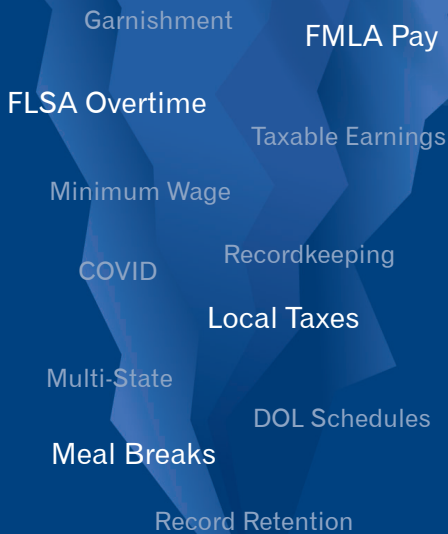


Are you confident that your organization is compliant with the constantly changing Federal, State, and Jurisdictional laws and regulations? Our vast experience and commitment to continuing education provides you with a high level of knowledge related to payroll practice and legislation. Our team stays current on changes in payroll tax and compliance to assist your payroll and human resources team.

## WHAT'S UNDER THE SURFACE?



Garnishment  
 FLSA Overtime  
 Minimum Wage  
 COVID  
 Multi-State  
 Meal Breaks  
 Record Retention  
 FMLA Pay  
 Taxable Earnings  
 Recordkeeping  
 Local Taxes  
 DOL Schedules

## IS YOUR COMPANY AT RISK?

### Massachusetts Water Resources Authority

- ⚠️ **FMLA Pay Violations**
  - 1 employee affected
  - Backpay: \$20K
  - Emotional distress: \$200K
  - Punitive damages: \$715K
  - Liquidated damages: \$208K
  - Attorney fees: \$606K
  - Finalized front pay: \$189K
  - Total: \$1.9M

### T-Mobile

- ⚠️ **OT Violations**
  - 18K employees affected
  - Fines, penalties and settlement: \$2M

### SEMCO Inc

- ⚠️ **Final pay notification**
  - 140 employees affected
  - Court awards, fines and penalties: \$683K

### Subway Franchise

- ⚠️ **Incorrect Tax Setup and Deposits**
  - Fines, penalties, and employment tax: \$231K
  - Unemployment tax, fines & penalties: \$32K

### Taco Bell

- ⚠️ **CA meal break violation**
  - 134K employees affected
  - Court awards: \$500K plus fees and penalties
  - Case took almost a decade to resolve

Examples are public cases, not PayTech clients. PayTech does not provide legal advice.

*"PayTech's Consultant was great to work with and lean on with getting our tax cases under control. She did not require a lot of support and was always happy to step in or shift directions during her assignment period. She was not afraid to take on or volunteer to take on complex cases and was well liked by our customers. She would be the first one I would be happy to have back if the need arises and she's available."*

## COMPLIANCE CONSIDERATIONS

*You're busy enough. We help you prepare and stay in compliance.*

- ✓ Are you worried about the possibility of fines, fees, penalties or worse?
- ✓ Did you know that you or your executives could face personal liability?
- ✓ Is your organization in compliance with pay practices and policies under the FLSA and State labor standards?
- ✓ Does your team have the time, training and expertise to address compliance changes?
- ✓ Are you fully utilizing your system?