

WHAT'S NEW  
**Sage 100 Payroll**  
 Release 2.19.4



Sage 100 Payroll 2.19.4 introduces new features to support EEO-1 compliance and alternative tax schedules in states where that is an option.

### EEO-1 Compliance Features

On September 30, 2019, EEO-1 Component 2 data – which includes reporting on hours worked and pay information from W2 forms by race, ethnicity, and sex – is due for years since 2017 by employers for each period in which they had 100 employees or more.

To help Sage 100 Payroll customers to comply with the requirements of the revised Equal Employment Opportunity Commission (EEOC) report, Sage 100 Payroll 2.19.4 introduces two important changes to the Employee Maintenance Additional tab:

- The Ethnicity/Race field has been updated to include categories required for EEO-1 Compensation Data reporting
- A new Job Category field has been added with the 10 required job categories available for selection

The 2.19.4 update for Sage 100 Payroll ensures that data are recorded and stored in a way that complies with recent changes. eFiling of this information is available via Aatrix.

### Alternate Wage Cap Check box

In special circumstances, states have the option to allow employers to apply different tax tables to different employees. A common example of this is the case of unemployment insurance.

Currently, states with the option to use alternate tax tables include Rhode Island, Michigan, and Nebraska (starting in 2020). Each state has a different reason for using an alternate tax table. For Michigan, this tax table is used by employers considered delinquent. For Rhode Island, this tax table is used by employers that are considered high wage earners. For Nebraska, this table is used for employers with the worst reserve ratios.

With the addition of an Alternate Wage Cap Check box to the Company Tax Group Setup, Sage 100 Payroll customers can be assured that they are using the right tax table when querying the cloud-based Sage Payroll Agent.

