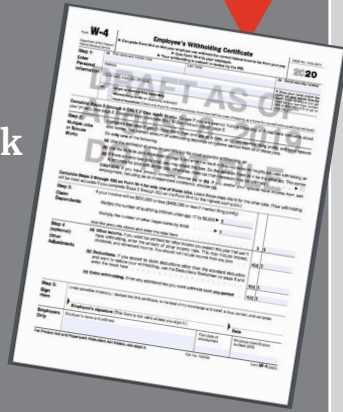




**KEY CHANNEL PARTNER OF THE MONTH**



**PAYROLL**



## 2020 Form W-4 has a New Look

### Withholding Simplified with the 2020 Form W-4

The newest version of the draft 2020 Form W-4 was released on August 8, 2019, and it is much more transparent and straightforward than the previous version released earlier this year.

Since withholding allowances may be a thing of the past, the IRS changed the name of the form from Employee's Withholding Allowance Certificate to Employee's Withholding Certificate. With the absence of allowances, this form uses your income, including income from multiple jobs and your spouse's income, to determine your withholding amount.

At first glance, the new Employee's Withholding Certificate is much easier to read than previous versions. The page shows a lot of blank space and is laid out in a easier format. The left column guides you through 5 simple steps. The only mandatory steps for everyone to fill out are steps 1 and 5; personal information and your signature. If you fill out these 2 steps alone, your withholding amount will be based on your filing status and wage amount. You should only fill out steps 2 through 4 if they apply to you. This section covers information about multiple jobs, spouse's income, dependents, and other adjustments.

### IRS Tax Withholding Estimator

The IRS also released a Tax Withholding Estimator on the IRS website to assist you with adjusting your withholdings. You should use the estimator if you

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had a high tax due amount, received a large refund or for other various reasons. The new W-4 form suggests you use the Tax Withholding Estimator in step 2 of the form and includes the web address for easier access.

If you have a Form W-4 already on file with your company, there is no need to fill a new one out with the release of the 2020 Form W-4 final draft. However, if you check your withholdings through the Tax Withholding Estimator and realize you want to update your withholdings, you can still use the old Form W-4. The old version is still available until the end of the year.

*symmetry.com*

# 7 Crazy Excuses For Missing Work

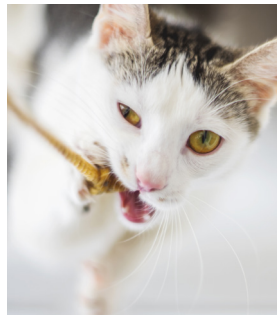
Employees say the darnedest things when it comes to explaining why they're late to work or not coming in at all. But whether it involves getting stuck in a tree, a pizza overdose or forgetting it was a regular workday, the excuses are nothing if not memorable.

Here are 7 crazy excuses that stood out to us:



"The funniest—and cutest—excuse I've ever heard from my employee is that he was helping a kitten get out of the tree and, of course, got stuck himself," said John Breese, founder and chief executive officer of HappySleepyhead, a Los Angeles-based company that reviews sleep-related products. "They both had to wait for a rescue team to get them on the ground. Well, at least he sent me photos of the kitty."

Another feline-related excuse came from an employee who told Breese that her cat had chewed the wire attached to her bedside clock. The timepiece stopped working, and she overslept. "It wasn't the first time she used this excuse, so we all chipped in and bought her one of those cute, round, retro alarm clocks that don't have wires."



Dane Kolbaba, co-founder and president of Watchdog Pest Control in Phoenix, had an employee who claimed that his doctor put him on bed rest after he ate too much pizza the previous night. The worker had gotten a bad case of the munchies after smoking quite a bit of marijuana on a Sunday. He ordered about 10 pizzas to share with a buddy but ended up eating alone. "He got very sick and dehydrated and had to stay home for a day or two and get better."

One of the craziest excuses Olga Mykhoparkina heard for calling in sick was from an intern who got food poisoning. "The reason was that [he] had a bet with a friend and lost it," said the chief marketing officer for Chanty, a computer software



company headquartered in New York City. "So [he] had to eat a couple of cans of dog food." It's a story still shared around the office.



An employee at Messina Staffing Group in Chicago said he wasn't coming in because he forgot to do laundry and didn't have any clean clothes. "It sounded like a joke. I thought he was kidding," said Ellen Mullarkey, vice president of business development. "But it turned out he was completely serious and didn't plan on coming in. Of all the excuses I've heard throughout the years, that was by far the strangest."

One young mother provided a memorable excuse for missing work. "She'd just gotten an appointment to see Dr. So-and-So. Since she sounded OK over the phone, I assumed that one of her kids was sick and I told her I'd find a substitute for her shift," Wiedman said. When she returned to work the next day, he asked if her child was feeling better. She replied that her children rarely got sick. Turns out the doctor was a vet. She had to take her pet ferret to the clinic because he seemed lethargic. The vet never did find anything wrong with the woman's pet, Wiedman added.



An employee at the Lucas Group, a Houston-based accounting and finance firm, failed to show up for multiple days and wasn't calling in to explain his absence. "So I had one of my managers text him and ask if everything was OK, as we were obviously worried about him," said Bob Prather, the company's general manager. "We got a text back from his phone number saying, 'This is his mother texting from his phone. He has unexpectedly passed away.' As it turned out, he was alive! Needless to say, that was our last communication with that employee."



**EMPLOYEE BENEFITS**

# Top 10 Health Conditions Costing Employers The Most



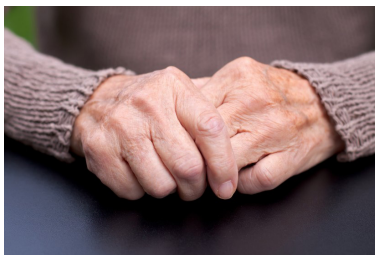
**1. High-Risk Pregnancy**



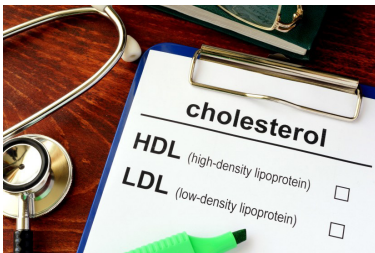
**6. Heart Disease**



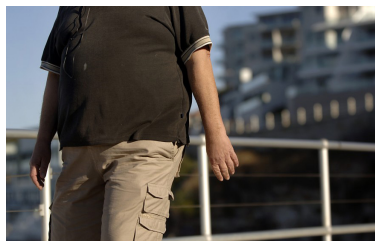
**2. Smoking**



**7. Arthritis/Back/Musculoskeletal**



**3. High Cholesterol**



**8. Obesity**



**4. Depression/Mental Illness**



**9. Cancer (all kinds)**



**5. Hypertension/High Blood Pressure**



**10. Diabetes**

**WORKERS' COMP**



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