

Tax Information for Small Businesses

Employment Taxes

Topics of Discussion

- Securing Employer Identification Number (EIN)
- Hiring Employees
- Withholding Requirements
- Depositing Requirements
- Reporting Requirements

“DO YOU NEED AN EIN?”

- Pay wages to employees
- Required to withhold taxes for non-wage payments
- Self-employed retirement plan
- Operate as a corporation or partnership
- File Employment, Excise, Fiduciary or
- Alcohol, Tobacco and Firearm Tax Returns

Employer Identification Number (EIN)

- FORM SS-4
- TELE-TIN: (800) 829-4933
- FAX NUMBER: For area number see SS-4 Instructions
- EIN ONLINE: www.irs.gov

Information Forms

- Form W-2, Wage and Tax Statement
- Form W-3, Transmittal of Wage and Tax Statements
- Form 1099-MISC, Miscellaneous Income
- Form 1096, Annual Summary and transmittal of U.S. Information returns

Hiring Employees

- Form I-9, Employment Eligibility Verification
1-800-870-3676
www.bcis.gov
- Report new hires to State
(Office of Child Support Enforcement)
1- 202-401-9267
www.acf.dhhs.gov/programs/cse/newhire

Withholding Requirement

- Federal Income Tax
- Withhold based upon employee's Form W-4
- See Publication 15 for Tax Withholding Tables

Withholding Requirement:

Federal Insurance Contribution Act (FICA)

- Social Security Tax
 - Employee and Employer rate each is 6.2%
(Total 12.4%)
 - See Pub 15 for current year Wage Base Limit
- Medicare Tax
 - Employee and Employer rate each is 1.45%
(Total 2.9%)
 - No wage base limit

W-4 Exercise

- Jack Hammer completed Form W-4 indicating that he is married and claims 2 withholding allowances.
- Jack was paid \$800.00 for a bi-weekly period.
 - What is the amount of income tax to be withheld?
 - Social Security?
 - Medicare?
 - What is the amount his employer is required to match?

Advanced Earned Income Credit (AEIC)

- Form W-5, Earned Income Credit Advance Payment Certificate (required annually)
 - Annual Wage Limit (See Current Year Pub 15)
 - Advanced EIC payment limit (See Current Year Pub 15)
 - Qualifying Child
- Tax Deposit Amount Reduced by Amount of Advanced EIC
- Form 941: Amount of Advanced EIC entered on line 17 and subtracted from total taxes
- Line 17 or Schedule B reflects tax less advanced payments.
- Payment Methods For AEIC
 - Wage Bracket Method
 - Percentage Method
- (Publication 15)

Advanced EIC Computation

- Penny Nails provided her employer with a W-5 requesting Advance Earned Income Credit payment. She has a qualifying child, she will file a joint return, and her spouse has not filed a Form W-5. Her W-4 shows married with 2 exemptions.
- Mrs. Nails has gross wages of \$525.00 biweekly. What is the amount of her AEIC payment using the Wage Bracket Method?
- (Publication 15)

AEIC Required Notice To Employees

1. Copy B of W-2
2. IRS Notice 797
OR
3. Your Own Statement

Deposit Requirements 941 Liability

- Monthly and semiweekly deposit schedules are determined based upon the total tax liability you reported during four-quarter look-back period
- Must deposit all withheld taxes (including employer's portion) less any advance earned income credit
- Look-back period is most recent four-quarter period beginning July 1st and ending June 30th
- (2004 look-back period is 7/1/2002 thru 6-30-2003)

Monthly Depositor

- Tax liability less than \$50,000 in look-back period
- New employers
- Deposits due by the 15th of the following month
- If total liability for quarter is less than \$2500, payment may be made with quarterly tax return

Semiweekly Depositor

- Tax liability more than \$50,000 in look-back period
- For payments made on Wednesday, Thursday or Friday - deposit by the following Wednesday
- For payments made on Saturday, Sunday, Monday or Tuesday - deposit by the following Friday

\$100,000 Next-Day Deposit Rule

- Accumulated liabilities of \$100,000 or more:
Must deposit on the next business day after payments to employees.
- Monthly depositor becomes semiweekly depositor for rest of calendar year and following calendar year when \$100,000 liability is accumulated on any given day.

Reporting Requirements Completion of Form 941

- Report withheld income tax, advance EIC, Social Security and Medicare taxes
- Due quarterly by the last day of the month, which follows the end of the quarter
- All taxes deposited when due, then you have 10 additional days from due date to file return (Example: 1st Quarter 941 Return due by April 30; all deposits made timely, return due by 5/10)

Completing Form 941

- Mr. Sam Sheetrock owns Sheetrock Builder's Inc. He has 20 employees.
- He is a semiweekly depositor and has made all of his deposits timely.

Sheetrock Inc Payroll Info

Pay Date: 10/4

Gross Wages: \$30,025

Social Security Withheld (Employer must match): \$1,861.55

Medicare Withheld (Employer must match): \$435.36

Income Tax Withheld: \$5,980

AEIC Payment: \$45

Pay Date: 10/18

Gross Wages: \$29,826

Social Security Withheld (Employer must match): \$1,849.12

Medicare Withheld (Employer must match): \$432.48

Income Tax Withheld: \$5,726

AEIC Payment: \$36

Pay Date: 11/1

Gross Wages: \$27,500

Social Security Withheld (Employer must match): \$1,705.00

Medicare Withheld (Employer must match): \$398.75

Income Tax Withheld: \$5,335

AEIC Payment: \$28

Pay Date: 11/15

Gross Wages: \$28,845

Social Security Withheld (Employer must match): \$1,788.39

Medicare Withheld (Employer must match): \$5418.2
Income Tax Withheld: \$5,576
AEIC Payment: \$14

Pay Date: 11/29
Gross Wages: \$26,214
Social Security Withheld (Employer must match): \$1,625.27
Medicare Withheld (Employer must match): \$380.10
Income Tax Withheld: \$5,433
AEIC Payment: \$20

Pay Date: 12/13
Gross Wages: \$30,025
Social Security Withheld (Employer must match): \$1,861.55
Medicare Withheld (Employer must match): \$435.36
Income Tax Withheld: \$5,980
AEIC Payment: \$45

Pay Date: 12/27
Gross Wages: \$30,025
Social Security Withheld (Employer must match): \$1,861.55
Medicare Withheld (Employer must match): \$435.36
Income Tax Withheld: \$5,980
AEIC Payment: \$45

Pay Date Totals
Gross Wages: \$202,460
Social Security Withheld (Employer must match): \$12,552.43
Medicare Withheld (Employer must match): \$2,935.66
Income Tax Withheld: \$40,010
AEIC Payment: \$233

- Complete Forms 941 and Schedule B using current year tax withholding requirements and forms.

Reporting Requirements: Form 940

- Federal/State Dual System
- Credit allowed for State unemployment
 - tax paid timely
- Return due annually on January 31st
(All taxes deposited when due, then you have 10 additional days from due date to file return)

Are you a FUTA Employer?

- Paid \$1500 or more of wages in any quarter (other than farm or household workers)
OR
- Had one or more employees for at least some part of a day in any 20 or more different calendar weeks in the current or prior year.

FUTA Tax Rate

- FUTA tax rate: 6.2%
- Maximum State credit rate: 5.4%
- FUTA rate after State credit: 0.8% (.008)
- Applies to first \$7,000 in wages paid to each employee each year

Completing Form 940

Mr. I. R. Builder is a contractor and has 3 employees.

He has a state experience rate of 2.7%. He only pays unemployment taxes to one state. He paid all of his state unemployment taxes timely and all his wages that were taxable for FUTA were also taxable for his State's unemployment tax.

Which form will he be required to file?

FUTA TAX INFO

Employee: J Hammer

1st Quarter: \$5,600

2nd Quarter: \$4,800

3rd Quarter: \$5,600

4th Quarter: \$4,800

Total: \$20,800

Employee: T Saw

1st Quarter: \$5,600

2nd Quarter: \$4,800

3rd Quarter: \$5,600

4th Quarter: \$4,800

Total: \$20,800

Employee: P Nails

1st Quarter: \$3,675

2nd Quarter: \$3,150

3rd Quarter: \$3,675

4th Quarter: \$3,150

Total: \$3,650

Total: \$55,250

Excess over \$700: \$-21,000

Final Total: \$34,250

- Complete Form 940EZ using current year information.

Depositing Requirements: FUTA Liability

- FUTA liability less than \$100:
 - Make deposit or pay with 940 tax return by
 - January 31.
- FUTA liability more than \$100 in any calendar quarter:
 - Deposit FUTA tax by the last day of the following month after quarter ends.

Deposit Penalties Asserted for:

- Late deposits
- Deposits paid directly to IRS or with a tax return
- Deposits made to an unauthorized financial institution
- Deposits required but not deposited using the Electronic Federal Tax Payment System (EFTPS)
- Trust Fund Recovery Penalty
- Failure to File Tax Returns
- Failure to Pay Taxes after Notice & demand
- Failure to File Information Returns
- Failure to Supply Taxpayer Identifying Number

941 & 940 E-File Employment Tax

- Options for Filing:
 1. 941 TeleFile
 2. 941 & 940 On-Line Filing
 3. 941 & 940 E-file

941TeleFile

- To Participate, a business must
 - be pre-selected
 - receive a TeleFile Tax Package as part of 941 package mailing
 - be a monthly depositor (\$10k or less tax liability)
 - have been in business for the previous 12 months
 - have a breakeven, overpayment or balance due of \$1000 or less
 - To participate, a business must

- have no schedules or attachments
- have only fractions of cents adjustments
- have no changes to entity
- not be a seasonal filer
- fill in tax record, call TeleFile toll free, keep tax record for business files

941 and 940 On-Line Filing

- The IRS On-Line Filing Program for Form 941 and Form 940 is available to business filers.
- Allows business filers to participate using their personal computer, modem, and off-the-shelf or web-based software to prepare returns
- The on-line program, which is a Web-based Internet system, allows business filers to prepare, sign and file Form 941, Employer's Quarterly Federal Tax Return and Form 940, Employer's Annual Federal Unemployment (FUTA) Tax Return, using an Approved IRS e-file for Business Provider also known as a third-party transmitter
- Where Can I find a list of Providers?
 - Visit www.irs.gov/efile and access the Approved IRS e-file for Business Providers page as well as the IRS e-file Business Partners page for a listing of companies that offer IRS e-file for Business products and services.
- Business filers must apply for a Personal Identification Number (PIN) by completing the electronic Letter of Application (LOA) online via the Web to register through an "Approved IRS e-file for Business Provider" (third-party transmitter) of their choice.
- The third-party transmitter will batch and electronically transmit the LOA to the Austin Submission Processing Center (AUSPC).
- Upon IRS approval of the business filer's electronic LOA, the IRS will mail a Personal Identification Number (PIN) to the business filer within 3 to 5 business days. The PIN is used to electronically sign an electronically filed return in lieu of the business filer's signature.

Benefits of 941 and 940 On-Line

- Convenient
 - It's paperless!
 - Electronic acknowledgment within 48 hours
 - Tax prep work is automated with return prep software that performs calculations and highlights needed forms and schedules
- Fast
 - Information is quickly available to IRS Customer Service sites
 - Processing time is reduced to one week or less
- Accurate
 - Fewer risks of transcription errors

- Error rates of less than one percent
- Safe
- Tax Information is Secure
- Only authorized users have access to the system

941 & 940 E-file

- Allows business filers to use a payroll service provider to file 941 & 940 returns electronically

HOW TO DEPOSIT

- Federal Tax Deposit Coupon (FTD)
- Electronic Federal Tax Payment System (EFTPS)

FTD Coupons

- Form 8109
- Authorized Financial Institution
- Deposit Timely

Electronic Federal Tax Payment System

- EFTPS is an electronic tax payment system sponsored by the U.S. Department of the Treasury designed with busy taxpayers in mind.

EFTPS Features:

- Available 24 hours per day
- 7 days a week
- Various payment options
- Payment scheduling
- Security
- Input verification
- EFT/Acknowledgement number

EFTPS Payment Options

- EFTPS-Direct
- EFTPS Through a Financial Institution
- Same Day Method

EFTPS Benefits to Taxpayers

- Easy to use, convenient, accurate, fast and economical
- Taxpayer is in control

- No special equipment is needed

Electronic Federal Tax Payment System

So what's the easiest way to pay all your Federal business taxes?
EFTPS, of course.

***To enroll or for additional information,
call Customer Service:***

1-800-555-4477

1-800-945-8400

Thank You!!!