

2018 Payroll Year-End Checklist



October

Form year-end committees to include any full departments that touch year-end process

- Include service provider representatives

Hold first year-end committee meeting

- Review prior year-end issues, current year end reporting/policy changes, and calendar of processing dates/timeline for year-end and the next year



Review current year Forms W-2 and employee data, for October

- Verify Annual Income Credit statement is properly on employee copies
- Review data generated for Forms W-2 with third-party data. Verify that:
 - Tax and tax exempt amounts in exp Form W-2 data
 - Social Security numbers are verified (Internal/Prod those verified)
 - Social Security numbers are not truncated
 - Total wages/amounts Forms W-2 reconcile with Form 941
 - Check service dates are up to date



November

Do:

- Review employee handbook that lists status on Form W-2
- Meet with Accounts Payable on payments and ensure items cleared taxable that may not get tax recorded on payroll system; process items in November and December
- Gather facts, calculate income amounts, and transfer into year in November and December records; (input under the Special Accounting Rule (e.g., personal use of company car, etc.))



- Identify drawings and schedule any output or special year-end reports
- Collect 2018 information, such as Social Security wage bases, deferral limits, and other threshold amounts for that tax year
- Develop a process for review of state unemployment insurance rate method as required for accuracy and cost reduction opportunities



December

Meet with:

- Information Technology (IT) and/or third party providers on implementing all new capabilities
- Accounts Payable: Request data on payments since last meeting regarding taxation
- HR/Benefits: Get information on new and updated policies for 2019
- HR/Benefits: Schedule meeting of Form W-2 Costs (2018 health insurance) dates
- Benefits: Update deductions for new amounts, and verify that third parties have updated tables



Do:

- Message employees on requirements to file "average" tax withholding rates for 2019
- Determine if any estimated tax deposits for adjusted payments are required and coordinate if necessary with third party provider
- Notify third party service provider (if used) that have affected all employee unemployment requirements tables



Don't:

- Accept any personal checks from employees asking to have the amounts applied to their year to date tax withholding amounts



Test:

- Calculations on the 1099-gross of the new year to verify accuracy



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The Master Guide to Controllers' Best Practices Elaine Stattler, Joyce Anne Gabel, 2020-07-08 The essential guide for today s savvy controllers Today s controllers are in leadership roles that put them in the unique position to see across all aspects of the operations they support The Master Guide to Controllers Best Practices Second Edition has been revised and updated to provide controllers with the information they need to successfully monitor their organizations internal control environments and offer direction and consultation on internal control issues In addition the authors include guidance to help controllers carryout their responsibilities to ensure that all financial accounts are reviewed for reasonableness and are reconciled to supporting transactions as well as performing asset verification Comprehensive in scope the book contains the best practices for controllers and Reveals how to set the right tone within an organization and foster an ethical climate Includes information on risk management internal controls and fraud prevention Highlights the IT security controls with the key components of successful governance Examines the crucial role of the controller in corporate compliance and much more The Master Guide to Controllers Best Practices should be on the bookshelf of every controller who wants to ensure the well being of their organization In addition to their traditional financial role today s controllers no matter how large or small their organization are increasingly occupying top leadership positions The revised and updated Second Edition of The Master Guide to Controllers Best Practices provides an essential resource for becoming better skilled in such areas as strategic planning budgeting risk management and business intelligence Drawing on the most recent research on the topic informative case studies and tips from finance professionals the book highlights the most important challenges controllers will face Written for both new and

seasoned controllers the Guide offers a wide range of effective tools that can be used to improve the skills of strategic planning budgeting forecasting and risk management The book also contains a resource for selecting the right employees who have the technical knowledge analytical expertise and strong people skills that will support the controller s role within an organization To advance overall corporate performance the authors reveal how to successfully align strategy risk management and performance management In addition the Guide explains what it takes to stay ahead of emerging issues such as healthcare regulations revenue recognition globalization and workforce mobility As controllers adapt to their new leadership roles and assume more complex responsibilities The Master Guide to Controllers Best Practices offers an authoritative guide to the tools practices and ideas controllers need to excel in their profession

The Fast Close Toolkit
Christine H. Doxey, 2019-12-24 This publication focuses on the critical methods that can be used to dramatically improve the fiscal closing process The Record to Report R2R or Fiscal Closing Process is at the core of the controllership function The process includes transaction processing internal and external reporting and the internal controls the people processes and technology that constitute the corporate organizational hierarchy CFOs controllers and corporate finance departments require timely accurate and consistent data to make appropriate operational and strategic decisions and fulfill statutory regulatory and compliance requirements with accurate and timely data The Fast Close Toolkit offers both strategic and tactical suggestions that can significantly improve the fiscal closing process and provides guidance on new legislation requirements systems and best practice processes Checklists templates process narratives and sample policies are provided for every component of the fiscal close Investors and shareholders expect fast and easy access to the data created by current business activities in the information driven digital age The Fast Close Toolkit provides the necessary tools and expert advice to improve the fiscal closing process Authoritative and up to date this book Identifies the bottlenecks that can impact the and improve the fiscal close process and provides best practices to help alleviate these challenges Defines the Record to Report R2R and recommends the roles and responsibilities for fiscal close processes flow Offers the internal controls to use for the end to end fiscal close process Describes approaches for risk management R2R and fiscal close benchmarking Identifies KPIs for all aspects of the R2R process Provides the mechanism for developing a financial close scorecard Recommends leading practices for both external and internal reporting Provides guidance on how strategic planning the budget and forecast processes can be streamlined to enhance the fiscal close and internal reporting results Written by a respected expert on internal controls and the fiscal closing process The Fast Close Toolkit is a valuable source of information for professionals involved in controllership and have responsibility for the fiscal close

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