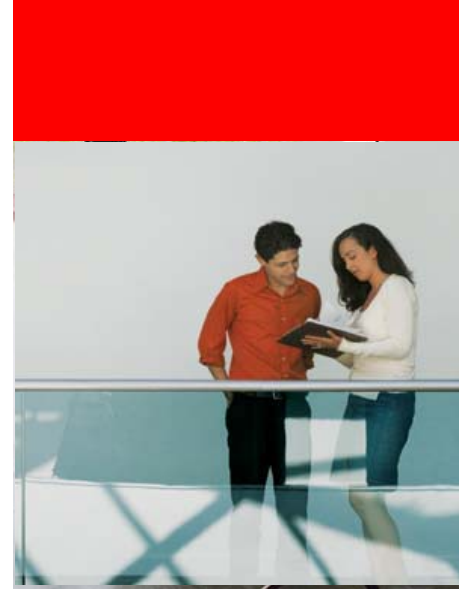
States Requiring Separate Files for Quarterly Wage Reporting using Electronic Filing

- Changes delivered in 07-D
 - Rhode Island
- Changes delivered in 07-E
 - Idaho
 - Kentucky
 - Maryland
 - South Dakota
 - Virginia
- No changes
 - Nebraska - cartridge option generates separate files

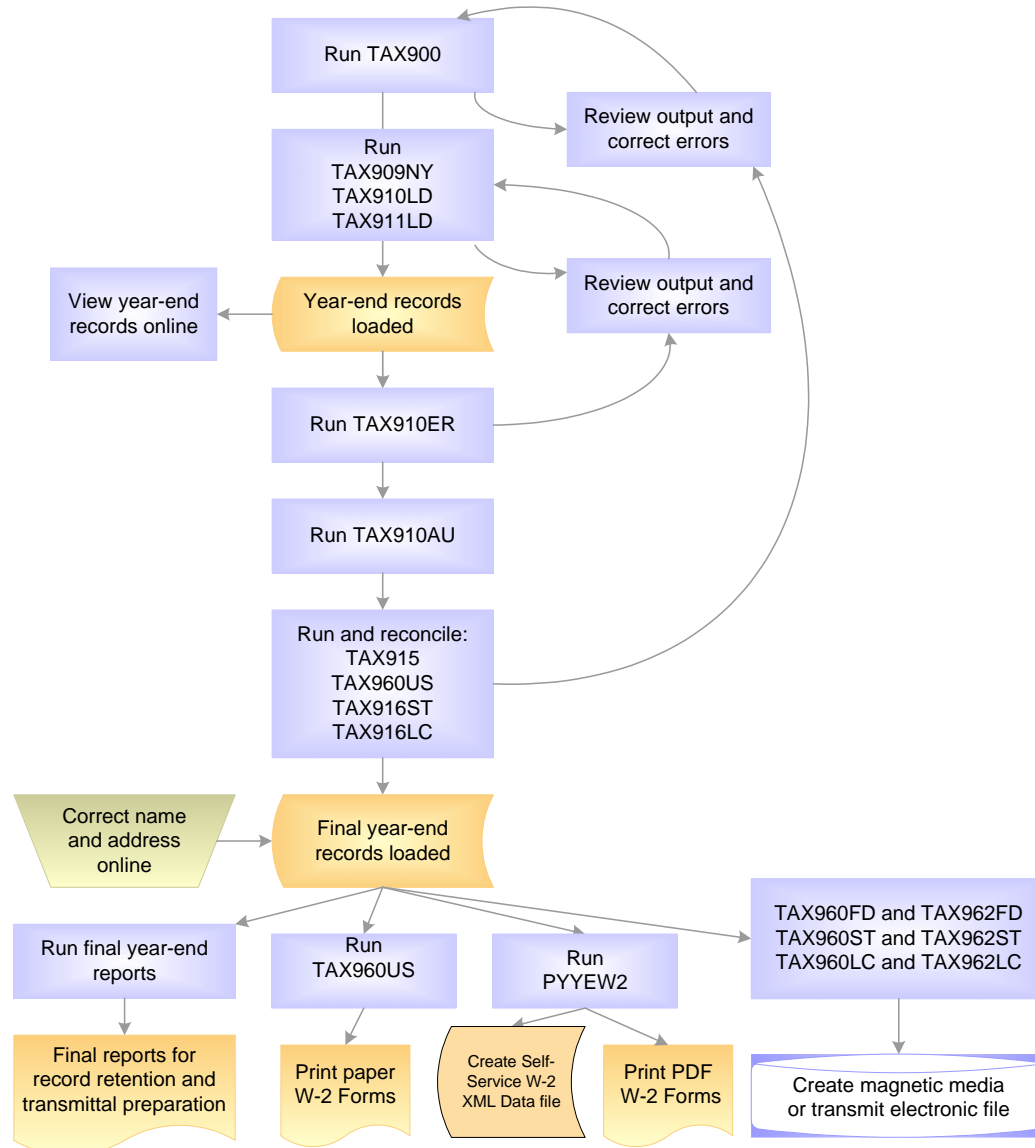
Naming Conventions for Quarterly Output Files

- TAX810xx & TAX860xx
 - One file created for companies with different company EINs
 - Exception is Nebraska
- TAX810xx.nnn
 - One file created for companies with different company EINs, but multiple files may be created if the data will not fit on one diskette
 - “.nnn” represents a volume number
- T810xxnn
 - Separate files are created for each company EIN
 - “nn” represents a volume number for each company

Year-End Processing



Year-end Overview



Supported Year-end Forms

ORG RELATIONSHIP	POI TYPE	TAX REPORT TYPE (COMPANY TABLE)	FORM	FILING SUPPORTED?
EMP	N/A	W-2 or Territories	W-2, W-2AS, W-2GU, W-2VI	YES
EMP	N/A	Puerto Rico	W-2PR	YES
POI	PENSION PAYEE * OTHER PAYEE **	1099-R	1099-R	YES
POI	STUDENT REFUND	None or Non-employee	1099-M	NO

POIs are available in 8.9 and higher

* PENSION PAYEE administered through the Pension Administration product

** OTHER PAYEE not administered through the Pension Administration product

Processing Changes for TAX504

- Prior to 06-C
 - SQR updated the Retirement Plan and Third Party Sick Pay fields on the most current PS_FED_TAX_DATA row
- After 06-C
 - First, the SQR inserted a new row for all employees with an effective date equal to the last day of the tax balance year
 - Then, we added functionality to update the rows based on user defined criteria (date and employee status) for mid-year processing
- Additional functionality added for year-end 2007

Year-end Process with Updates

Update YE Reporting Info

Run Control ID: 1

[Report Manager](#) [Process Monitor](#)

Update Existing Tax Data

Balances for Year: 2007

Retirement Plan Deductions			Find View All		◀ 1 of 1 ▶ Last	
Plan Type	Deduction Code	Description				
40	TQ401k	401(k) Deduction			+	-


Third Party Sick Pay Earnings			View All		First ▶ 1 of 1 ▶ Last	
Earnings Code	Description					
144	Third Party Sick Pay				+	-


Year-end Process with Inserts



Update Year End Reporting Info


Run Control ID: 1 [Report Manager](#) [Process Monitor](#)


Update Existing Tax Data Balances for Year: 2007

***Effective Date for Inserts:** 12/31/2007  **Year End Process**

Retirement Plan Deductions Customize | Find | View All |  1 of 1 Last

Plan Type	Deduction Code	Description		
<input type="text"/> 	<input type="text"/> 		<input type="button" value="+"/>	<input type="button" value="-"/>

Third Party Sick Pay Earnings Customize | Find | View All |  First 1 of 1 Last

Earnings Code	Description		
<input type="text"/> 		<input type="button" value="+"/>	<input type="button" value="-"/>

Mid-year Process with Inserts

Update YE Reporting Info

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Update Existing Tax Data Balances for Year: 2007

*Effective Date for Inserts: Year End Process

Retirement Plan Deductions			Find View All	◀ 1 of 1 ▶ Last
Plan Type	Deduction Code	Description		
<input type="text" value="40"/> <input type="button" value="Q"/>	<input type="text" value="TQ401K"/> <input type="button" value="Q"/>	401(k) Deduction	<input type="button" value="+"/>	<input type="button" value="-"/>

Third Party Sick Pay Earnings		View All	First ▶ 1 of 1 ▶ Last
Earnings Code	Description		
<input type="text" value="144"/> <input type="button" value="Q"/>	Third Party Sick Pay	<input type="button" value="+"/>	<input type="button" value="-"/>

Employee Status		View All	First ▶ 1 of 1 ▶ Last
*Employee Status			
<input type="text" value="Terminated"/>	<input type="button" value="+"/>	<input type="button" value="-"/>	

W-2 (2 Vertical) and W-3 Layout Changes

- IRS has moved the employee's SSN
- PeopleSoft 2 vertical forms affected (IMP01, LSR03, LSR03P, W-2ASL, W-2GUL, W-2VIL)
 - Employee's SSN moved from box "d" to box "a"
 - Control number moved from box "a" to "d"
 - "22222" and "Void" boxes moved to top left hand corner
- W-3
 - "33333" relocated to top left hand corner

W-2 Layout Changes


22222		Void <input type="checkbox"/>		a Employee's social security number		For Official Use Only ▶ OMB No. 1545-0008	
b Employer identification number (EIN)				1 Wages, tips, other compensation		2 Federal income tax withheld	
c Employer's name, address, and ZIP code				3 Social security wages		4 Social security tax withheld	
				5 Medicare wages and tips		6 Medicare tax withheld	
				7 Social security tips		8 Allocated tips	
d Control number				9 Advance EIC payment		10 Dependent care benefits	
e Employee's first name and initial		Last name		Suff.		11 Nonqualified plans	
f Employee's address and ZIP code				13 Statutory employee <input type="checkbox"/>		Retirement plan <input type="checkbox"/>	
				14 Other		12a See instructions for box 12	
						12b	
						12c	
				12d			
15 State		Employer's state ID number		16 State wages, tips, etc.		17 State income tax	
						18 Local wages, tips, etc.	
						19 Local income tax	
						20 Locality name	

Form **W-2** Wage and Tax Statement **2007** Department of the Treasury—Internal Revenue Service
 Copy A For Social Security Administration — Send this entire page with Form W-3 to the Social Security Administration; photocopies are not acceptable.
 For Privacy Act and Paperwork Reduction Act Notice, see back of Copy D. Cat. No. 10134D

W-3 Layout Changes

33333		a Control number			For Official Use Only ▶ OMB No. 1545-0008			
Kind of Payer	<input type="checkbox"/> 941	Military <input type="checkbox"/>	<input type="checkbox"/> 943	<input type="checkbox"/> 944	1 Wages, tips, other compensation		2 Federal income tax withheld	
	<input type="checkbox"/> CT-1	Hehld. emp. <input type="checkbox"/>	Medicare govt. emp. <input type="checkbox"/>	Third-party sick pay <input type="checkbox"/>	3 Social security wages		4 Social security tax withheld	
c Total number of Forms W-2			d Establishment number		5 Medicare wages and tips		6 Medicare tax withheld	
e Employer identification number (EIN)					7 Social security tips		8 Allocated tips	
f Employer's name					9 Advance EIC payments		10 Dependent care benefits	
g Employer's address and ZIP code					11 Nonqualified plans		12 Deferred compensation	
					13 For third-party sick pay use only			
h Other EIN used this year					14 Income tax withheld by payer of third-party sick pay			
15 State	Employer's state ID number				16 State wages, tips, etc.		17 State income tax	
					18 Local wages, tips, etc.		19 Local income tax	
Contact person					Telephone number ()		For Official Use Only	
Email address					Fax number ()			
Under penalties of perjury, I declare that I have examined this return and accompanying documents, and, to the best of my knowledge and belief, they are true, correct, and complete.								

No Layout Changes to LSR01, LSR02A or LPS4V Employee's SSN shows preprinted "a"

Safe, accurate, FAST! Use 

OMB No. 1545-0046 Form **W-2 Wage and Tax Statement** 2007

7 Social security tips	1 Wages, tips, other compensation	2 Federal income tax withheld
8 Allocated tips	3 Social security wages	4 Social security tax withheld
9 Advance EIC payment	5 Medicare wages and tips	6 Medicare tax withheld

c Employer's name, address, and ZIP code

10 Dependent care benefits	11 Nonqualified plans	12a See instructions for box 12
b Employer identification number (EIN)	12b	12c
a Employee's social security number	12d	13
14 Other	13	13

e Employee's name, address, and ZIP code

15 State Employer's state ID number	16 State wages, tips, etc.	17 State income tax
18 Local wages, tips, etc.	19 Local income tax	20 Locality name

COPY C-For EMPLOYEE'S RECORDS Dept. of the Treasury -- IRS
This information is being furnished to the Internal Revenue Service. If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it. (See Notice to Employee on the back of Copy B.)

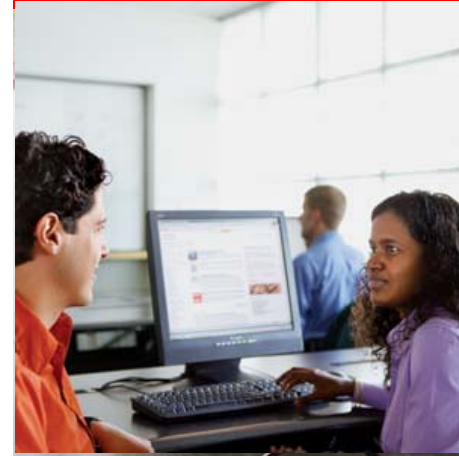
Can I Print Year-end Forms on Blank Paper?

- **YES**, in R9 you can use the new XMLP PDF functionality to print the following forms on blank paper: W-2, W-2c, W-2AS, W-2GU, and W-2VI
- RR Donnelly supports two tax forms for printing on blank paper
 - 4 vertical W-2 with perforations (US and territories)
 - 4 vertical W-2 pressure seal with perforations (US)

Puerto Rico Changes

- No form layout changes for W-2PR or W-2cPR

Electronic and Magnetic Media Reporting



'MMREF' is no Longer Used by SSA

FORMER NAME OF SSA PUBLICATION	NEW NAME OF SSA PUBLICATION
MMREF-1 Magnetic Media Reporting and Electronic Filing of W-2 Information	EFW2 Specifications for Filing Forms W-2 Electronically
MMREF-2 Magnetic Media Reporting and Electronic Filing of W-2c Information (Correction Of W-2 Information)	EFW2C Specifications for Filing Forms W-2c Electronically (Correction Of W-2 Information)

Federal and State W-2 Reporting

- U.S. Federal
 - Consolidated, single file reporting federal amounts for U.S., U.S. territories and Puerto Rico, using the EFW2 format (TAX960FD)
 - Federal file reporting W-2 corrections for the U.S (TAX922US)
- State
 - Individual files reporting state data using the EFW2 format (TAX960ST)

Local W-2 and Puerto Rico W-2PR Reporting

- Local
 - Individual files reporting local data using the EFW2 format (TAX960LC)
- Puerto Rico
 - Puerto Rico specific data reported using the MMW2PR-1 format (TAX960PD)

Federal EFW2 Specification Changes

- Optional Code RV State Total Record is added
 - Free-form space to be defined by the state unemployment agencies or territorial jurisdictions
 - No changes needed for TAX960FD
- Software Vendor Code is added to the RA Record (positions 20-23)
 - Assigned by the National Association of Computerized Tax Processors (NACTP)
 - Software Vendor Code for Oracle-PS is “1414”
- The Civil Status field is removed in the RO Record (position 265) and replaced with a blank

State EFW2 Specification Changes

- Adding “Bulk Filer” option for all states
 - Default will be one file as shown on run control
 - If selected, one file containing multiple companies with different EINs will be created
 - If deselected, one file per company/EIN will be created
- Colorado changes required for online reporting of wages to Wage Withholding On-line (WHO)
- Kansas requires zero-fill in RS Record in positions, 338-348

State EFW2 Specification Changes

- Arkansas requires RW Records
- Louisiana requires monthly counts to RS record, pos 357-359
- Maryland
 - Remove 508 info at end of RE record (starting at 222); this information will now be reported on new RV Record
 - Add Central Registration # in 222-229
 - RS Record: location 328-336 previously was filler; now report employer EIN
 - RV Record: Report 508 information that was previously reported on the RE Record (some of the field lengths are different compared to the lengths reported on the RE Record for 2006 Reporting)

Local EFW2 Specification Changes

- Ohio:
 - Adding cities of Willard, Lorain and Bowling Green
- Michigan:
 - Adding City of Flint
- Pennsylvania:
 - Adding Scranton
 - Report CTCB tax entity code on the file
- Missouri:
 - KFCD wants name suffix reported

Federal, State and Local Files EFW2 Specification Changes

- Position change for Delivery address
 - Location (room, suite, etc) address
 - Federal – RW Record, positions 66-87
 - State and Locals – RS Record, positions 73-94

- Delivery (street) address
 - Federal – RW Record, positions 88-109
 - State and Locals – RS Record, positions 95-116

Example:

Joe Smith

123 Main Street (Address1 as reported in Personal Data)

Pleasanton, CA 94588

W-2c Specification Changes (EFW2C)

- Optional RCV State Total Record is added
 - Free-form space to be defined by the state unemployment agencies or territorial jurisdictions
 - No changes required in TAX922US
- Software Vendor Code is added to the RCA Record (positions 21-24)
 - Assigned by the National Association of Computerized Tax Processors (NACTP)
 - Software Vendor Code for Oracle-PS is “1414”

Puerto Rico Changes (MMW2PR-1)

- RCV State Total Record is added
 - Reports various data
- Software Vendor Code is added to the RA Record
 - Assigned by the National Association of Computerized Tax Processors (NACTP)
 - Software Vendor Code for Oracle-PS is “1414”
- Various changes to the RA, RS, RT, RU and RO records

1099-R Reporting



1099-R Changes

- Three fields are deleted from the Payer “A” record
 - Original File Indicator (position 48)
 - Replacement File Indicator (position 49)
 - Correction File Indicator (position 50)
 - Positions 48-50 are now blank
- Distribution Code “B” may now be used with codes “P” and “4”
- The State of Utah (state code 49) is added to the Combined Federal/State Filing Program

Year End Resources



IRS Forms and Publications

- 2007 Instructions for Forms W-2 and W-3
<http://www.irs.gov/pub/irs-pdf/iw2w3.pdf>
- 2007 Instructions for Form W-2AS
<http://www.irs.gov/pub/irs-pdf/fw2as.pdf>
- 2007 Instructions for Form W-2GU
<http://www.irs.gov/pub/irs-pdf/fw2gu.pdf>
- 2007 Instructions for Form W-2VI
<http://www.irs.gov/pub/irs-pdf/fw2vi.pdf>

W-2 Reporting Websites

- Social Security Administration website
<http://www.ssa.gov/employer>
<http://www.ssa.gov/bso/bsowelcome.htm>
- Internal Revenue Service website
<http://www.irs.gov/>
("Forms and Publications")

SSA Publication – Puerto Rico Reporting

- Employer's Guide to Filing Timely and Accurate Form 499R-2/W-2PR Wage Reports on Puerto Rico Sited Employees
<http://www.ssa.gov/employer/how.htm>

Puerto Rico Publication

- Form 499R-2/W-2PR Magnetic Media Reporting Requirements for Tax Year 2007
http://www.hacienda.gobierno.pr/downloads/pdf/publicaciones/publicacion/W2_2007.pdf

SSA Publications – Electronic Filing

- Specifications for Filing Form W2 Electronically (EFW2) (**formerly MMREF-1**)
<http://www.socialsecurity.gov/employer/07efw2.pdf>
- Specifications for Filing Form W2c Electronically (EFW2C) (**formerly MMREF-2**)
<http://www.socialsecurity.gov/employer/07efw2c.pdf>

IRS Publications – Form 1099-R

- 2007 Form 1099-R
<http://www.irs.gov/pub/irs-pdf/f1099r.pdf>
- 2007 Instructions for 1099-R and 5498
<http://www.irs.gov/pub/irs-pdf/i1099r.pdf>
- 2007 General Instructions for Forms 1099, 1098, 5498, and W-2G
<http://www.irs.gov/pub/irs-pdf/i1099gi.pdf>
- Bulletin No. 2007-30 July 23, 2007 (1099-R)
<http://www.irs.gov/pub/irs-irbs/irb07-30.pdf>

Year End Tax Updates



Tax Update 07-D Deliverables

Posted Monday, August 20

- Script to update Tax Form Definition Table to “starting point” for 2007 reporting
 - Only run by first-time users to establish starting point
 - 2006 definitions for all forms: 940, W-2, W-2c, W-2AS, W-2cAS, W-2GU, W-2cGU, W-2PR, W-2cPR, W-2VI, W-2cVI

Tax Update 07-E Deliverables

Posted Monday, October 29

- Year End Processing 2007: U.S., Puerto Rico, and U.S. Territories guide
- Combined script for Tax Form Definition and Tax Form Print Parameters 2007 changes
- Script to update default calendar year to 2007 for W-2c processing
- 2007 US Year-End form PDF template for XMLP, R9 only
 - 4 vertical form and 4 vertical pressure seal form

Tax Update 07-E Deliverables

Posted Monday, October 29

- All MMREF-1 and MMREF-2 online page references removed
- Federal record changes (EFW2) for W-2 reporting
- New calculation method for aggregate taxation of supplemental payments

New instructions for aggregate taxation method for supplemental wage payments (IRS PUB 15, Circular E)

“Add the supplemental and regular wages for the most recent payroll period this year. Then figure the income tax withholding as if the total was a single payment. Subtract the tax already withheld from the regular wages. Withhold the remaining tax from the supplemental wages.”

Added verbiage: “If there were other payments of supplemental wages (after the last payment of regular wages but before the current payment of supplemental wages), aggregate all the payments, calculate the tax on the total, subtract the tax already withheld from the regular wages and the previous supplemental wages, and withhold the remaining tax.”

Example

- John Smith is paid regular wages of \$200 on July 1, commissions of \$500 on July 5, commissions of \$400 on July 15, and commissions of \$600 on July 25
- Old method: Calculate the tax **on the July 25 commission** using the aggregate method by adding \$600 (commission) to \$200 (regular wages)
- New method: Calculate the tax **on the July 25 commission** using the aggregate method by adding the payments of \$600 (7/25 commission) to \$200 (regular wages) **and** to **\$500** (7/5 commission) and **\$400** (7/15 commissions)

Tax Update 07-F Deliverables

Posted by Friday, December 7

- Scripts to update Local Tax Table entries for EFW2 reporting of W-2 data to localities
 - W2 Mag Media Code & W2 Reporting Agency
- Maryland and local record changes (EFW2) for W-2 reporting, including new files for localities
- Year-End Processing 2007: Canada guide
- Pennsylvania state UI employ~~ee~~ tax rate decrease to 0.06 %

Pennsylvania Local Services Tax changes

- On June 27, 2007, Pennsylvania enacted new legislation (Act 7 of 2007, SB 218) which will change the existing Emergency and Municipal Services Tax (EMST) to a new Local Services Tax (LS) effective January 1, 2008.
- Like the EMST, the LS tax can be imposed by both municipalities and school districts. However, major processing requirements of the LS tax are based on the amount of the total **combined** LS tax rate (the municipality tax rate + the school district tax rate).

Pennsylvania Local Services Tax changes continued

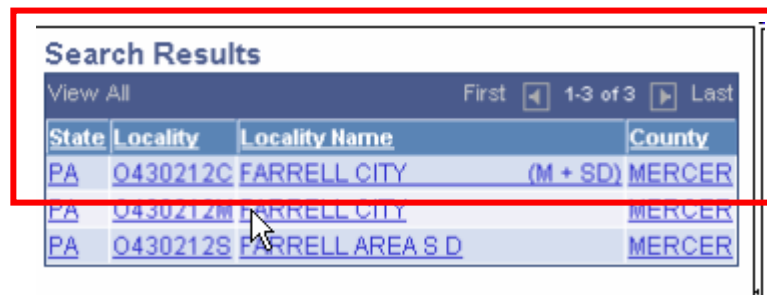
- If the LST is levied at a combined rate exceeding \$10, the tax must be assessed and collected on a pro-rata basis determined by the number of payroll periods established by an employer for a calendar year. The pro-rata share of the tax assessed on each taxpayer for a payroll period is calculated by dividing the combined rate of the LST by the number of payroll periods established by the employer for the calendar year.
- If the combined tax rate exceeds \$10, the municipal and school tax **must be withheld together** and remitted to the municipality or the tax collector, who are required to distribute the school's share of the tax to the school district.

Pennsylvania Local Services Tax changes continued

- The new product functionality to support deducting the LS tax will be implemented only for Local Tax Table entries representing combined LS tax rates.
- All Local Tax Table entries for the Local Services Tax (formerly the Emergency & Municipal Services Tax) have the letter “O” in position 1 of the Locality code. The letter “C” in position 8 of the Locality code indicates that the table entry represents the combined tax rate.

Pennsylvania Local Services Tax changes continued

- Locality **O430212C** = the combined LS tax rate for Farrell City + Farrell Area School District
- Locality **O430212M** = the separate municipality LS tax rate for Farrell City only
- Locality **O430212S** = the separate school district LS tax rate for Farrell Area School District only



The screenshot shows a search results interface with a table of localities. The table has four columns: State, Locality, Locality Name, and County. There are three rows of data. The first row is highlighted with a red border. A mouse cursor is pointing at the 'Locality' cell of the second row.

State	Locality	Locality Name	County
PA	O430212C	FARRELL CITY (M + SD)	MERCER
PA	O430212M	FARRELL CITY	MERCER
PA	O430212S	FARRELL AREA S D	MERCER

Pennsylvania Local Services Tax changes continued

- Locality codes for separate **M**unicipality and **S**chool District taxes will **not** be supported for Pennsylvania Local Services Tax processing beginning January 1, 2008.

State:	PA Pennsylvania
Locality:	0430212M
Local Tax Information	
Effective Date:	01/01/2006 Active
Locality Name:	FARRELL CITY
*Local Tax Calculation Type:	Amt Per Yr
Graduated Tax Table Code:	<input type="checkbox"/>
Tax Rate	
Resident:	47.000000
Nonresident:	47.000000

State:	PA Pennsylvania
Locality:	0430212S
Local Tax Information	
Effective Date:	01/01/1980 Active
Locality Name:	FARRELL AREA S D
*Local Tax Calculation Type:	Amt Per Yr
Graduated Tax Table Code:	<input type="checkbox"/>
Tax Rate	
Resident:	5.000000
Nonresident:	5.000000

Pennsylvania Local Services Tax changes continued

To prepare for the implementation of Local Services Tax processing on January 1, 2008, employers must ensure that for Pennsylvania LS taxes, they are using only Locality codes that represent combined tax rates (“C” in position 8 of the Locality code) throughout their installation, including:

- Tax Location Table
- Tax Location Code on Job Data
- Employee Local Tax Data
- Employee Tax Distribution

If you currently have employees set up with separate **M**unicipality and **S**chool District Pennsylvania LS (formerly EMST) Locality codes, you must convert to using the Locality code for the **C**ombined tax rate beginning with the first payroll having a check date in 2008 in order to implement Pennsylvania LS tax processing.

Tax Update 07-F Deliverables

Posted by Friday, December 7

- Federal Tax rate changes effective January 1, 2008
 - FICA taxable wage base to \$102,000
 - Still waiting for the Federal changes

Tax Update 07-F Deliverables

Posted by Friday, December 7

- State Tax rate changes effective January 1, 2008
 - California (state and SDI)
 - Ohio
 - Oregon
 - Maine
 - Minnesota (COBOL changes required)
 - Nebraska
 - North Carolina
 - North Dakota
 - Rhode Island (TDI base only)
 - Utah (COBOL changes required)

Tax Update 07-F Deliverables

Posted by Friday, December 7

- State UI taxable wage base changes
 - \$31,300 - Alaska (ee tax 0.5 %)
 - \$10,500 - Delaware
 - \$13,000 - Hawaii
 - \$12,000 - Illinois
 - \$22,800 - Iowa
 - \$25,000 - Minnesota
 - \$12,000 - Missouri
 - \$23,800 - Montana
 - \$25,400 - Nevada

Tax Update 07-F Deliverables

Posted by Friday, December 7

- State UI taxable wage base changes
 - \$27,700 - New Jersey (corrected)
 - \$19,900 - New Mexico
 - \$18,600 - North Carolina
 - \$22,100 - North Dakota
 - \$13,600 - Oklahoma
 - \$9,000 - South Dakota
 - \$34,000 - Washington
 - \$20,100 - Wyoming

Tax Update 07-F Deliverables

Posted by Friday, December 7

- State Minimum Wage Rate Changes
 - Arizona \$6.75 to \$6.90
 - California \$7.50 to \$8.00
 - Colorado \$6.85 to \$7.02
 - Delaware \$6.65 to \$7.15
 - Florida \$6.67 to \$6.79
 - Iowa \$6.20 to \$7.25
 - Massachusetts \$7.50 to \$8.00

Tax Update 07-F Deliverables

Posted by Friday, December 7

- State Minimum Wage Rate Changes
 - Missouri \$6.50 to \$6.65
 - Montana \$6.15 to \$6.25
 - New Mexico \$5.15 to \$6.50
 - Ohio \$6.85 to \$7.00
 - Oregon \$7.80 to \$7.95
 - Vermont \$7.53 to \$7.68
 - Washington \$7.93 to \$8.07

Tax Update 07-F Deliverables

Posted by Friday, December 7

- Local Tax rate changes
 - Ohio
 - Owensville
 - Various municipalities
 - Various school districts
 - Pennsylvania
 - Philadelphia
 - Changes for the PA website for various locals
 - Boone Co, Kentucky
 - Oregon Transit tax
 - Howard, Indiana

Tax Update 08-A Deliverables

Posted by Friday, January 18

- State Tax rate changes effective January 1, 2008
 - Maryland (COBOL changes required) and will be posted before 08-A
- EFW2 changes
 - Ohio (diskette discontinued)
 - Nebraska
 - Minnesota

Tax Update 08-A Deliverables

Posted by Friday, January 18

- Federal record changes (EFW2c) for W-2c reporting
 - Software Vendor Code has been added to the Code RCA Record (positions 21-24)
 - Software Vendor Code for Oracle-PS is “1414”
 - Modify the Federal W-2c (EFW2c) to include W-2 corrections for the U.S. Territories that were originally reported on EFW2 file
 - Only federal monies that are not territory specific

Master Resolutions on Customer Connection

- **SOLUTION (201049812):** EPY 07E - Tax Update 07-E
Master Solution for 8.X HCM ---Commercial, Public Sector,
Campus Solution, Federal AND E & G (FAQ)
- **SOLUTION (201049814):** EPY 07F - Tax Update 07-F
Master Solution for 8.X HCM ---Commercial, Public Sector,
Campus Solution, Federal AND E & G (FAQ)
- **SOLUTION (201049816):** EPY 08A - Tax Update 08-A
Master Solution for 8.X HCM ---Commercial, Public Sector,
Campus Solution, Federal AND E & G (FAQ)

Looking ahead to 2008



2008 Tax Update Schedule

TAX UPDATES	SCHEDULED
08-A	Friday, January 18
08-A for SA	Friday, January 25
08-B	Monday, March 31
08-B for SA	Monday, April 7
08-C	Monday, June 16
08-C for SA	Monday, June 23
08-D	Monday, August 25
08-D for SA	Monday, August 29
08-E	Monday, October 27
08-F	Monday, December 8

Ordering Year-End Forms



Ordering Year-End Tax Forms

- PeopleSoft Payroll tests year-end print programs with forms from RR Donnelley
 - W-2, W-2AS, W-2GU, W-2VI, W-2c (US and territories), W-2PR, 1042-S, 1099-R
- RR Donnelley tax forms compatible with PeopleSoft Payroll for North America programs
- This is our ninth year working with RR Donnelley (formerly Moore Wallace)

Information Available on the Web

- A page on the RR Donnelley website has been setup exclusively for PeopleSoft customers

<http://www.rrd.com/peoplesoft/>

- Available for download
 - Samples PDF's of the forms
 - Tax exemption forms
 - Credit reference forms
- Actual sample forms must be requested from customer service

Pressure Seal Forms

- Preprinted pressure seal forms available for W-2s and 1099-Rs (8.31, 8.81, 8.9, 9)
- **Blank** pressure seal forms available for W-2 PDF XMLP functionality in R9
 - Targeted for 07-E
- Pressure seal approved machinery
 - Formax: 2090, 2050
 - Moore: 8158, 4800, PS1, 8152, 4420, PS3, PS4, PS4 Turbo, PS5, LM-5, LM-7, LM-10, LM-15, LM-20

Ordering Year End Tax Forms

- Receive a packet that includes
 - Tax form chart
 - Detailed ordering instructions
 - Fax order form
 - Answers to frequently asked questions
- RR Donnelley offers two methods to place an order
 - Telephone: Customer call center is 1-877-526-3885.
 - Fax: (925) 901-5395
- Guaranteed pricing
 - PeopleSoft Contract Number: T023
 - PeopleSoft Customer Number: 8593

Frequently Asked Questions

- Request form and envelope samples if utilizing inserting equipment
- Forms and envelopes shipped within 48 hours (except imprinted forms)
- Laser W-2PR, W-2AS, W-2GU, W-2VIs forms
 - e-mail Steven Parlow at steven.parlow@rrd.com

Canadian Year-End Processing



Canadian Year-end Resources

- Canada Revenue Agency website
<http://www.cra-arc.gc.ca>
- Revenu Quebec website
<http://www.revenu.gouv.qc.ca/eng/ministere/index.asp>
- Canadian Payroll Association website
<http://www.payroll.ca>
- Service Canada website
http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/ei/employers/roe_web.shtml&hs=rxr



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