

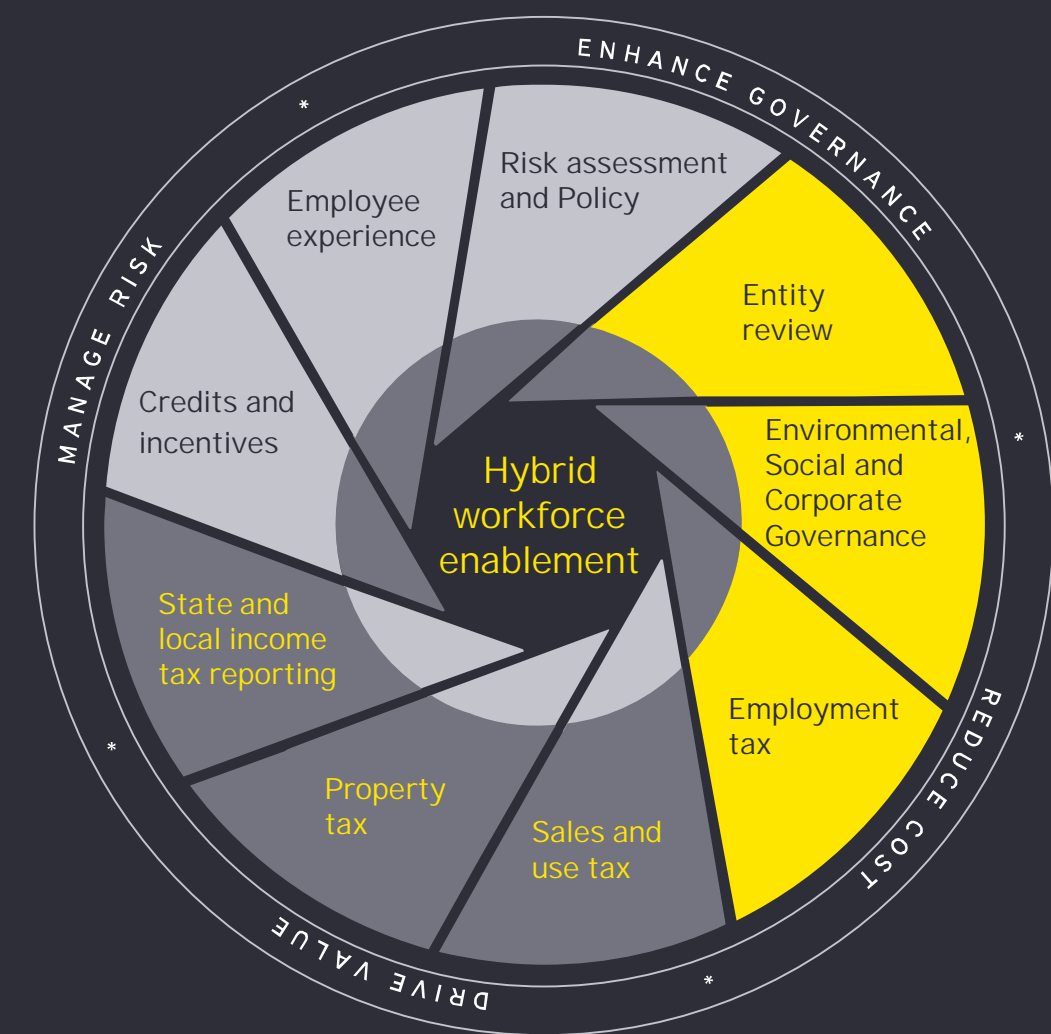
Indirect Tax Worksite Evaluator and Compliance Services



US state and local tax and other relevant considerations of a post-pandemic working world

In the wake of the pandemic, employers are working to identify their future return-to-work business model. US employers, particularly their Tax, Human Resources and Payroll Departments, are evaluating their state and local employer withholding tax implications associated with the “work from anywhere” concept. The workforce will now consist of a spectrum of scenarios, such as full work-from-home arrangements, hybrid work-from-home and office arrangements, business travelers and a new executive “nomad” population enjoying the freedom to work in their desired location. Under these models, however, employers will need to identify their employee worksites, in terms of both location and frequency, as it can impact an array of state and local taxes, including, but not limited to, income tax withholding, business income and gross receipts taxes, credits and incentives, sales and use taxes, and property taxes.

Example



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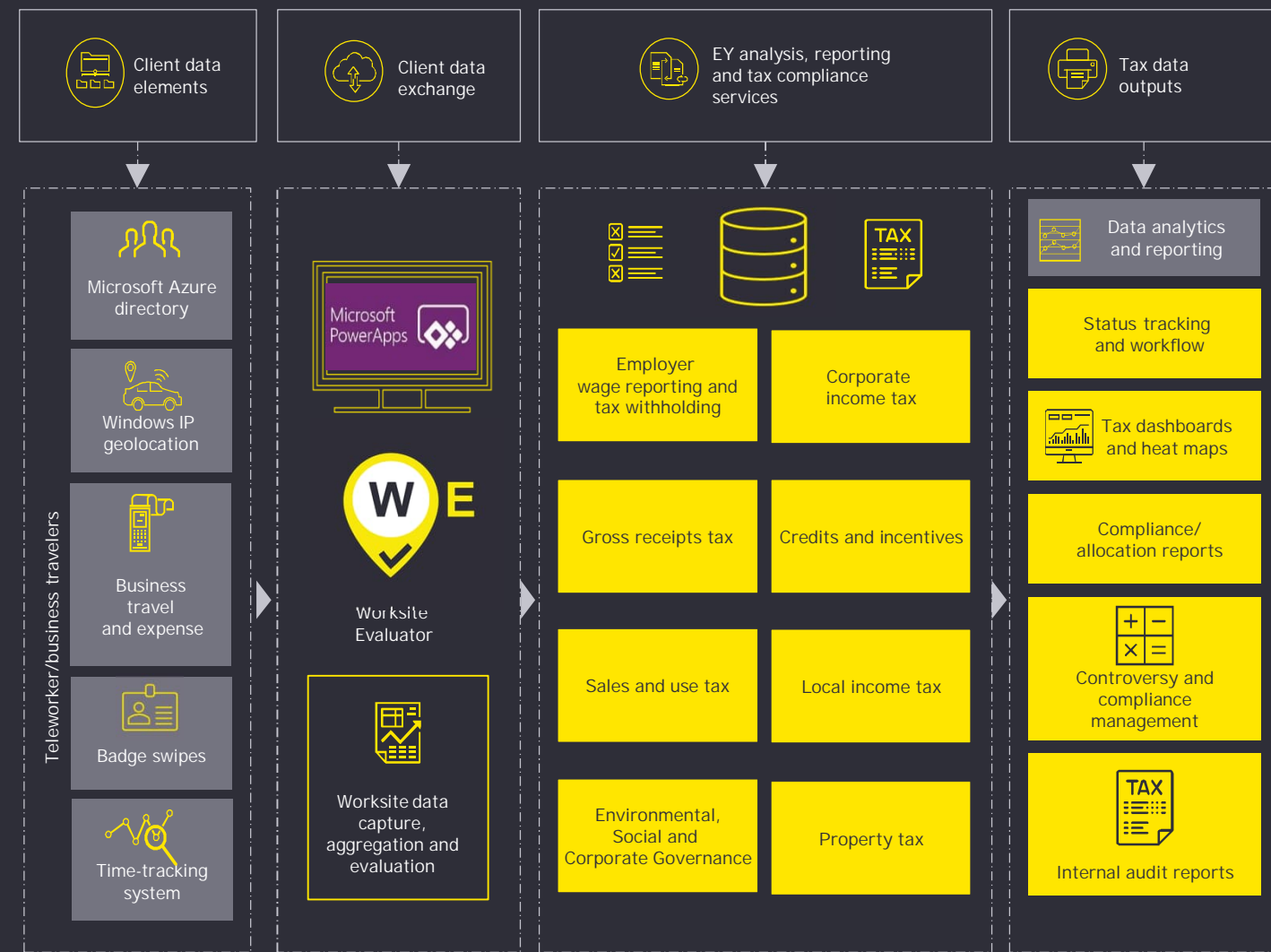
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US indirect tax compliance programs

The EY Indirect Tax and Advisory practices developed a Worksite Evaluator that will allow organizations to leverage enterprise level information, capture indicative data for an employee's worksite and allow employees the opportunity to review their location data via a seamless and user-friendly Microsoft enterprise environment.

The *Worksite Evaluator*, together with the suite of EY Indirect Tax tools and services, provides a comprehensive offering that enables organizations to comply with their state and local tax reporting and filing obligations, including, but not limited to, income tax withholding, business income and gross receipts taxes, credits and incentives, sales and use taxes, and property taxes. The EY holistic approach supports organizations in navigating the complex tax landscape governing the new "work from anywhere" model and adapts to each organization's unique business requirements.

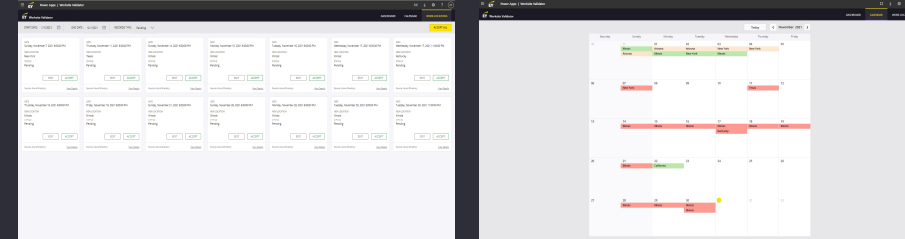


- Improve data quality through automation of data collection.
- Enhance compliance through indicative data application to policy framework.
- Standardize and automate calculations to reduce administrative burden.
- Enable clear, concise and real-time administrator and employee reporting.
- Leverage the process for compliance to improve efficiency.

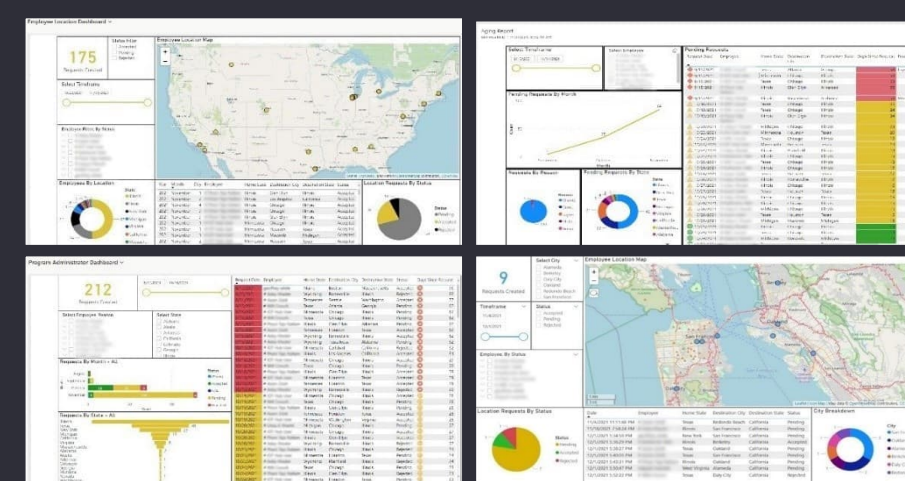
Key features:

Aggregate and organize worksite data from various enterprise systems | Enable employees to confirm and evaluate worksite data via a Microsoft Outlook add-in or Worksite Evaluator dashboard | Limit disruption to day-to-day activities of both the program administrator and employee by leveraging Microsoft's Azure-based IP location identification, Windows device identification and Microsoft Power Platform | State and local tax analysis and calculations | Dashboard and tax reporting for ease of administration | Configurable based on client-specific policy and positions

Worksite Evaluator – employee dashboard



Worksite Evaluator – administrator dashboard



Is your organization ready?

1. What is your organization's return-to-work policy?
2. Do you have employees working remotely, working partially from home and the office, or business travelers?
3. How will your organization capture and identify where employees are working?
4. How will your organization identify the various state and local tax implications of employees working in various jurisdictions?
5. How will your organization comply with state and local tax laws and requirements?

EY Worksite Evaluator is also available on the Microsoft AppSource and Azure Marketplace:

https://appsource.microsoft.com/en-us/product/web-apps/ey_global.ey_worksite_evaluator.ey_worksite_evaluator

https://azuremarketplace.microsoft.com/en-us/marketplace/apps/ey_global.ey_worksite_evaluator?tab=Overview.ey_worksite_evaluator

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