

# Compliance

Gain easy access to the information and tools needed to **maintain legislative compliance.**

As a trusted partner, UKG is committed to working with its customers to ensure that they have the support and resources needed to remain compliant and put their people first—always. UKG Pro™ is the first step in enabling you to comply with HR, payroll, and employment regulatory requirements and easily record key information for government compliance, reporting, and analysis in the United States and Canada.



### Rapid Delivery of Enhancements

Using an agile architecture and development strategy that can adjust to regulation changes quickly, Pro delivers the technology and services necessary to make meeting compliance requirements an efficient and stress-free experience.



### Empowering Compliance Tools

UKG is 100% dedicated to HCM technology, which means support for compliance issues is a top priority. Pro delivers the right technology and reporting for complying with changing rules and providing a great employee experience.

### Dedicated Compliance Experts

UKG's team of experienced compliance specialists monitor legal developments and work with our development team on enhancements to Pro that are needed to meet constantly changing requirements.



## Key benefits

Remain compliant at all times, with regulatory updates delivered by UKG's standard maintenance.

Leverage tools within Pro such as the Smart Tax Search to reduce compliance complexities and errors.

Apply hundreds of standard and delivered reports, including signature-ready reports.

Access compliance news, best practices, and more, anytime via HR360, a premier online library.

Find the right business strategy for your organization and assess its impact and effects.

Implement necessary changes with step-by-step guidance and send communications to keep employees informed.

Maintain an ethical and compliant approach to protecting employees' personal data, via the Pro Privacy Manager tool.

**Disclaimer:**

Many regulations are complex and can be subject to differing or changing legal interpretations. For legal advice on such matters, it is always important to consult with your own attorney before deciding on UKG Pro configuration settings.

## Payroll-Tax Compliance

Because UKG has an in-house tax team, Pro automatically delivers all U.S.-based federal, state, and local tax updates, as well as Canada-based federal and provincial updates, so you don't have to pay for or work with a third-party tax service.

Pro's comprehensive tax-management solution helps you handle tax compliance and computations, including multi-state taxing rules and reciprocity, as well as taxation-wage accumulation and withholding requirements, and year-end success.

## EEOC Compliance

Pro Recruiting (formerly UltiPro® Recruiting) offers options for candidate self-identification and easy access to compliance reporting to help ensure federal contractors have the tools necessary to remain compliant with nondiscrimination labor laws. As candidates move through the application process, they are asked a series of voluntary questions pertaining to their:

- Gender, race, and ethnicity
- Disability status
- Veteran Status

## Global Compliance

Pro is designed to help meet specific localization requirements by providing flexible, global, and master data management. Customers can configure business processes and fields in Pro, as well as capture and manage data according to region or country-specific requirements.

UKG complies with federal and local laws in the United States and federal and provincial laws in Canada, including compliance with the Personal Information Protection and Electronic Documents Act (PIPEDA). UKG also complies with the EU General Data Protection Regulation (GDPR) as a data processor, so customers remain compliant when collecting and processing personal information for their employees within the EU.

To help ensure compliance with privacy practices globally, UKG participates in and has certified its compliance with:

- EU-U.S. Privacy Shield Framework
- U.S.-Swiss Privacy Shield
- Asia Pacific Economic Cooperation's (APEC) Cross-Border Privacy Rules (CPBR) system
- ISO 27001
- ISO 27018
- Veteran Status



Connect with us online @UKG.com

© 2022 UKG Inc. All rights reserved. For a full list of UKG trademarks, please visit [ukg.com/trademarks](http://ukg.com/trademarks). All other trademarks, if any, are property of their respective owners. All specifications are subject to change.