Oracle Fusion Cloud HR and Payroll

HR and Payroll Localizations Questions and Answers

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Contents

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1 HR and Payroll Localizations Questions and Answers

Can I exclude an assignment record from apprenticeship levy for the UK?

Yes, you can do this by using a fast formula.

Typically, you'd write a fast formula to identify which employees in the TRU you want to exclude from the levy calculation. You need to ensure that the formula must:

- Have `EXCLUDE_FROM_APPRENTICESHIP_LEVY_USER_DEFINED`

- Have formula type: Payroll Access to HR

- Accept 1 input that must be of type Number: `ASG_ID`

- Set the `ASG_ID` value as the `HR_ASSIGNMENT_ID` context

- Return a variable `EX_FLAG` of value Y to exclude the record

> **Note:**
>
> The exclusion checkbox at the TRU level and your fast formula results operate at the PAYE component level. In this case, to exclude a PAYE component from the apprenticeship levy calculation using fast formula, ensure that your fast formula returns `EX_FLAG` of value Y for every assignment associated with that PAYE component. Otherwise, the PAYE component will remain included in the calculation.

Can I submit FPS for paid balance adjustments earlier than the latest payroll process for the UK?

No, you must not submit FPS for paid balance adjustments that are earlier than the latest payroll process of the employee in the tax year.

- If there's a need to report such paid balance adjustments from an earlier date, you need to use an earnings element as at the latest payroll process date of the employee in the tax year to ensure latest year-to-date values are included in the FPS.

- If it's an EYU, you can do an unpaid balance adjustment at any time during the tax year. You can then run FPS without the prepayment parameter value, which automatically reports the latest year-to-date values.

- If it's a normal FPS (not EYU), the unpaid balance adjustment is automatically reported with the latest year-to-date values in the latest FPS for the payroll.

Can I use a military address for a US employee's residence or work tax address?

No, the payroll process requires all employees have a valid physical address in the US for calculating applicable payroll tax withholdings.

Can I use a PO Box for a US employee's residence or work tax address?

No, the payroll process requires all employees have a valid physical address in the US for calculating applicable payroll tax withholdings.

Can I use an international address for a US employee's residence or work tax address?

No, the payroll process requires all employees have a valid physical address in the US for calculating applicable payroll tax withholdings.

How can I cancel a scheduled payroll interface flow

You can cancel a scheduled flow by navigating to **Data Exchange** > **View Flows**. Search for the flow you want to cancel, and you will see an option to cancel it.

Note: You must be logged in as the owner of the flow to see the cancel flow option.

How can I create an element for retroactive processing?

When you create the element, specify that it's subject to retroactive changes. Select the predefined retroactive event group for the element or create your own to select.

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When an element is subject to retroactive changes, many of the components for the retroactive element are created automatically. This includes adding the element to the retroactive event group and proration group; however you must set up the retroactive components.

To process an element in a retroactive payroll run, the element must have a retroactive component that defines the processing rules. Create your own retroactive event group, proration event group and change the default values for elements in the Element page.

How can I derive the Position ID?

The payroll extract derives the Position ID from the Company Code, Assignment Number, and Assignment Status.

If Assignment Status = Active-No Payroll, the application doesn't either display or store the Position ID.

This is how the Position ID is derived:

- Characters 1 to 3 => Company Code (Say 'T24').
- Characters 4 to 9 => File ID (say 786, if the file ID is less than 6 digit, then pad with leading zeros).
- 10 => 'N' if the assignment status is Active- no payroll else blank.
- The derived Position ID in this case is T24000786N.

.

How can I exempt a military spouse from state income tax?

To mark an employee as exempt from state income tax (SIT) due to a military spouse situation:

1. Use the Calculation Entries task to open the person's Tax Withholding card for editing.
2. Set an appropriate effective as-of date.
3. In **Regional**, open the state component for editing.
4. For **State Income Tax**, select **Exempt from wage accumulation and tax withholding**.

Note: **Exemption for Military Spouse** on the tax card is for informational purposes only. The value on this field has no impact on tax calculation.

How can I handle any data transaction of an employee after the termination date?

Transactions associated with a terminated employee are eligible for extraction up to the termination final close date.

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For Workforce Now integration, it is recommended to extract these transactions to the third-party system before the final close date.

How can I identify statutory employees?

You can identify independent contractors in the US as employees by statute.

For employees in multiple tax reporting units (TRUs) with different a statutory setting for each TRU, you must define separate tax cards for each TRU.

This status appears on W-2 Box 13.

To identify a person as a statutory employee:

1. Start the Calculation Entries task.
2. Search for the employee, and open their Tax Withholding card for editing.
3. Open the **Federal** component for editing.
4. In **Withholding Exemption**, select the appropriate status in **Statutory Employee**.
5. Save your work.

Note: Statutory employees have no federal income tax (FIT) withheld. The payroll process still accumulates FIT wages and reports them in Box 1 of the W-2. For state income tax (SIT), the calculations follow the state's guidelines for tax withholding.

How can I mark an individual employee as exempt from federal, state, or local taxes?

Mark an employee as exempt from many types of taxes on their Tax Withholding card. These taxes include state taxes, Federal Unemployment Tax Act (FUTA) tax, social security tax, county taxes, and city taxes.

1. From **My Client Groups**, click **Payroll**.
2. Click **Calculation Cards**.
3. Search for and select the person.
4. Open their Tax Withholding card for editing.
5. Click either the **Federal** or **Regional** calculation component.
6. Select the individual taxes for exemption.

Related Topics

- What Is the Tax Withholding Card

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How can I mark individual employees for cumulative aggregation taxation?

You identify employees for cumulative taxation on their Tax Withholding card.

1. From **My Client Groups**, click **Payroll**.
2. Click **Calculation Cards**.
3. Search for and select the person.
4. Open their Tax Withholding card for editing.
5. Click **Federal**.
6. Set the value for **Cumulative Taxation**.

Related Topics
- What Is the Tax Withholding Card

How can I override a location-based tax for the US?

To tax an individual at a location other than their home or work location, you need to override their tax address.

Do this by changing the relevant employee's work or home location.

How to override the home location

To change a person's taxing home address, you would use the Resident Tax Address type.

1. From **My Client Groups**, click **Show More**.
2. In **Employment**, click **Contact Info**.
3. Search for the person.
4. In **Addresses**, click **Add Address**.
5. Define the address using the **Resident Tax Address** type.

   You can use the guided search to select the address, or you can force the field to use the literal address you enter. It must be a valid physical address in the US.
6. Click **Save**.

How to override the work location

To create the override:

1. From **My Client Groups**, click **Show More**.
2. In **Employment**, click **Employment Info**.
3. Search for the person.
4. In **Assignment**, select **Edit**.
5. Select the address in **Work Tax Address**.

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You must select a valid physical address within the US.

How can I represent the existing Workforce Now File ID in Fusion HCM Cloud?

If the existing File ID is different from Person Number, you must define the File ID as Third-Party identifier in **Person Identifiers for External Applications** page.

How can I set up a derived payment source for India?

You can create a status processing rule at the legislative data group(LDG) level and setup the payment criteria for the organization payment method, for the predefined default payer element.

Here are the steps to setup the derived payment source:

1. Create a status processing rule at the LDG level
2. Setup the formula to derive the payment criteria
3. Setup payment criteria for organization payment method.

Set Up the Status Processing Rule

1. Click Status Processing Rules in the Element Overview section.
2. Select Create Status Processing Rules from the Actions menu.
3. Select XX_Default_Payer_Payment_Criteria in the Formula Name field.
4. Add a row in the Result Rules section using the values in this table.

Field	Description
Result Returned	EMP_DEPT
Result Rule	Direct Result
Target Input Value	Payment Criteria

5. Click Submit.

Set Up Formula to Derive Payment Criteria

Set up the formula in the Fast Formulas page, to derive the payment criteria for the payment source.

Here's the sample formula to derive the employee department names from HR:

```
XX_Employee_Department
```

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```
Default for PER_ASG_ORG_DEPARTMENT_NAME is ' '
l_dept_output = PER_ASG_ORG_DEPARTMENT_NAME
Return l_dept_output
```

Here's the sample formula to populate the payment criteria with the HR formula results:

```
XX_Default_Payer_Payment_Criteria
Default for ASG_HR_ASG_ID is 0
C_PAYROLL_ASSIGNMENT_ID = -1
i = PROCESSED_PAYROLL_ASGS.first(-1)
 while PROCESSED_PAYROLL_ASGS.exists(i) loop
 (
 C_PAYROLL_ASSIGNMENT_ID = PROCESSED_PAYROLL_ASGS[i]
 log = pay_internal_log_write('****C_PAYROLL_ASSIGNMENT_ID : ' + to_char(C_PAYROLL_ASSIGNMENT_ID))
 i = PROCESSED_PAYROLL_ASGS.next(i, -1)
 )
IF ( C_PAYROLL_ASSIGNMENT_ID = -1) then
(
 i = RUN_INCLUDED_PAYROLL_ASGS.first(-1)
 while RUN_INCLUDED_PAYROLL_ASGS.exists(i) loop
SET_INPUT('HR_ASSIGNMENT_ID', ASG_HR_ASG_ID)
EXECUTE('XX_Employee_Department') /* Formula to retrieve the
Employee Department. */
 (
 C_PAYROLL_ASSIGNMENT_ID = RUN_INCLUDED_PAYROLL_ASGS[i]
 log = PAY_INTERNAL_LOG_WRITE('C_PAYROLL_ASSIGNMENT_ID:' || TO_CHAR(C_PAYROLL_ASSIGNMENT_ID))
 i = RUN_INCLUDED_PAYROLL_ASGS.next(i, -1)
 )
)
change_contexts(PAYROLL_ASSIGNMENT_ID = C_PAYROLL_ASSIGNMENT_ID)
Emp_Dept = GET_OUTPUT('l_dept_output','Null')
Return Emp_Dept
```

Set Up Payment Criteria for Organization Payment Method

You can set up payment sources when you create organization payment methods (OPM) for payroll processing. Use the Organization Payment Methods task.

Derive Payment Source Based on TRU

You pay your workers by electronic funds transfer (EFT) payments. To comply with tax reporting unit (TRU) regulations for out-of-TRU payments, payment rules are created based on TRU to pay from two different banks. This table helps you understand your key decisions for this scenario:

Decisions to Consider	In This Example
How many OPMs do you need?	One.
How many payment sources do you need?	Three. One default payment source for the TRU1, one source for payments in TRU2, and one source for payments in TRU3.
How many bank accounts do you need?	Three. One for each payment source.
What payment method rules do you need?	Rules for bank accounts used as payment sources based on each TRU.

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How do I calculate the number of pay days for China?

Use the Define Availability functionality to calculate the number of pay days for China Payroll.

Here are the setup steps:
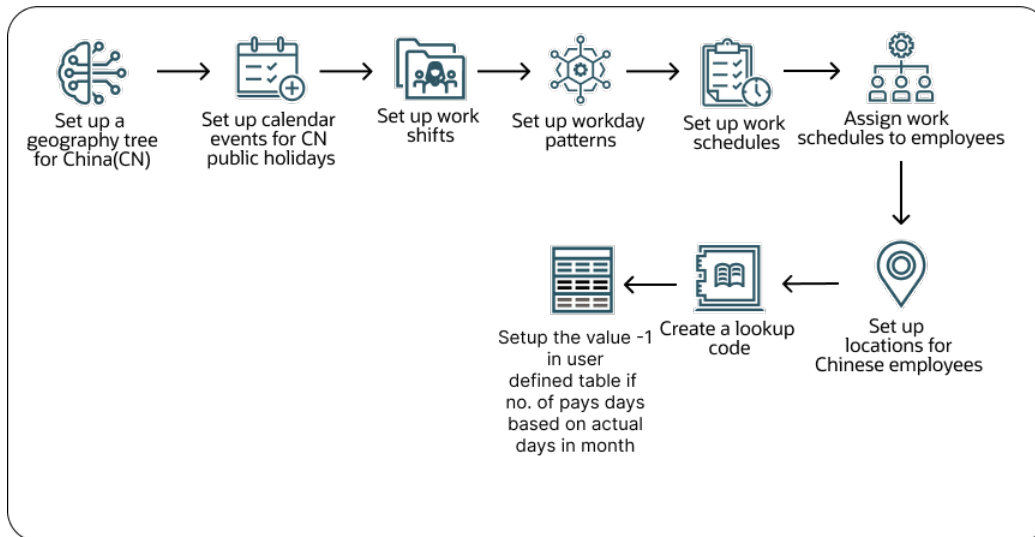
1. Use the **Manage Geography Trees** task to set up a geography tree that includes the node **China**.
2. Use the **Manage Calendar Events** task to set up China public holidays, add the geography tree created in the step 1, and select **Include** for the node **CN China**.
3. Use the **Work Shifts** task to set up shifts.
4. Use the **Work Workday Patterns** task to set up work patterns, include the shifts created in the step 3.
5. Use the **Work Schedules** task to set up work schedules.
   a. Include the work patterns created in the step 4.
   b. In the **Exceptions** section, add a row for the type: calendar event category, to include all the public holidays created in step 2.
   c. In the **Exceptions** section, create exceptions for the weekdays switched to off days, and weekends switched to work days.
6. Use the **Work Schedule Assignment Administration** task to assign the work schedules created in step 5 to employees. Specify the appropriate resource type and set the Primary attribute to **Yes**.
7. Set up Chinese employees' **Location** (on the Assignment page) attribute to an address in China.
8. If the work schedule has a work pattern with more than 1 shift in a working day, use the **Manage Common Lookups** task to create the lookup type: ANC_PROC_CONFIGS if it's not available. Set up the lookup code: ANC_RES_EXP_BTWN_SHIFTS_ENBL, select **Enable**.
9. By default, the number of pay days for a month is 21.75, which is the average monthly value. If the number of pay days needs to be calculated as the actual number of days within a month, in the **User-Defined Tables** page:
   a. Specify your Chinese legislative data group.
   b. Search for the table **China Default Values**.
   c. Click **Edit**.
   d. Specify the **Effective as-of date**.
   e. Select the row: **Number of Paid Days per Month**.

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      f. Click **Next**.

      g. Add **-1** as the table value for value: ORA_CN_DAYS_PER_MONTH.

How do I change an employee's cumulative withholding tax calculation method?

To change an employee's cumulative withholding tax calculation method, use the Calculation Entries task to edit their Tax Withholding card.

      1.

In **Associations**, click the appropriate tax reporting unit's link. Change the **Cumulative Taxation** value.

Related Topics

- Configure the Tax Withholding Card
- Tax Withholding Card

How do I configure Pennsylvania local Earned Income Tax?

Before you can process payroll that includes Pennsylvania local Earned Income Tax (EIT), it requires some special configuration.

▶ **Watch video**

Pennsylvania local EIT may require configuration in these areas.

For this	This is what you need to do
Enable Pennsylvania local earned income tax	1. Configure your locations with the political subdivision (PSD) codes. 2. Configure your organizations for Pennsylvania local tax withholding. 3. Configure your Pennsylvania employee tax cards. 4. If you're registered as a combined filer for Pennsylvania Act 32 taxes, provide your Tax Collection District (TCD) combined-filing proxy.
Enable Pennsylvania and Maryland reciprocity	Configure your organizations and employee tax cards appropriately.
Configure Philadelphia city tax withholding	The payroll process automatically withholds city taxes for people living or working in Philadelphia. However, you must perform some configuration for employees who receive tips.
Adjust balances for Pennsylvania local taxes	If balance adjustments are required for taxes that are subject to Pennsylvania Act 32 reporting, you must perform each adjustment individually for each type of balance (city, school, and local). There are multiple balances that support Pennsylvania Act 32, such as city withheld and local withheld.

For this	This is what you need to do
	For further info, see the following on My Oracle Support. • Oracle Cloud Human Capital Management for United States: Balance Adjustments (1600728.1) • Oracle Cloud Human Capital Management for United States: Balance Initialization (1912298.1)
Pennsylvania resident tax for out-of-state work locations	You need to make sure you configure your organizations to calculate Pennsylvania resident taxes for out-of-state workers.
Temporary work assignments in Pennsylvania	For employees who experience a change in work assignment of 3 or more months: 1. At the beginning of the temporary assignment, set the work PSD code to the temporary assignment for the time period needed. 2. When the assignment is complete, change it back. Work assignments that last fewer than 3 months don't require any configuration.

How do I configure Pennsylvania local taxes?

Employees living and working in Pennsylvania require special configuration and maintenance on their Tax Withholding cards.

You can configure Pennsylvania local taxes in these ways.

In this case	This is what happens
Set up Pennsylvania subdivision (PSD) codes for work locations	Use the Locations task to review and if needed, override the PSD code for each Pennsylvania location.
Allow employees to set their PSD codes through self-service	You can allow employees to enter and update their own resident and work PSD codes on the Pennsylvania PSD component of their Tax Withholding card by enabling self-service. If enabled, this is the form they use to enter the PSD info.
Withhold local courtesy taxes	You can configure your payroll statutory unit (PSU) or tax reporting unit (TRU) to withhold local taxes for Pennsylvania residents who work outside of Pennsylvania as a courtesy.
Configure Pennsylvania and Maryland reciprocity	A reciprocity agreement exists between Pennsylvania and Maryland. You must perform configuration at the organization level to support employees subject to this agreement.
Verify and correct the PSD code for new employees	Use the Calculation Entries task to confirm that new employees are assigned to the correct PSD.
Configure exemptions to local taxes	Use the Calculation Entries task to set exemptions for local income taxes and occupational or head taxes.

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In this case	This is what happens
Perform balance adjustments	For further info, see Oracle Cloud Human Capital Management for United States: Balance Adjustments (1600728.1) on My Oracle Support.
Verify local withholding accuracy	After processing payroll, use the run results table of the Statement of Earnings (SOE) to verify: • Tax Collection District • Resident PSD code • Work PSD code You can also use the audit report and audit detail from the Third-Party Periodic Tax Extract Audit processes to verify local withholding.
Perform additional maintenance	This involves: • Reviewing employee run results and payslips • Performing manual updates to PSD codes

How do I customise CFDI seniority calculation for Mexico?

You can customise the CFDI seniority calculation to address your requirements and specific PAC (Authorized Certification Provider - Proveedor Autorizado de Certificación) requirements such as weekly format or rounding rules.

Here's how you can customise the CFDI seniority calculation:

1. Create an information payroll element with the input value **HRX_MX_CFDI_ANTIGUEDAD**.
2. Update the element fast formula with the custom seniority calculation logic and return the result in **HRX_MX_CFDI_ANTIGUEDAD**.
3. Add the element to Global Payroll Element Information to Archive region in the Manage Enterprise HCM Information task.
   a. Navigate to **My Client Groups** > **Setup and Maintenance** > **Search** > **Manage Enterprise HCM Information** task.
   b. Click **Edit** to add the elements to the task's Global Payroll Element Information to Archive region.
   c. In this region, add a row for the Information CFDI Seniority element and **HRX_MX_CFDI_ANTIGUEDAD** input value.

      If the **HRX_MX_CFDI_ANTIGUEDAD** input value exists and the length of HRX_MX_CFDI_ANTIGUEDAD result is greater than 0, then the archiver will not compute the employee seniority and display the HRX_MX_CFDI_ANTIGUEDAD archived value in the **nomina12:Receptor:Antigüedad** CFDI XML tag. Otherwise, the employee seniority will be computed as usual.

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How do I disable a tax for the US?

In cases where you need to stop calculating a tax and accumulating wages, you can do it for your entire organization or for individual employees.

How to stop tax collection for your organization

You can do this at either payroll statutory unit (PSU) or tax reporting unit (TRU) level.

> **Note:** Some state taxes require special steps to bypass them. For further info, see What federal and regional taxes are available for the US? in the Help Center.

1. To stop calculating a tax at the PSU level, use the Legal Entity Calculation Cards task from your implementation project.

   To stop at the TRU level, use the Legal Reporting Unit Calculation Cards task.

   Settings at the TRU level override those at the PSU level.
2. Select the appropriate component group and calculation component for the tax.
3. Select **Enterable Calculation Values on Calculation Cards**.
4. Click **Create**.
5. Search for and select the appropriate calculation value.

For this tax	Use this
Federal Income Tax	Tax exemption
Federal Unemployment	Employer tax exemption
Medicare	Employee tax exemption Employer tax exemption
Social Security	Employee tax exemption Employer tax exemption
State Disability	Employee tax exemption Employer tax exemption
State Family Leave Insurance	FLI employee tax exemption

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For this tax	Use this
	FLI employer tax exemption
State Income Tax	Tax exemption
State Medical Leave Insurance	MLI employee tax exemption MLI employer tax exemption
State Parental Leave Insurance	PLI employee tax exemption PLI employer tax exemption
State Unemployment	Employee tax exemption Employer tax exemption
Washington Long Term Care	Employee tax exemption

6. In **Value**, select the appropriate exemption status.
7. Save your work.

How to stop tax collection for an individual

You do this on the person's Tax Withholding card.

How do I enable OTBI objects for CFDI reporting for Mexico?

You can enable the Oracle Transactional Business Intelligence (OTBI) objects for reporting on

- Payroll Inbound Records CFDI Stamping
- Payroll Inbound Records Annual Tax Adjustment
- Payroll Inbound Records Profit Sharing
- DOR Mexico CFDI documents

Create OTBI objects for Payroll Inbound Records CFDI Stamping

Here's how you use the HCM Data Loader to upload the Payroll Inbound Records for CFDI stamping:

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> **Note:** **My Client Groups** > **Data Exchange** > **Import and Load Data**

1. Upload the Payroll Inbound Record in a compressed format.
2. To create the OTBI Analyses

   > **Note:** **Tools** > **Reporting and Analyses**

   a. Select the subject area **Payroll – Payroll Interface Inbound Records Real Time**

   You can view the **Mexico CFDI Stamping Status** in **CFDI File Information** and **CFDI Payslip Information**.

   b. Click and add the required fields here to build your OTBI report.

   c. Click **Results** to view the report.

   d. Add the filters to enhance your report.

   e. Save the report.

Here's an example of a Payroll Inbound Record to review the CFDI stamping status.

```
METADATA|PayrollInterfaceInboundRecord|InbdRecordId|SourceType|EntityIdentifier|FunctionalCategory|
RecordType|StartDate|BatchCode|BatchDate|VendorCode|CategoryCode|RecordIdentifier
METADATA|PayrollInterfaceInboundRecordInfo|FLEX:ORA_HRY_PI_INBD_RECORDS_INFO_EFF|
EFF_CATEGORY_CODE|InbdRecordInfoId|InbdRecordId|StartDate|SourceType|RecordType|BatchCode|
FunctionalCategory|EntityIdentifier|RecordIdentifier|IriInformationContext|SourceSystemOwner|
SourceSystemId|GUID|FileName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
PSUOrganizationID(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
PSUName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
ProcessDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
ProcessTime(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
CFDIStatus(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PerNumber(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PersonName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PersonRFC(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PersonCURP(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PersonSocialSecurityNumber(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PSURFC(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PSUName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
IssuedOn(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
IssuingPostalCode(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
Serie(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
Folio(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
SubTotal(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
Discount(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
Total(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PayrollFrequency(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PayrollType(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PayDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PeriodStartDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PeriodEndDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
SATCertificateNumber(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
UUID(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
StampingDateAndTime(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACRFC(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACDocumentReference(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACProcessDateAndTime(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACErrorCode(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACErrorDescription(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACActionCode(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACActionDescription(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
SATErrorCode(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
SATErrorDescription(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)
```

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```
MERGE|PayrollInterfaceInboundRecord|3256847333|ORA_HRY_PERSON|955160008194137|ORA_HRX_MX_CFDI|
ORA_HRY_MX_CFDI_PERSON_DATA|2024/01/01 00:00:00|955160008194137|2024/03/10 00:00:00|CFDI|
ORA_HRX_MX_CFDI_STATUS|300100558951276325684BE
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_CFDI_FILE_INFO|ORA_HRX_MX_CFDI_STATUS||3256847333|
2024/03/10 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_CFDI_PERSON_DATA|955160008194137|ORA_HRX_MX_CFDI|
955160008194137|300100558951276325684BE|ORA_HRY_MX_CFDI_FILE_INFO||||CFDI.xml|33669|ORA|24-03-10|
37410|||||||||||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_CFDI_PAY_INFO|ORA_HRX_MX_CFDI_STATUS||3256847333|
2024/03/10 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_CFDI_PERSON_DATA|955160008194137|ORA_HRX_MX_CFDI|
955160008194137|300100558951276325684BE|ORA_HRY_MX_CFDI_PAY_INFO|||||||||37410|955160008194137|Carolina
 Lopez|BUBF900101JU5|BUBF900101HDFNNR03|12345678901|OME910101TA3|ORACLE DE MEXICO, S.A. DE C.V|24-03-10|
76900|Serie-333-666-999|Folio - 123456|5000|1000|4000|04|O|24-03-16|24-03-01|24-03-15|SAT - 001|UUID - 123|
24-03-16|SFE0807172W7|ABC123456|24-03-16|ERR009|Discount amount is too great|ACT-XRC|CFDI file needs to be
 reissued|ERR009|Discount amount is too great
```

Create OTBI objects for Payroll Inbound Records Annual Tax Adjustment

Here's how you use the HCM Data Loader to upload the Payroll Inbound Records for Annual Tax Adjustment (ATA):

> **Note: My Client Groups** > **Data Exchange** > **Import and Load Data**

1. Upload the Payroll Inbound Record in a compressed format.
2. To create the OTBI Analyses

   > **Note: Tools** > **Reporting and Analyses**

   a. Select the subject area **Payroll – Payroll Interface Inbound Records Real Time**

      You can view the ATA information in **Mexico Annual Tax Adjustment Information**.
   b. Click and add the required fields here to build your OTBI report.
   c. Click **Results** to view the report.
   d. Add the filters to enhance your report.
   e. Save the report.

Here's an example of a Payroll Inbound Record to review the ATA.

```
ETADATA|PayrollInterfaceInboundRecord|InbdRecordId|SourceType|EntityIdentifier|FunctionalCategory|
RecordType|StartDate|BatchCode|BatchDate|VendorCode|CategoryCode|RecordIdentifier
METADATA|PayrollInterfaceInboundRecordInfo|FLEX:ORA_HRY_PI_INBD_RECORDS_INFO_EFF|EFF_CATEGORY_CODE|
InbdRecordInfoId|InbdRecordId|StartDate|SourceType|RecordType|BatchCode|FunctionalCategory|
EntityIdentifier|RecordIdentifier|IriInformationContext|SourceSystemOwner|SourceSystemId|
GUID|oraHryMxAtaPerName (ORA_HRY_PI_INBD_RECORDS_INFO_EFF= ORA_HRY_MX_ATA_PER_INFO)|
oraHryMxAtaPerNumber(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
oraHryMxAtaPersonCurp(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
oraHryMxAtaPersonRfc(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
oraHryMxAtaPersonImss(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
oraHryMxAtaHireDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
AdjServiceDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
TaxReportingUnit(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
AssignmentNum(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
AsgStartDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
AsgCategory(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
TerminationDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
EligibilityCriteriaMet(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
ElementName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
ISRSubjectEarningsYTD(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
WithheldInputValue(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
ISRWithheldYTD(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
 ISRWithheldAsPerAnnualRate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
ISRWithheldAdjustment(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
```

ORACLE

```
CalculatedInputValue(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
ISRCalculatedYTD(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
ISRCalculatedAsPerAnnualRate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
ISRCalculatedAdjustment(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)|
Message(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_ATA_PER_INFO)
```

Create OTBI objects for Payroll Inbound Records Profit Sharing

Here's how you use the HCM Data Loader to upload the Payroll Inbound Records for Profit Sharing:

> **Note:** **My Client Groups** > **Data Exchange** > **Import and Load Data**

1. Upload the Payroll Inbound Record in a compressed format.
2. To create the OTBI Analyses

   > **Note:** **Tools** > **Reporting and Analyses**

   a. Select the subject area **Payroll – Payroll Interface Inbound Records Real Time**.

   You can view the ATA information in **Mexico Profit Sharing Information**.
   b. Click and add the required fields here to build your OTBI report.
   c. Click **Results** to view the report.
   d. Add the filters to enhance your report.
   e. Save the report.

Here's an example of a Payroll Inbound Record to review the profit sharing data.

```
METADATA|PayrollInterfaceInboundRecord|InbdRecordId|SourceType|EntityIdentifier|FunctionalCategory|
RecordType|StartDate|BatchCode|BatchDate|VendorCode|CategoryCode|RecordIdentifier
METADATA|PayrollInterfaceInboundRecordInfo|FLEX:ORA_HRY_PI_INBD_RECORDS_INFO_EFF|
EFF_CATEGORY_CODE|InbdRecordInfoId|InbdRecordId|StartDate|SourceType|RecordType|BatchCode|
FunctionalCategory|EntityIdentifier|RecordIdentifier|IriInformationContext|SourceSystemOwner|
SourceSystemId|GUID|AmountToShare(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
calculationMethod(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
ptuWorkedDaysFactor(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
averageSalaryFactor(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
highestUnionWorkerAverageSalar(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
ptuWorkedDaysOverrideUsed(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
ptuCappedAverageSalaryOverride(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
ptuTemporaryWorkersIncluded(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
ptuMinimumWorkedDaysForTempora(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
ptuMinimumWorkedDaysForPermane(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
ptuNumberOfEmployeeSalaryDaysT(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
ptuYear(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PSU_INFO)|
oraHryMxPtuPerNum(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
oraHryMxPtuPerName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
AssignmentNumber(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
EligibleWorkedDays(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
EligibleCompensation(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
CappedAvgDailySal(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
Rehired(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
highestUnionWorkerAverageSal(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PtuWorkDayPortion(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PtuAvgSalPortion(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PersonCurp(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PersonRFC(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PersonIMSS(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
AdjServiceDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
AssignStartDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
AssignCategory(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
```

```
TerminationDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
EliCriteriaMet(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
HireDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
DaysPortContriPercent(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
SalPortContrPercent(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
FY3PtuPayment(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
FY2PtuPayment(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
FY1PtuPayment(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
AvgPrevFYPayCap(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PtuAmntBasedSalDays(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PtuBestCap(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PtuFinalTotalAmount(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PtuFinalDaysPortion(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PtuFinalSalPortion(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
PtuEleEntryStatus(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)|
oraHryMxPtuMessage(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_PTU_PER_INFO)
MERGE|PayrollInterfaceInboundRecord|5773360|ORA_HRY_PERSON|955940008197737|ORA_HRX_MX_PTU|
ORA_HRY_MX_PTU_PERSON_DATA|2025/07/03 00:00:00|955940008197737|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|
3001006388114105773360
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773360|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197737|ORA_HRX_MX_PTU|955940008197737|
3001006388114105773360|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773360|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197737|ORA_HRX_MX_PTU|955940008197737|
3001006388114105773360|ORA_HRY_MX_PTU_PER_INFO|||||||||||||||955940008197737|KOAMSocFore|E955940008197737|
28|10000|357.142857|||10370.37036|12667.959638||||2024/01/01|Regular||Yes|2024/01/01|45.0136%|54.9864%|0|0|
0|0|32142.85713|32142.85713|23038.33|10370.381713|12667.948287|No|
MERGE|PayrollInterfaceInboundRecord|5773362|ORA_HRY_PERSON|9980|ORA_HRX_MX_PTU|ORA_HRY_MX_PTU_PERSON_DATA|
2025/07/03 00:00:00|9980|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|3001006522285925773362
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773362|
2025/07/03 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|9980|ORA_HRX_MX_PTU|9980|
3001006522285925773362|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773362|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|9980|ORA_HRX_MX_PTU|9980|3001006522285925773362|
ORA_HRY_MX_PTU_PER_INFO|||||||||||||||9980|Mah_CFDI_Neg|E9980|0|0|0||||||||||2024/01/01|Regular||No|
2024/01/01|||||||0|0|0||||No|Profit sharing eligible days aren't met for this permanent worker.
MERGE|PayrollInterfaceInboundRecord|5773364|ORA_HRY_PERSON|9981|ORA_HRX_MX_PTU|ORA_HRY_MX_PTU_PERSON_DATA|
2025/07/03 00:00:00|9981|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|3001006522361245773364
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773364|
2025/07/03 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|9981|ORA_HRX_MX_PTU|9981|
3001006522361245773364|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773364|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|9981|ORA_HRX_MX_PTU|9981|3001006522361245773364|
ORA_HRY_MX_PTU_PER_INFO|||||||||||||||9981|Mah_Retro|E9981|0|0|0||||||||||2025/01/01|Regular||No|
2025/01/01|||||||0|0|0||||No|Profit sharing eligible days aren't met for this permanent worker.
MERGE|PayrollInterfaceInboundRecord|5773366|ORA_HRY_PERSON|955940008197736|ORA_HRX_MX_PTU|
ORA_HRY_MX_PTU_PERSON_DATA|2025/07/03 00:00:00|955940008197736|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|
3001006388110965773366
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773366|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197736|ORA_HRX_MX_PTU|955940008197736|
3001006388110965773366|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773366|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197736|ORA_HRX_MX_PTU|955940008197736|
3001006388110965773366|ORA_HRY_MX_PTU_PER_INFO|||||||||||||||955940008197736|KOSocFore|E955940008197736|28|
10000|357.142857|||10370.37036|12667.959638|||||2024/01/01|Regular||Yes|2024/01/01|45.0136%|54.9864%|0|0|0|
0|32142.85713|32142.85713|23038.33|10370.381713|12667.948287|No|
MERGE|PayrollInterfaceInboundRecord|5773368|ORA_HRY_PERSON|955940008197729|ORA_HRX_MX_PTU|
ORA_HRY_MX_PTU_PERSON_DATA|2025/07/03 00:00:00|955940008197729|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|
3001006388068535773368
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773368|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197729|ORA_HRX_MX_PTU|955940008197729|
```

30010063880685535773368|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773368|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197729|ORA_HRX_MX_PTU|955940008197729|
30010063880685535773368|ORA_HRY_MX_PTU_PER_INFO||||||||||||||955940008197729|KOSevIndem|E955940008197729|
31|10000|322.580645|||11481.48147|11442.028059|||||2024/01/01|Regular||Yes|2024/01/01|50.0861%|49.9139%|0|0|
0|0|29032.25805|29032.25805|22923.51|11481.492142|11442.017858|No|
MERGE|PayrollInterfaceInboundRecord|5773370|ORA_HRY_PERSON|1234521415|ORA_HRX_MX_PTU|
ORA_HRY_MX_PTU_PERSON_DATA|2025/07/03 00:00:00|1234521415|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|
30010064158649555773370
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773370|
2025/07/03 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|1234521415|ORA_HRX_MX_PTU|1234521415|
30010064158649555773370|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773370|
2025/07/03 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|1234521415|ORA_HRX_MX_PTU|1234521415|
30010064158649555773370|ORA_HRY_MX_PTU_PER_INFO||||||||||||||||1234521415|AP_Bank123|E1234521415|31|10000|
322.580645|||11481.48147|11442.028059|||||2025/01/01|Regular||Yes|2025/01/01|50.0861%|49.9139%|0|0|0|0|
29032.25805|29032.25805|22923.51|11481.492142|11442.017858|No|
MERGE|PayrollInterfaceInboundRecord|5773372|ORA_HRY_PERSON|955940008197732|ORA_HRX_MX_PTU|
ORA_HRY_MX_PTU_PERSON_DATA|2025/07/03 00:00:00|955940008197732|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|
30010063881080845773372
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773372|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197732|ORA_HRX_MX_PTU|955940008197732|
30010063881080845773372|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773372|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197732|ORA_HRX_MX_PTU|955940008197732|
30010063881080845773372|ORA_HRY_MX_PTU_PER_INFO||||||||||||||955940008197732|KOSevSeniPre|E955940008197732|
31|10000|322.580645|||11481.48147|11442.028059|||||2024/01/01|Regular||Yes|2024/01/01|50.0861%|49.9139%|0|0|
0|0|29032.25805|29032.25805|22923.51|11481.492142|11442.017858|No|
MERGE|PayrollInterfaceInboundRecord|5773374|ORA_HRY_PERSON|0909|ORA_HRX_MX_PTU|ORA_HRY_MX_PTU_PERSON_DATA|
2025/07/03 00:00:00|0909|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|30010064432165555773374
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773374|
2025/07/03 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|0909|ORA_HRX_MX_PTU|0909|
30010064432165555773374|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773374|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|0909|ORA_HRX_MX_PTU|0909|30010064432165555773374|
ORA_HRY_MX_PTU_PER_INFO||||||||||||||||0909|Mah_OLD_CFDI|E0909|31|20000|645.16129|||11481.48147|
22884.056118|||||2025/06/30|Regular||Yes|2025/06/30|33.4099%|66.5901%|0|0|0|0|58064.5161|58064.5161|
34365.54|11481.492548|22884.047452|No|
MERGE|PayrollInterfaceInboundRecord|5773376|ORA_HRY_PERSON|KOMultipleWR|ORA_HRX_MX_PTU|
ORA_HRY_MX_PTU_PERSON_DATA|2025/07/03 00:00:00|KOMultipleWR|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|
30010064186818155773376
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773376|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|KOMultipleWR|ORA_HRX_MX_PTU|KOMultipleWR|
30010064186818155773376|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773376|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|KOMultipleWR|ORA_HRX_MX_PTU|KOMultipleWR|
30010064186818155773376|ORA_HRY_MX_PTU_PER_INFO||||||||||||||KOMultipleWR|KOMultipleWR|EKOMultipleWR|59|
10000|169.491525|||21851.85183|6011.913036|||||2022/05/01|Regular||Yes|2022/05/01|78.4239%|21.5761%|0|0|0|0|
15254.23725|15254.23725|15254.24|11962.969923|3291.270077|No|
MERGE|PayrollInterfaceInboundRecord|5773378|ORA_HRY_PERSON|955940008197731|ORA_HRX_MX_PTU|
ORA_HRY_MX_PTU_PERSON_DATA|2025/07/03 00:00:00|955940008197731|2025/07/03 00:00:00|PTU|ORA_HRX_MX_PTU_CAT|
30010063881459455773378
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PSU_INFO|ORA_HRX_MX_PTU_CAT||5773378|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197731|ORA_HRX_MX_PTU|955940008197731|
30010063881459455773378|ORA_HRY_MX_PTU_PSU_INFO||||200000|Daily Wage|370.37037|35.470287|||||60|1|90|
2025||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_PTU_PER_INFO|ORA_HRX_MX_PTU_CAT||5773378|2025/07/03
 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_PTU_PERSON_DATA|955940008197731|ORA_HRX_MX_PTU|955940008197731|
30010063881459455773378|ORA_HRY_MX_PTU_PER_INFO||||||||||||||955940008197731|AP_Sev1|E955940008197731|31|

```
10000|322.580645|||11481.48147|11442.028059|||||2025/01/01|Regular||Yes|2025/01/01|50.0861%|49.9139%|0|0|0|
0|29032.25805|29032.25805|22923.51|11481.492142|11442.017858|No|
```

Create OTBI objects for DOR Mexico CFDI documents

> **Note:** **Navigator** > **My Client Groups** > **Document Records**

1. Search for and select the person to add a document record of type Mexico CFDI.
2. Enter the name and all the required fields.
3. Enter the CFDI specific fields such as Series, Folio, SAT Certification Number, UUID, Stamping Date.
4. Attach a CFDI file to the document record.
5. Submit the document record.
6. To create the OTBI Analyses:

   > **Note:** **Tools** > **Reporting and Analyses**

   a. Select the subject area **Workforce Management - Document of Records Real Time**.
   b. Click and add the fields: Folio, Series, SAT Certification Number, Stamping Date in **Document of Records > Details.**.
   c. Click **Results** to view the report.
   d. Add the filters to enhance your report.
   e. Save the report.

Here's an example of a Payroll Inbound Record to review the Document Records Mexico CFDI.

```
METADATA|PayrollInterfaceInboundRecord|InbdRecordId|SourceType|EntityIdentifier|FunctionalCategory|
RecordType|StartDate|BatchCode|BatchDate|VendorCode|CategoryCode|RecordIdentifier
METADATA|PayrollInterfaceInboundRecordInfo|FLEX:ORA_HRY_PI_INBD_RECORDS_INFO_EFF|
EFF_CATEGORY_CODE|InbdRecordInfoId|InbdRecordId|StartDate|SourceType|RecordType|BatchCode|
FunctionalCategory|EntityIdentifier|RecordIdentifier|IriInformationContext|SourceSystemOwner|
SourceSystemId|GUID|FileName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
PSUOrganizationID(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
PSUName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
ProcessDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
ProcessTime(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_FILE_INFO)|
CFDIStatus(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PerNumber(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PersonName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PersonRFC(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PersonCURP(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PersonSocialSecurityNumber(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PSURFC(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PSUName(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
IssuedOn(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
IssuingPostalCode(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
Serie(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
Folio(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
SubTotal(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
Discount(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
Total(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PayrollFrequency(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PayrollType(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PayDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PeriodStartDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PeriodEndDate(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
SATCertificateNumber(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
UUID(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
StampingDateAndTime(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACRFC(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
```

```
PACDocumentReference(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACProcessDateAndTime(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACErrorCode(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACErrorDescription(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACActionCode(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
PACActionDescription(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
SATErrorCode(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)|
SATErrorDescription(ORA_HRY_PI_INBD_RECORDS_INFO_EFF=ORA_HRY_MX_CFDI_PAY_INFO)
MERGE|PayrollInterfaceInboundRecord|3256847|ORA_HRY_PERSON|955160008194137|ORA_HRX_MX_CFDI|
ORA_HRY_MX_CFDI_PERSON_DATA|2024/01/01 00:00:00|955160008194137|2024/01/01 00:00:00|CFDI|
ORA_HRX_MX_CFDI_STATUS|3001005589512763256847
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_CFDI_FILE_INFO|ORA_HRX_MX_CFDI_STATUS||3256847|
2024/03/12 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_CFDI_PERSON_DATA|955160008194137|ORA_HRX_MX_CFDI|
955160008194137|3001005589512763256847|ORA_HRY_MX_CFDI_FILE_INFO||||MyCFDIFile|12345|ORA|24-03-28|
050410|||||||||||||||||||||||||||||||||
MERGE|PayrollInterfaceInboundRecordInfo|ORA_HRY_MX_CFDI_PAY_INFO|ORA_HRX_MX_CFDI_STATUS||3256847|
2024/03/12 00:00:00|ORA_HRY_PERSON|ORA_HRY_MX_CFDI_PERSON_DATA|955160008194137|ORA_HRX_MX_CFDI|
955160008194137|3001005589512763256847|ORA_HRY_MX_CFDI_PAY_INFO|||||||||Error|955160008194137|Carolina
 Lopez|BUBF900101JU5|BUBF900101HDFNNR03|12345678901|OME910101TA3|ORACLE DE MEXICO, S.A. DE C.V|24-03-28|
11000|TEST_PAC01_TRY01|7306405|66251.30|19187.37|47063.93|04|O|24-03-16|24-03-01|24-03-15|1000000506427550|
FCA03C47-6697-4798-9455-5EEA30698592|24-03-16|SFE0807172W7|ABC123456|24-03-16|ERR001|Incorrect payroll
 frequency|ACT002|CFDI file needs to be reissued|ERR001|Incorrect payroll frequency
```

How do I identify jurisdiction contexts using geography area codes for the US?

Some balances require geography area codes to identify their jurisdiction contexts.

- Area1 = State
- Area2 = County
- Area3 = City and tax district
- Area4 = School district
- Area5 =
  - Pennsylvania Resident Political Subdivision (PSD) code
  - Portland, Oregon Metropolitan Area
- Area6 = Work Pennsylvania subdivision (PSD) code

These codes identify what jurisdiction the balance is related to.

For example, this table displays the geocode for Columbus, Ohio for the county of Franklin. Multiple postal codes and school districts exist for this combination.

Area	Represents	Geocode	Value
Area1	State	36	Ohio
Area2	County	49	Franklin
Area3	City and tax distinct	570	Columbus

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Area	Represents	Geocode	Value
Area4	School district	2104	Multiple, see below

These tables hold this data.

- HZ_GEOGRAPHIES
- HZ_GEOGRAPHY_IDENTIFIERS
- PAY_GEOGRAPHIES

Geocodes for Area1, Area2, and Area3

You must determine the correct Geography codes for Area1, Area2 and Area3.

For further info, see Using BI Publisher Reports to Retrieve Data for the US with HCM Data Loader (2558276.1) on My Oracle Support.

Geocodes for Area4

Use this SQL query.

```
SELECT ageo.display_name
 ,ageo.area4 school_district_code
 ,decode(ageo.area1, NULL, NULL, 1, 'AL', 2, 'AK', 3, 'AZ', 4, 'AR', 5, 'CA', 6, 'CO', 7, 'CT', 8, 'DE', 9,
 'DC', 10, 'FL',
 11, 'GA', 12, 'HI', 13, 'ID', 14, 'IL', 15, 'IN', 16, 'IA', 17, 'KS', 18, 'KY', 19, 'LA', 20, 'ME',
 21, 'MD', 22, 'MA', 23, 'MI', 24, 'MN', 25, 'MS', 26, 'MO', 27, 'MT', 28, 'NE', 29, 'NV', 30, 'NH',
 31, 'NJ', 32, 'NM', 33, 'NY', 34, 'NC', 35, 'ND', 36, 'OH', 37, 'OK', 38, 'OR', 39, 'PA', 40, 'RI',
 41, 'SC', 42, 'SD', 43, 'TN', 44, 'TX', 45, 'UT', 46, 'VT', 47, 'VA', 48, 'WA', 49, 'WV', 50, 'WI',
 51, 'WY', 60, 'American Samoa', 61, 'F.S. of Micronesia', 66, 'Guam', 67, 'Marshall Islands',
 68, 'N. Mariana Islands', 69, 'Palau', 72, 'Puerto Rico', 78, 'Virgin Islands') state_abbrev
 ,decode(ageo.area2, NULL, NULL, (SELECT geo_ident_name.identifier_value
 FROM fusion.hz_geographies geo,
 fusion.hz_geography_identifiers geo_ident,
 fusion.hz_geography_identifiers geo_ident_name
 WHERE geo.geography_type = 'COUNTY'
 AND geo.geography_use = 'MASTER_REF'
 AND geo.country_code = 'US'
 AND geo.geography_id = geo_ident.geography_id
 AND geo_ident.geo_data_provider IN ('ORA_HCM', 'VERTEX')
 AND geo_ident.geography_use = 'MASTER_REF'
 AND geo_ident.identifier_subtype = 'GEO_CODE'
 AND geo.geography_id = geo_ident_name.geography_id
 AND geo_ident_name.geography_use = 'MASTER_REF'
 AND geo_ident_name.identifier_type = 'NAME' AND geo_ident_name.primary_flag = 'Y'
 AND geo_ident.identifier_value = ageo.area1 || '-' || ageo.area2 || '-0')) county_name
 ,decode(ageo.area3, NULL, NULL, (SELECT hzg.geography_name city
 FROM fusion.hz_geographies hzg,
 fusion.hz_geography_identifiers hzgi,
 fusion.hz_geography_identifiers_vl hzgivp
 WHERE hzg.country_code = 'US'
 AND hzg.geography_type = 'CITY'
 AND hzg.geography_use = 'MASTER_REF'
 AND hzg.geography_element1 = 'United States'
 AND hzg.geography_element1_code = 'US'
 AND hzg.geography_id = hzgi.geography_id
 AND hzgi.identifier_type = 'CODE'
 AND hzgi.identifier_subtype = 'GEO_CODE'
```

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```
AND hzgi.primary_flag = 'N'
AND hzgi.geography_use = 'MASTER_REF'
AND hzgi.geography_type = 'CITY'
AND hzgi.language_code = 'US'
AND hzgi.geography_id = hzgivp.geography_id
AND hzgi.identifier_value = ageo.area1 || '-' || ageo.area2 || '-' || ageo.area3 FETCH FIRST ROW ONLY))
city_name
,ageo.area1, ageo.area2, ageo.area3, ageo.area4
FROM fusion.pay_geographies ageo WHERE ageo.geography_type = 'SCHOOL_DISTRICT';
```

How do I override tax calculation rules for the US?

You can override a tax calculation value or rule on multiple levels.

- Use the Legal Entity Calculation Cards task from your implementation project to set overrides for federal and regional taxes at the payroll statutory unit (PSU) level.

- To set these overrides at the tax reporting unit (TRU) level, use the Legal Reporting Unit Calculation Cards task from your implementation project. Any settings you make on the TRU organization card override the settings on the PSU organization card.

- To make changes to an individual employee's Tax Withholding card, use the Calculation Entries task. These settings override those on the organization cards.

  You can override the following on a person's card.

Override method	What it does
Regular Amount	Uses a set amount, such as $100.
Regular Rate	Uses a regular rate indicated as a percentage.
Supplemental Rate	Uses a supplemental rate for supplemental wages indicated as a percentage.
Supplemental Amount	Uses a set amount for supplemental wages, such as $100.

How do I override the jurisdictions on an employee's Tax Jurisdictions card for the US?

The Tax Jurisdictions card derives the employee tax jurisdictions based on their resident and work tax addresses.

There're a couple ways you can override these jurisdictions.

- You can enter the override directly on the card.

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- You can override the location's tax jurisdiction through the Locations task.

How do I override the Ohio school district on an employee's US tax card?

You can use the Calculation Entries task to change the derived school district info if:

- You've disabled the sync process for the tax card, and you need to set the school district
- You want to override the derived school district

To manually set an employee's school district:

1. Use the Calculation Entries task to open their Tax Withholding card for editing.
2. In **Regional**, open the Ohio component for editing.
3. In **State Tax Information**, select the school district of residence.

   If the task finds multiple valid school districts, it lists them in this order.

   a. US resident tax address county
   b. US home address county
4. If you don't see the desired school district, check the configuration of the Ohio regional component of the tax card.

How do I select a private New Jersey Disability Insurance plan type?

If you're a New Jersey employer, to implement a state-approved private plan:

1. From **My Client Groups**, click **Workforce Structures**.
2. Click **Manage Tax Reporting Unit HCM Information**.
3. In **Tax Reporting Unit**, select **New Jersey**.
4. Navigate to **New Jersey W-2 Reporting Rules Overrides**.
5. Select the private plan option for **Disability Plan Type**.
6. Specify the plan number for the private plan.
7. Click **Submit**.

How do I select a private New Jersey Family Medical Leave Insurance plan type?

By default, New Jersey employers use the state-administered Family Medical Leave Insurance (FMLI) plan.

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If you're implementing a state-approved private plan, make the following settings at the tax reporting unit (TRU) level.

1. From **My Client Groups**, click **Workforce Structures**.
2. Click **Manage Tax Reporting Unit HCM Information**.
3. In **Tax Reporting Unit**, select **New Jersey**.
4. Navigate to **New Jersey W-2 Reporting Rules Overrides**.
5. Select the private plan option for **Family Leave Insurance Plan Type**.
6. Specify the plan number for the private plan.
7. Click **Submit**.

How do I set employee tax exemption for state reciprocity?

Employees that live and work in states with reciprocity agreements are eligible for resident state income tax (SIT). They're exempt from work SIT.

To configure this:

1. Open the person's Tax Withholding card for editing.
2. Open their work state component for editing.
3. Under **State Tax Additional Information**, set **Nonresident** to **Yes**.

How do I set up cumulative wage taxation?

For employees whose earnings are accrued unevenly across the year, you can calculate their federal income tax (FIT) deductions through a cumulative withholding method.

This method is also available for state income tax (SIT) calculation in few states.

Use **Cumulative Taxation** on the employee's Tax Withholding card on their **Federal** and state regional components to enable it.

How do I set up earnings elements for termination payments with differential balance feeds for the UK?

You need to create an earnings element and create the element eligibility.

Here are some examples where you can remove these balance feeds depending on your requirements

- To stop earnings from being subject to tax and NI deductions:
  - NIable Earnings Regular
  - NIable Pay

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- o Taxable Pay

- To stop earnings from being subject to pension assessment and deductions:
    - o Pensions Automatic Enrolment Assessable Earnings
    - o Pensionable Earnings

- To stop earnings from being subject to Court Orders:
    - o Attachable Earnings

How do I set withholding overrides on the tax card for the US?

You can set tax withholding overrides in the **Withholding Exemption** section on the card's federal or state components.

Here are the overrides you can set for these components.

- Regular Amount
- Regular Rate
- Supplemental Amount
- Supplemental Rate

When you do, consider the following.

- If you enter values for both amount and rate overrides, the amount takes priority over the rate.
- If the employee is exempt from federal (FIT) or state income tax (SIT) withholding or wage accumulation, the payroll process ignores these overrides.
- For employees who want to withhold a specific amount, use the **Regular Amount** and **Supplemental Amount** overrides. Don't mark them as exempt.
- Regular earnings always use the regular overrides, regardless of which run processes them.
- If you've enabled period-to-date calculations, the payroll process doesn't consider the prior run values for these when calculating the current pay period.

Related Topics
- What Is the Tax Withholding Card

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How do I specify additional tax withholding during payroll runs for the US?

Each federal or state component on the Tax Withholding Card has fields for specifying additional withholding during payroll runs.

For this tax	Use this field	Notes
Federal income tax (FIT)	Extra Withholding	• If multiple pay runs occur during a pay period, the payroll process withholds the extra withholding amount only once. • If an exempt employee enters an extra withholding amount, the payroll process ignores the amount.
State income tax (SIT)	Additional Tax Amount	• If multiple pay runs occur during a pay period, the payroll process withholds the extra withholding amount only once. • If an exempt employee enters an extra withholding amount, the payroll process ignores the amount. • The payroll calculations apply the additional tax amount after it calculates any residence SIT credit from work SIT.

How do I sync info between calculation cards for the US?

Use the Calculation Card Jurisdictions Sync value definition to control whether your calculation cards are synced.

When turned on, the process:

- Updates the Tax Withholding card with any changes you made to their HR data.
- Changes the Work Tax Jurisdiction info for a location through the Locations task.
- Copies derived local tax jurisdictions from an employee's Tax Jurisdictions card to the applicable regional components on their Tax Withholding Card, such as:
  - Ohio school districts on the **Ohio** regional component
  - Kentucky school districts on the Kentucky county regional component
  - Pennsylvania subdivision (PSD) codes and school districts on the **Pennsylvania PSD** regional component

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How do I tag earnings for a different jurisdiction for the US?

You can use tagged earnings when you want to tax a unit of paid time in a different jurisdiction.

For example, you want to enter 8 hours of time worked in a different location than where the person normally works. When tagged as such, the payroll process taxes the calculated pay for those units of time at the designated jurisdiction. If the employee doesn't have withholding elections for the tagged jurisdiction, the process automatically calculates the tax at the highest withholding status or allowance elections.

You do this by adding the AREA contexts (state, county, and city) as input values to the elements.

How do I use the ISO 20022 payment template?

You can use the ISO 20022 payment template to transfer payments based on this standard.

Here's how you can access the template:

> **Note:** **My Client Groups** > **Payroll** > **Submit a Flow**

1. Enter the LDG for which you want to run the process.
2. Select the **Make EFT Payments** flow.
3. Enter the required parameters to run the report.
4. Submit the flow. You can now access the generated file and view the output.

The template is compliant with the requirements for ISO 20022 version 2019. With the delivered Extract Delivery Options and the Report Category Components, the template works for the payment types such as Standard EFT and International Transfer.

You can modify the template if you need additional attributes.

If you're using a modified version of this report you need to follow these steps:

1. Save any custom template for the EFT Report.xdo that's found in Shared Folders/Custom/Human Capital Management/Payroll/Payment Distribution/ > EFT Report.
2. Delete the modified version of the report from the same folder.
3. Create another modified version of the delivered EFT Report and upload the saved template.

How do I use the Taxation Type input value?

When you configure a supplemental earning to process and pay with other earnings, you can use the **Taxation Type** input value to determine the earnings' tax calculation method.

- Regular

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- Supplemental

How do I validate my addresses for the US?

Use the Address Validation Process to check addresses that are in the system but haven't been validated, such as after uploading through HCM Data Loader (HDL) with validation disabled.

How do I view and edit US geography info?

You view and edit your US geocode info through the Geographies task. This is the info you updated using the Load Geographies flow.

1. Start the Geographies task from your implementation project.
2. In the **Name** field, type `United States`, and click **Search**.
3. Select **Manage Geography Hierarchy** from the **Action** menu. The Manage Geography table displays rows for all US states and territories.
4. Expand an entry's tree to view its subordinate entries, such as the counties, cities, and ZIP Codes.
5. Click an entry's link to view its geocode info in read-only mode.
6. Highlight an entry's row and click Edit to make manual changes to its geocode info.
7. Click **Done** when finished.

Related Topics
- Manage Geography Info for the US

How does the payroll process calculate Pennsylvania local Earned Income Tax?

When you run the payroll process for local Earned Income Tax (EIT):

1. It compares the person's Resident Income Tax Rate (city + school) and Nonresident Income Tax Rate (city).
2. It uses the higher rate for calculating local taxes.
3. In cases where the total rate is the same, the payroll process withholds the resident tax.

How does the payroll process identify an Ohio school district?

The payroll process looks for an employee's Ohio school district in these components in this order.

1. Ohio state tax component

2. Ohio county tax component

This value exists for backward compatibility only.

3. Ohio city tax component

This value exists for backward compatibility only.

How is an employee's school district derived for the US?

An employee's school district is based on their resident tax address. When you set this address, both the person's Tax Jurisdictions card and the Ohio component of their Tax Withholding card inherit the school district.

You enter the allowances at the state level.

How is the payment history file reported for opt-outs in civil service pensions for the UK?

The values reported on an opt-out's Payment History file are dependent on when they opted out, relative to scheme enrolment, and whether their pension contributions are refundable.

The Payment History file contains pensionable earnings (Alpha members only) and contributions (Partnership and Alpha) on a cumulative year-to-date balance basis. The figures in this file will therefore increase on a monthly basis for enrolled members with earnings, but not for members who have opted out of or left the scheme.

Premise	Result
Opt-out is 3 months or less after enrolment and Refund Due = Y	The final Payment History reports values as zeroes.
Opt-out is 3 months or less after enrolment and Refund Due = N	The final Payment History reports values as YTD values.
Opt-out period ended. Member left scheme after 3 months and Refund Due = Y or N	The final Payment History reports values as YTD values.

Note:
- The Refund Due indicator is on the Pensions Automatic Enrolment card.
- Refunds must be processed manually.
- In the highly unlikely event that a refund is due to a scheme leaver after 3 months, the user must process the refund and manually update the Payment History file.

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If the Refund Due indicator is changed from the original value when the opt-out/left scheme date was entered, and the PAE process has been run, the Benefits and Pensions card has already been end-dated based on the original PAE process, and pension calculations have ceased. Updating the PAE details will not change the Benefits and Pensions calculation card details. The following table shows you how to handle the Payment History file for incorrectly recorded refunds.

Scenario	Refund Status	Result
Refund wasn't due and flag was set to **Yes**	Paid	Civil Service Pensions needs to be informed manually after the overpayment has been resolved.
Refund wasn't due and flag was set to **Yes**	Not Paid	Civil Service Pensions payment history can be updated manually before it's sent.
Refund was due and flag was set to **No**	Paid	Civil Service Pensions needs to be informed manually after the refund has been given.
Refund was due and flag was set to **No**	Not Paid	Civil Service Pensions payment history can be updated manually before it's sent.

What are courtesy withholding taxes?

In some states, if an employee resides in a different city, county, or state and works in another, they might be required to pay taxes for both localities.

As their employer, you might not be required to withhold and deposit taxes for both.

> **Note:** Individual local and state taxation rules vary. Consult with the appropriate tax authorities for complete compliance info on whether you're required to withhold.

Here's how the courtesy tax withholding hierarchy works

Before you can set up your organization for courtesy withholding, you need to understand the hierarchy courtesy taxes use. Configurations at lower levels override those at higher levels.

1. First it checks the configuration on the payroll statutory unit (PSU).
2. Then it checks the tax reporting unit (TRU).

   Entries here override the PSU.
3. Then it checks the employee Tax Withholding card.

   Entries here override both the TRU and PSU.

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What are the country extension options available for the US?

The country extension setting ensures that certain payroll-related features work correctly in your implementation, such as element templates.

Use the Manage Features by Country or Territory task to select the correct product for each of your legislations and ensure that the appropriate features work correctly in your implementation.

To view and set the product extension:

1. Search for and start the Manage Features by Country or Territory task.
2. Ensure the **Selected Extension** value is correct for the United States legislation.

   Valid values for the selected extension parameter are:

   - Payroll

     If you select **Payroll**, you must use the **Full address verification service** validation type. For further info, see Address Validation for the US.
   - Payroll Interface
   - Human Resources or None

   If you plan to process payroll, you must set your extension to the appropriate payroll setting.

   For further info, see Oracle Cloud Payroll: Types of License In Oracle Cloud Payroll (1611941.1) on My Oracle Support.
3. Make any necessary changes, and click **Save**.
4. Click **Done**.

Country Extension Settings

Here's what the different the country extension settings do for you.

Country extension	What it does
Payroll	• When creating elements, the element templates generate formulas and other associated items that are required for costing or payment processing when you process payroll. • The New Hire process performs automatic actions, such as: ○ Creates a Tax Withholding card for the new employee ○ Associates them with a tax reporting unit (TRU) if the TRU was specified at time of hire ○ Creates a Tax Jurisdictions card for the new employee and automatically derives the applicable local resident and work tax jurisdictions ○ Validates address formats • Payroll definitions require associated organization payment methods. You must select payment methods that include a payment source.

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Country extension	What it does
	• Defining payment sources requires source banks in Oracle Cloud Financials.

Payroll Interface	• The element templates for creating regular and supplemental earnings elements generate associated objects, such as input values, formulas, and balances. The Calculate Gross Earnings process requires these objects to include employee data.
	
	For all other elements, the simplified element templates create only the element and no associated objects.
	• The New Hire process includes country-specific validation.
	• Validations on payroll objects are less restrictive to support sending employee bank info as follows:
	
	   ○ No requirement for organization payment methods in payroll definitions
	   ○ No requirement for payment sources in organization payment methods
	   ○ No dependency on source banks in Oracle Cloud Financials

Human Resources or None	• The element templates for creating earnings and deductions elements generate only the elements and no associated objects, such as input values, formulas, or balances. You can configure these elements to meet your specific business requirements, such as adding input values and formulas to a compensation element. • Certain countries or territories have additional country-specific validation. • Validations on payroll objects are less restrictive, as with the **Payroll Interface** setting.

What are the wage accumulation rules for the US?

You set the state and resident wage accumulation rules at the organization level.

- Use the Legal Entity Calculation Cards task to set them a the payroll statutory unit (PSU) level.
- Use the Legal Reporting Unit Calculation Cards task to set them at the tax reporting unit (TRU) level. This overrides the setting on the PSU.
- You can also set resident wage accumulation rules at the state and local levels for employees on their tax cards. This would override settings on the organization cards.

| **Note:** The US Oracle Payroll Tax Engine (USOPTE) refers to wage accumulation rules as state interaction rules (SIRs).

The following tables describe the payroll process wage accumulation rules available for state and local.

State Wage Accumulation Rules

Payroll process rule	USOPTE SIR code	What it does
Use default behavior	Default	Executes the default behavior.

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Payroll process rule	USOPTE SIR code	What it does
Credit resident tax by work tax, always accumulate wages	2	1. Calculates the resident tax. 2. Reduces the tax by the amount of work tax withheld. 3. Always accumulates wages for the residence, even if the resident tax is $0.
Credit resident tax by work tax, accumulate wages if taxed	3	1. Calculates the resident tax. 2. Reduces the tax by the amount of work tax withheld. 3. Only accumulates wages if there's a tax withheld.
No resident tax if work tax greater than zero, always accrue	4	1. Doesn't withhold residence taxes if there's a work tax. 2. Always accumulates wages.
No resident tax if work tax greater than zero	5	1. Doesn't withhold residence taxes if there's a work tax. 2. Always accumulates wages.
No resident tax if work tax on nonresident, always accrue	6	1. Doesn't withhold residence taxes if there's a work state tax. 2. Accumulates wages for the residence.
No resident tax if work tax on nonresident, accrue if taxed	7	1. Doesn't withhold residence taxes if there's a work state tax. 2. Accumulate wages only when there's a tax withheld.
No resident tax if work or residence location mismatch, accrue if taxed	8	1. Calculates work tax. 2. Disregards resident tax.
Credit resident tax by work tax, accumulate wages if work tax not withheld	10	1. Credits the resident state by the amount of work tax withheld. 2. Accumulates wages only if out of state tax isn't withheld.
No resident tax if work wages exist, always accumulate wages	13	1. Doesn't withhold residence tax if wages exist for the work state. 2. Always accrues.
Calculate tax independent of all other jurisdictions	99	Calculates resident tax independent of work tax.

Local wage accumulation rules

Payroll process rule	USOPTE SIR code	What it does
Use default behavior	Default	Executes the default behavior.

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Payroll process rule	USOPTE SIR code	What it does
Credit resident tax by work tax, always accumulate wages	2	1. Calculates the resident tax. 2. Reduces the tax by the amount of work tax withheld. 3. Always accumulates wages for the residence, even if the resident tax is $0.
Credit resident tax by work tax, accumulate wages if taxed	3	1. Calculates the resident tax. 2. Reduces the tax by the amount of work tax withheld. 3. Only accumulates wages if there's a tax withheld.
No resident tax if work or residence location mismatch, accrue if taxed	8	1. Calculates work tax. 2. Disregards resident tax.
Calculate tax independent of all other jurisdictions	99	Calculates resident tax independent of work tax.

What happens if you haven't mapped an employee to a Company Code?

Failure to map an employee to a company code will result in an **Invalid Position ID** error. Ensure that a valid Position ID, consisting of at least 9 characters, is provided.

Position ID is a combination of Company Code, File ID, and Paidby WFN Status attributes.

If you don't want to assign a company code to an employee, then configure the default Company Code using User-Defined Table in My Client Groups.

What happens when I disable address validation for the US?

When you disable address validation, you disable the US-specific programmatic validation rules. If you're using the **Payroll** license, never disable this programmatic validation.

You can disable address validation on through the Manage Features by Country or Territory task.

> **Note:** The Manage Geographies task provides predefined rules for validating address structure, format, and values. Disabling address validation doesn't have any impact on these validations.

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For example:

1. You have the **Human Resources or None** license with address validation enabled.
2. During data conversion, you want to temporarily bypass address validation rules to load a batch of worker data, so you start the Manage Features by Country or Territory task and deselect **Address Validation**.
3. You load your data.
4. After loading the batch:

   a. Enable address validation.
   b. Run the Address Validation Process flow, and resolve any validation errors.

   If you leave address validation disabled:

   o Any new address data you enter could be potentially invalid.

   o Errors can occur in subsequent processes and reports.

What secondary classifications apply to US pretax deductions?

The Pretax Deductions primary classification uses these secondary classifications.

- Deferred Compensation 401k
- Deferred Compensation 401k Catch-Up
- Deferred Compensation 403b
- Deferred Compensation 403b Catch-Up
- Deferred Compensation 457
- Deferred Compensation 457 Catch-Up
- Dental Care 125
- Dependent Care 125
- Flexible Spending Account
- Health Care 125
- Health Savings Account
- Health Savings Account Catch-Up
- Nonqualified Deferred Compensation
- Retiree Dental Care 125
- Retiree Flexible Spending Account
- Retiree Health Care 125
- Retiree Health Savings Account
- Retiree Health Savings Account Catch-Up
- Retiree Vision Care 125
- Vision Care 125

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What's a Change Effective On column in the output csv file of an employee record?

The Change Effective On (CEO) is a key column that indicates the **Effective Start Date** of the record information.

For these date effective transactions, actual start date is the CEO date:

- New Hire / Rehire
- Salary Change
- Termination
- Leave of Absence Start Date
- Leave of Absence Return Date
- Element Entries
- Bank Transactions

For any other transactions such as address or person data change, CEO would be the Process End Date.

What's an element's skip rule?

A skip rule is an optional formula that determines the circumstances in which an element is processed.

If you specify a skip rule for the element, payroll runs process the element only when the conditions of the formula are met. Otherwise, it skips the element. You select skip rules on the Manage Elements page.

What's the difference between a recurring and nonrecurring element?

A recurring element has an entry that applies in every pay period until the entry ends.

A nonrecurring element has an entry that applies in one pay period only. It's only processed once per pay period. The assigned payroll determines the dates of the person's pay period.

> **Note:** A base pay element associated with a salary basis must be recurring.

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What's the difference between regular and supplemental runs?

This table describes how regular and supplemental payroll runs calculate federal taxes, based on the default settings.

What wages are being processed	Process and pay with other?	Taxation Type input value	For this tax	Uses this calculation method for regular runs	Uses this calculation method for supplemental runs
Regular only	Yes		Federal income tax (FIT)	Annualized	N/A
	Yes		State income tax (SIT)	Default state regular	N/A
	No		FIT	Annualized	N/A
	No		SIT	Default state regular	N/A
Supplemental only	No	N/A	FIT	Tiered Flat Rate **Note:** You can override this at the payroll statutory unit (PSU) and tax reporting unit (TRU) levels.	Tiered Flat Rate **Note:** You can override this at the PSU and TRU levels.
	No	N/A	SIT	Default state supplemental **Note:** You can override this at the PSU and TRU levels if the state supports alternate methods.	Default state supplemental **Note:** You can override this at the PSU and TRU levels if the state supports alternate methods.
	Yes	N/A You defined the elements before the input value was introduced.	FIT	Concurrent Aggregation	Tiered Flat Rate

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What wages are being processed	Process and pay with other?	Taxation Type input value	For this tax	Uses this calculation method for regular runs	Uses this calculation method for supplemental runs
	Yes	N/A You defined the elements before the input value was introduced.	SIT	1. Uses Concurrent Aggregation 2. If not applicable for the work or residence state, uses default state supplemental	Default state supplemental **Note:** You can override this at the PSU and TRU levels if the state supports alternate methods.
	Yes	Regular	FIT	Concurrent Aggregation	Tiered Flat Rate
	Yes	Regular	SIT	1. Uses Concurrent Aggregation 2. If not applicable for the work or residence state, uses default state supplemental	Default state supplemental **Note:** You can override this at the PSU and TRU levels if the state supports alternate methods.
	Yes	Supplemental	FIT	Tiered Flat Rate **Note:** You can override this at the PSU and TRU levels.	Tiered Flat Rate **Note:** You can override this at the PSU and TRU levels.
	Yes	Supplemental	SIT	Default state supplemental **Note:** You can override this at the PSU and TRU levels.	Default state supplemental **Note:** You can override this at the PSU and TRU levels.

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What wages are being processed	Process and pay with other?	Taxation Type input value	For this tax	Uses this calculation method for regular runs	Uses this calculation method for supplemental runs
Regular and supplemental	Yes	Regular	FIT	Concurrent Aggregation	1. Tiered Flat Rate for supplemental wages **Note:** You can override this at the PSU and TRU levels. 2. Ignores regular wages
	Yes	Regular	SIT	1. Uses Concurrent Aggregation 2. If not applicable for the work or residence state, uses default state calculation method	1. Default state supplemental **Note:** You can override this at the PSU and TRU levels. 2. Ignores regular wages
	Yes	Supplemental	FIT	Tiered Flat Rate Combined **Note:** You can override this at the PSU and TRU levels.	1. Tiered Flat Rate for supplemental wages **Note:** You can override this at the PSU and TRU levels. 2. Ignores regular wages
	Yes	Supplemental	SIT	Default state method for regular and supplemental **Note:** You can override this at the PSU and TRU levels if the state supports alternate methods.	1. Tiered Flat Rate for supplemental wages **Note:** You can override this at the PSU and TRU levels. 2. Ignores regular wages

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What's the recommended extraction window and scheduling frequency for Global Payroll Interface /ADP Global Payroll

We recommend a standard extraction window of three weeks, covering two weeks in the past and one week in the future.

For an extraction performed on system date X, the window will range from X-14 to X+7.

We advise against setting the End Date too far into the future, as it may lead to increased manual interventions for rescinded actions, such as Cancel Hire.

The Start Date is primarily used to retrieve Element and Salary history. Extending it too far into the past may lead to outdated element and salary records, increasing the size of the output file.

For Global Payroll Interface or ADP Celergo the recommended extraction window is 21 days following these guidelines:

- The start date should be 14 days before the current system date.

- The end date should be 7 days after the current system date

You should decide the appropriate extraction window and frequency based on these recommendations while also considering the implementation details and the customer's specific business processes and requirements.

Critical transactions like Global Transfers, are recommended to be recorded within the extraction window. We do not recommend a single day window in certain scenarios. For instance, transactions like Global Transfers can span two days, Day X-1 for termination and Day X for hire. With only a one day window, there's a risk of missing the hire.

Frequency

It's recommended to run the extract once daily. Most transactions, with a few exceptions like assignments, track updates based on effective dates at a daily level. This ensures that even if multiple changes occur to a row with the same effective date, the system consolidates them into a single version reflecting all modifications. As a result, running the GPI extract once per day will capture all changes made on that day

What's the system behavior when an employee's Hire Date precedes the Process Start Date or Process End Date

If the Hire Date falls before the Process Start & End dates range, then the extract considers the Change Effective On (CEO) date as the Process End Date.

For example:

An employee is hired on 31-March-20. The extract process is submitted with Start and End dates as 01Apr-20 and 10-Apr-20. The output file is generated with a CEO date of 10-Apr-20.

The CEO date is 10-Apr-20 whereas the Hire Date of the particular transaction is 31-Mar-20. The extract process errors out in WFN upload in this case.

Hence, in this scenario, you must run the extract from 31-Mar-20 to 10-Apr-20 so that the application picks up the correct transaction.

> **Note:** For ADP Workforce Now (WFN) to accept employee records, all employee records must have a CEO date which is equal to the hire date for ADP WFN to accept it.

When does an employee need to provide an Ohio school district for tax calculation?

An employee must complete and submit a Withholding Exemption Certificate that identifies their school district if:

1. You hired them as a new employee in Ohio.
2. They moved into a taxable school district.

When is a pending worker's tax card end dated for the US?

When a pending worker transitions to employee status, their pending worker tax card is end dated as of one day before their hire date.

Why wouldn't payroll deduct an employee's 401(k) catch-up contribution?

There are multiple reasons why the payroll process wouldn't calculate an employee's 401(k) catch-up deduction. Most of them are captured by the Pretax 401k skip formula.

- The employee isn't eligible for age-based catch-up.

  - They're not at least age 50 as of the calendar year.

  - They're marked as ineligible on their Reporting Information calculation card.

- The catch-up deduction is configured to process sequentially, and the base 401(k) deduction hasn't yet reached its annual contribution limit.

- The person has already reached their annual catch-up contribution limit.

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