



# Workday Certified Integration for Federal, State & Local Tax Withholding

## Experian Employer Services fully automates in Workday:

- Federal tax withholding forms
- State tax withholding forms
- Local tax withholding forms

## Experian's Integrated solution for Tax Withholding adds value to Workday:

- Present the correct forms for all 50 states by validating lived-in and worked-in addresses
- Auto-apply local income tax to employees who work within any state requiring local tax withholding:
  - Assign PSD Codes in PA
  - Auto-assign school districts in states like: OH, AR, IA...
  - Determine locals in all complex tax states like: PA, OH, NY, MI, IN, NJ...
- Confirm Non-Resident Alien Status
- Present all forms for:
  - State Reciprocity
  - Military Spouse Exemptions
  - Military Disabled Exemptions
- Ensure forms are continually updated to comply with latest tax compliance requirements
- Account for multi-state withholding for employees who work across multiple states



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## Integration Benefits

- Elimination of manual process ensures a seamless user experience
- Business process framework in Workday automates the workflow
- Forms have built-in logic to ensure employees provide the right information, the first time



## Interface with Workday

- Experian feeds the withholding tabs inside of Workday in real-time
- Everything is date and time stamped for audit purposes
- Workday remains the system of record and manages the tax table
- Experian will alert Workday when any tax codes need to be updated

## Questions to Consider:

- How do you currently capture federal/state/local tax withholding elections for new & existing employees?
- How do you ensure correct local tax withholding elections in complex states like: PA, OH, NY, MI, IN, NJ...?
- What is the impact to your organization if manual, PDF forms have to be keyed into Payroll?

**For more information, please see our [Workday partner page](#) or reach out to [EES-Workday@experian.com](mailto:EES-Workday@experian.com).**



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