



Contact Us:
99 Tulip Avenue - Suite 104
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www.ValeUGroup.com

STATE UNEMPLOYMENT TAX PLANNING - COMPLEX BUT REWARDING

State Unemployment Taxes are widely considered the most volatile, application intensive and legally complex, in all of Corporate Taxation. It's an employer tax that is due every quarter at a tax rate recalculated annually (and more frequently if a restructure occurs). It impacts multiple departments; Corporate Tax, Payroll Department, Finance and Human Resources.

The state administers the annual tax rate calculations through the Department of Labor/Revenue. These tax rate calculations are complex with many variables. The states often send out incorrect tax rate calculations based on incorrect data. The fifty states have 50 different tax rate calculations for an employer to master. Payroll and Tax Departments, who are responsible for this area are generally overwhelmed. In addition, they are often issued extreme penalties for benign detail-oriented errors.

An unemployment tax cost increase could disrupt the best thought out budget planning. However, the unemployment tax cost is still overlooked in most companies. ValeU consultants are experts in the state laws and tax rate calculations of all fifty states. We understand that if unemployment taxes are skillfully and proactively managed they can save substantial tax dollars annually.

FULL SERVICE TAX CONSULTING & PLANNING

ValeU Group a private company, is a full-service Unemployment Tax Management consulting firm. Our services are not administered like a "vendor" or "service company" but as a trusted "business partner". Clients look to us for proactive consulting and planning. Clients benefit from our experience and expertise in the following areas:

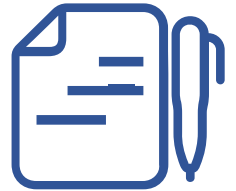
***Tax Rate & Tax Filing Audit:** Review every state unemployment tax rate calculation to make sure all taxes, benefit charges, taxable payroll and employment history are accurately reflected on the notice. Protest any inaccuracies regarding tax rate calculation and appeal any tax assessments or penalty tax rate assignments. Review each state quarterly tax return for accuracy of payment. Request and secure tax refunds.

*** Mergers, Acquisitions, Corporate Reorganizations:** Analyze the nationwide and individual state tax cost ramifications. Implement strategies for potential tax savings or reduced tax cost. Secure the transfers of tax history (total vs partial transfers, mandatory vs optional transfers, successor vs predecessor rates, etc.).

*** Tax Strategies 101:** Certain states allow "tax techniques" to lower a company's annual tax rate. Voluntary Contributions and Joint Accounts will be analyzed in all applicable states. Provide the tax savings analysis and complete all applications prior to state deadlines.

ABOUT VALEU GROUP

ValeU Group has been on the front lines of Unemployment Tax Management for the last 20 years. The company was started in 2010 but most of the consultants have been in the industry for 20 plus years. For an introduction to client centered consulting services and a free 3 year State and Federal Unemployment Tax Audit Analysis, please contact us at info@valeugroup.com or (347) 568-2538.





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UNEMPLOYMENT CLAIMS MANAGEMENT

Receiving and responding to Unemployment Claims is an inevitable part of being an employer. However, managing these claims can be an overwhelming chore of receiving and responding to the appropriate state agencies, generally on a very tight deadline. Companies must also strive to maintain a consistent separation policy. Most employer's unemployment mail is not centralized and many claims slip through the cracks, increasing the company's Unemployment Tax Rates and Annual Tax Cost. ValeU Group, Inc. provides a comprehensive Unemployment Claims Management Program for Fortune 100 companies and smaller firms.



ALL "SIDES" COVERED - STATE INFORMATION DATA EXCHANGES SYSTEM

The SIDES exchange is an electronic transfer of UI claims documents from state agencies which eliminates the process of traditional U.S. mail (giving employers almost an additional week to gather documents and respond to each claim). This added lead time results in more SUI claims being protested in a timely manner and securing future appeal rights.



BENEFITS OF THE SERVICE:

Claims Processing & Success Rate

- 85% - 90% win-rate on all protested claims
- Experts in all 50 states
- Custom Software for end-to-end Claims Management
- 15-20 day Lead time for response through SIDES
- Detailed and timely protests



Hearing Representation

- Recommendation to Attend or Not Attend (based on facts)
- Pre-Hearing witness testimony preparation
- Provide Representation and/or Attorneys for all hearings in all states



Web Portal & Reporting

- Dashboard of all claims activity and real-time reporting
- Online claim and document look-up capability
- Secure Document Upload for separations and supporting documents

Account Team Excellence

- Account Managers with over 15 years industry and client service experience
- Knowledge of the Clients nationwide Unemployment Accounts & Employment Forecasts
- Available around the clock for client service and escalations

Tax Savings from Winning Claims

- Calculate true SUI Tax Savings impact from winning Claims and eliminating Benefit Charges
- Provide Detailed savings reports by state and legal entity for all claims won





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Verification of Employment & Income

Verification of Employment & Income ("VOE" or "VOI") is the process of confirming or verifying an employee's job or earnings. There are two basic types of verifications, Commercial and Government. The "VOE" or "VOI" is used to cross-reference employment and income data, already supplied by the employee, on uniform applications.

Commercial Verifications are primarily requested by lending institutions when an employee applies for credit to make a large purchase or is attempting to secure a loan. Banks, credit cards, mortgage companies, and apartment complexes are the most common requesters/verifiers of this information.

Government Verifications are primarily requested by Social Service Agencies when an employee applies for benefits. Food stamps, energy assist, housing credits, child support, etc. are the most common requesters/verifiers of this information.

VeriSafeJobs assists Fortune 500 companies in outsourcing the time consuming and administrative task of the employment verification. VeriSafeJobs streamlines and automates the process.

Benefits of VeriSafeJobs:

- » No Fees for Service
- » Revenue Share Opportunities
- » Relieve Administrative Burden
- » 24/7 Automated Verification Access
- » Custom Web Development
- » Accept Any File Feed
- » Available in Over 100 Languages
- » Elite Customer Service

Premier Data Security:

- » End to End with Resting Encryption
- » Certified: SOC 1/ SOC 2/ SAS 70
- » Routine Vulnerability Assessment
- » Proactive Penetration Testing
- » Data is Private/No Shared Analytics
- » 30 Years No Data Breach

Escalation Process/ VSJ Hot-Line:

In addition to the Customer Service line available from 8am - 8pm EST., Clients will have a VSJ Hot Line with a personal contact available 24/7 specifically for escalations and emergencies.

Free Consultation for a Free Service

INFO@VERISAFEJOBS.COM or 347-568-2538 (347-56-VALEU)





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UNCLAIMED PROPERTY & REFUND RECOVERY

Beyond spirit, talent and great ideas, there has always been one most obvious and vital asset sought by companies – cash in the door. ValeU Group, a private company, focuses on this asset through its Unclaimed Property & Refund Recovery Service. ValeU Group has recovered over **\$100 million in refunds** for its **Fortune 500 clients**. We also deliver on the intangibles expected but not often realized from service companies, including speed, accuracy and personal touch.

Our Refund Recovery Service executes and manages all aspects of the process for our clients. We research and identify Unclaimed Property from all Federal, State and Local databases. We complete and file all necessary applications, track the progress of the claim and secure the refund checks. ValeU has established vital contacts and working relationships with government agency officials through persistent and friendly communication.

INDUSTRY EXPERTISE & EXCLUSIVE TECHNOLOGY - XTRACT

ValeU Group has devoted substantial resources towards technology and programming. Our proprietary XTRACT software allows ValeU to search and sort through all state agency “unclaimed property” holdings. Our XTRACT software tracks the process for each claim from inception to completion. ValeU Group is often used to assist companies already engaged in this process in-house. In addition, ValeU Group applies its sophisticated knowledge of corporate structures, mergers and acquisitions, predecessor and successor companies, to maximize search and recovery efforts.

OFTEN MISUNDERSTOOD

Many companies view “unclaimed property” as an “escheatment” or reporting function that flows outward, getting the “property” off their books for a compliance purpose. However, very little time, energy and resources are devoted to recovering their own “unclaimed property” that has been escheated but remains unclaimed.

HIDDEN ASSETS AVAILABLE

Most companies are unaware of the vast quantities of “unclaimed property” held by government agencies. Government agencies currently hold over \$100 BILLION in unclaimed funds, some of which have been sitting there for more than 30 years. The unclaimed property funds stem from bank accounts, escrow accounts, fiduciary accounts, uncashed checks, accounts payable, security deposits, etc.

ABOUT VALEU GROUP

ValeU Group was established in 2010 and employs a team of highly skilled professionals devoted to client service. ValeU Group identified an unmet need in Corporate America. By combining extensive knowledge and experience with proprietary software, ValeU Group reveals and recovers unclaimed funds for our clients that would otherwise remain hidden.

UNCLAIMED PROPERTY RECOVERY ANALYSIS - FREE

A free analysis for a project that brings in money and pays for itself. Our Unclaimed Property Refund Recovery Program is a contingency based service. The service is performed at no upfront cost to the client. Our fee is dependent on state regulations (10% to 20%) but never exceeds 20%. If no unclaimed property funds are secured for the client then no fee will be paid. Please contact ValeU Group, Inc. to find out if your company can benefit from securing their “unclaimed property”. INFO@VALEUGROUP.COM or **347-568-2538 (347-56VALEU)**.





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WORK OPPORTUNITY TAX CREDIT PROGRAM

The Work Opportunity Tax Credit Program (WOTC) is a federal hiring program that offers Tax Credit benefits to employers when hiring workers who face barriers to obtain employment. There are 10 WOTC Target Groups, the most noteworthy are; Supplemental Nutritional Assistance Program (SNAP), Food Stamps, Temporary Assistance to Needy Families (TANF), Select Veterans, and Unemployed Individuals. The Annual Federal Tax Credit allowed per employee ranges between \$1,500 and \$9,600.

TAX CREDIT INCENTIVE PROGRAM

The Tax Credit Incentive Program (TCI) includes hundreds of national and locally approved Tax Credit and Incentive opportunities for employers. The tax credits may result from employment in specific geographic areas, special programs to boost hiring or disaster recovery for affected locations.

ValeU Group, Inc. offers a best in class comprehensive WOTC & TCI program, administered by Walton Management Services Inc. (WMS), a privately held company headquartered in New Jersey. WMS is one of the nation's leading tax credit screening providers and has handled sensitive employee data for more than 30 years without a breach. WMS has been proudly recognized by the American Staffing Association as one of the Top 10 Emerging Technologies, for their State-of-the-Art WOTC Platform.

Our cutting-edge technology uses a cloud-based computing platform that integrates seamlessly into a company's recruiting and onboarding system. In a paperless process, we simplify recruiting and screening during the hiring process. Our innovation and advancements have revolutionized the way corporations secure and maximize tax credits. We administer all paperwork and filings with the appropriate State and Federal agencies. We identify, complete and process all applications and related documentation, associated with approved TCI programs.

BENEFITS OF THE SERVICE:

- **Innovative Technology:** leverages the most advanced technology to screen employees for tax credits during the job application or onboarding workflow.
- **User Experience:** administers a simple single page questionnaire, to make it fast and easy for employees to complete.
- **Reporting:** Extensive reporting analytics for clients to manage their tax credit results; we provide text/email push alerts and single sign-on access, to the most advanced KPI reporting tools.
- **Experience:** Our Account Managers have more than 25 years industry experience. We offer a "best in class" client service first environment.
- **Custom Integration:** Our powerful technology platform can integrate Applicant Tracking Systems (ATS), Payroll, I-9 verification, Unemployment Claims and Verification of Employment.
- **Security:** Certified SOC 1, SOC 2, SAS70 - 30 years without a breach.
- **Data Feed Flexibility:** Can accept data in almost any format.

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I-9 & E-VERIFY COMPLIANCE

I-9s are a critical aspect of business to ensure authorized employment, but they are time-consuming. If you're tired of fixing errors on your employees' forms or having to manually submit them, you will love our I-9 compliance & E-Verify management services. Our program is hosted and administered through our partner JDP – a private firm with 30 years' experience in the background screening and I-9 industry.



All employees in the United States are required to complete the I-9 form. Though it appears to be a simple form, over half of completed I-9s contain errors. That's where our error-detecting electronic I-9 comes in. Our online I-9 incorporates hundreds of business rules associated with the completion of the form into a simple web-based I-9 that can be accessed by anyone with an internet connection. Our technology alerts those entering information of any errors, so forms can be completed correctly the first time around. Even better, you will be able to submit to E-Verify in just one click. This process will help clients avoid errors, audits, and fines.



JDP's Electronic I-9 Allows for:

- » Simple management of the I-9 process
- » Secure and user-friendly technology
- » Error-Detection to ensure forms are complete and correct
- » Organized and searchable forms
- » Eliminating the need for paper-based documentation
- » Simple one-click E-Verify submissions, sent directly from the electronic I-9
- » Real-Time Reporting with digital storage
- » Audit ready compliance log
- » Importing Previously stored I-9s
- » Auto-Resubmit I-9s when E-Verify system down



E-Verify is an internet-based system that allows an employer, using information reported on an employee's Form I-9, to determine if an employee has the right to work in the United States. With JDP's E-Verify services, you no longer go through the time-consuming process of manually submitting E-Verify requests through the government site. With JDP, you can E-Verify an employee with one click of a button from our electronic I-9 technology.



JDP's E-Verify Allows for:

- » Verification that's completed faster than using the government site directly
- » Centralized management of all E-Verify records
- » Simple E-Verify submission from the electronic I-9 form
- » Comprehensive reporting of all records at all locations
- » Superior management and reporting compared to using the government site directly
- » Federally designated E-Verify agent



For more information contact us at 347.568.2538 (347-56-VALEU).
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SEPARATION NOTICE COMPLIANCE

When an employee is separated from a company, there could be regulations governing the process of separation depending on the state in which the employee worked. Employers must keep track of these states that require separation notice or termination letters to avoid non-compliance issues. A termination letter or separation notice usually involves providing notification to the employee and/ or state when an employee separates. There are currently twenty-two (22) states that require employers to provide them with a formal separation notice when an employee leaves the company. These states have specific forms that need to be completed by the Employer for each separation. The notices include information that the employee needs to secure benefits, which simplifies the process.

States that require an “official” notice:

Alaska	Georgia	Massachusetts	Nevada	Rhode Island
Arizona	Illinois	Michigan	New Jersey	South Carolina
California	Iowa	Mississippi	New York	Tennessee
Colorado	Louisiana	Missouri	Pennsylvania	Texas
Connecticut	Maryland			

ValeU Group, a private company, is a full-service Unemployment Cost Control consulting firm. Our services are not administered like a “vendor” or “service company” but as a trusted “business partner”. Clients look to us for proactive consulting and planning. Clients benefit from our experience and expertise in our services.

Highlights of the Service:

- ValeU Group will meet all state requirements, including the states that require a response within 24 hours.
- States may issue penalties for non-response.
- Instant access to online reporting.
- Employers will have access to separation forms for each separated employee.
- If additional states add this requirement, updated volumes will be projected and ValeU will add those states to the scope of work.

