



SOLEX HCM™

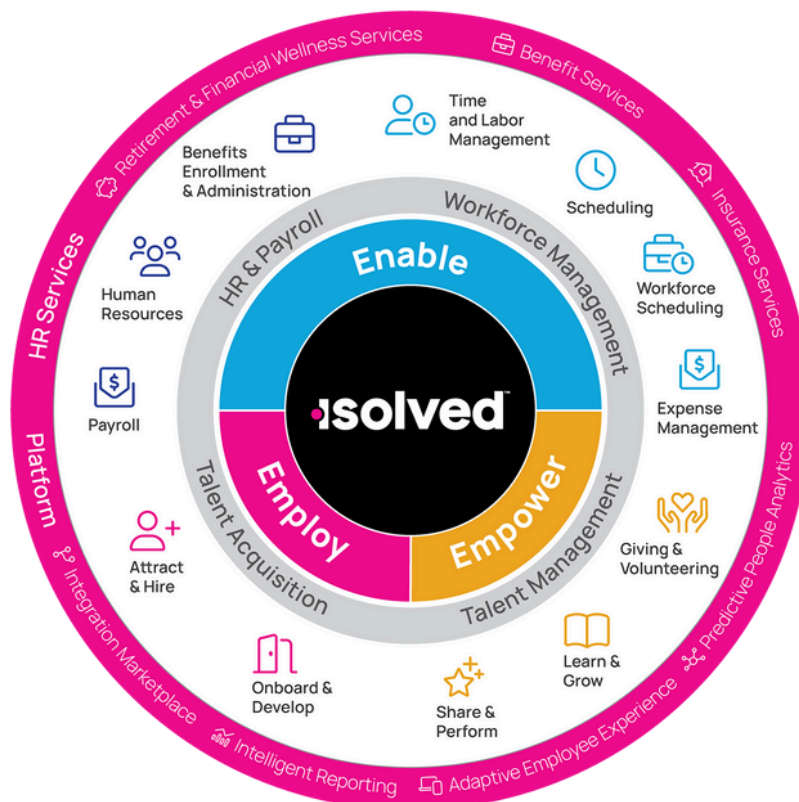
Issue 3

Monthly Newsletter

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SOLEX HUMAN CAPITAL MANAGEMENT (HCM)

Solex HCM is a full service workforce management consulting firm based in Stoughton, MA. Founded in 1998, Solex couples an industry leading HCM software technology with white glove implementation, dedicated customer support and ongoing training. We offer a deep understanding of the isolved HCM solution and can service all of your HR and payroll compliance and regulatory needs throughout the US.





SOLEXTM
HCM



Compliance
Corner

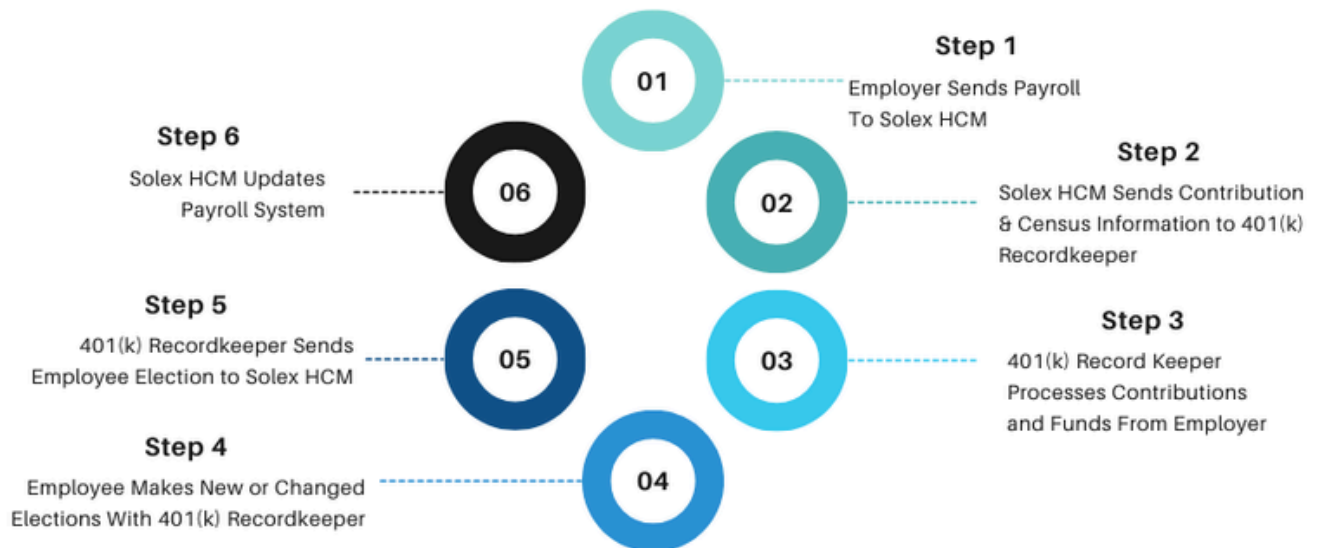
With the rise of remote workforces, employers are hiring talent across state lines, which expands their candidate pool offering a broader geographic reach. However, this expanded talent pool also introduces significant payroll challenges, particularly when it comes to tax compliance as remote employees move between states or work from different locations. A common issue occurs when employees update their addresses through self-service portals, thus potentially leading to incorrect wage reporting and tax withholding in states where they no longer reside or work. At Solex HCM, we offer comprehensive tax services managed by our expert team, ensuring seamless payroll processing and full tax compliance. We also assist employers with state registrations when hiring in new states. Our technology platform, Isolved, simplifies the process by allowing employers to designate themselves as "remote employers." If an employee attempts to update their address to a state where the employer is not registered, Isolved automatically blocks the change, triggering alerts to both the employee and employer. This process ensures timely tax registration in the new state with Solex's assistance to maintain real-time payroll tax compliance.

**Contact your Solex HCM Customer Support
Representative with any questions**



HCM SPOTLIGHT

401(K) 360° INTEGRATION



For business owners looking to save time a [360° 401\(k\)](#) integration is a perfect solution. With this full circle data exchange, Solex HCM sends the 401(k) contributions and employee census information processed through payroll direct to the 401(k) provider and when employees make changes or new elections with the 401(k) provider, the information is sent directly to Solex HCM.

Benefits of integrating 401(k) with payroll include:

- **Saves time and money** by eliminating the need to manually enter data twice, so you'll have more time to focus on your business.
 - **Reduces errors** by automating the transmission of contributions and collection of required data.
 - **Minimizes administrative tasks for you** because your 401(k) provider makes it easy to track participant eligibility, enrollment, and loans. Any changes made by the employee are automatically sent to Solex HCM.
 - **Timely investment of employee 401(k) contributions** are made because your 401(k) provider can quickly and easily make the necessary retirement plan payroll deposits. Non-payroll integrated plans may run into DOL/IRS compliance issues with getting contributions in on time due to lack of efficient and automated payroll deposit processes.
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A Message from the Prez

I hope you've been enjoying our newsletters and finding them both informative and valuable. It's always our goal to keep you updated on the latest in payroll and human capital management (HCM) trends, tools, and solutions.

This month, we're excited to highlight our HCM Spotlight of the Month, 360° 401(k) integrations, which has gained significant popularity over the past year and a half, becoming a go-to solution for many of our clients and their 401(k) advisors.

Our cutting-edge technology continues to set the standard for multistate employers, offering new capabilities that streamline compliance and simplify workforce management across diverse locations. These advancements ensure that businesses like yours remain ahead of the curve in a competitive and ever-changing landscape. We're proud to offer tools that not only meet industry standards but redefine them, helping you manage your workforce with unparalleled ease and efficiency.

“Powerful People, Powerful Platform.”

More From Solex HCM

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