

YEAR-END BEST PRACTICES

HR & Payroll Tips





A message to our clients

To Our AMAZING Clients,

It is that time again... year-end is upon us! This document is a crucial part of our fourth quarter and year-end education process and will help guide you smoothly through a successful end of the year. Please read this document carefully and respond to us with any adjustments and notifications as soon as possible.

As always, if you have questions that are not addressed in these documents or need further clarification, please reach out to your dedicated Account Manager or Support Team directly.

Thank you,
The Thread Team



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Important Contact Information

Client Service: *Your dedicated account manager or*

customer@threadhcm.com

Tax assistance: tax@threadhcm.com

Phone number: 678-366-3447

Thread (and banks) will be closed on Christmas Day, December 25th, and New Year's Day, January 1st. Thread will also be closed on Christmas Eve. Please plan accordingly.



Important Deadlines

Deadlines for Year-End

December 12, 2025 – Complete the survey and provide the required documentation

December 31, 2025 – Last day to process payroll for 2025

January 20, 2026 – W-2s available to employees via Employee Self Service (ESS)

January 28, 2026 – W-2s and 1099's delivered to clients no later than this date

February 7, 2026 – Employers will need to approve 1095 forms for 2025 in isolved

March 2, 2026 – ACA 1095 form must be provided to employees

Standard Deadlines

Payrolls need to be submitted at least two business banking days in advance of the check date to allow enough time for payroll funding and employee direct deposits to be received and posted by the check date. Although exceptions can be allowed to this two-day rule, it is important to keep in mind that high liability payrolls may require funds verification. Any payroll with \$100,000 or more in federal tax liability or total ACH debit of \$500,000 or more is considered a high-liability payroll. If your payroll does not normally exceed these high liability thresholds, and you anticipate it may exceed these thresholds due to year-end adjustments or bonuses, please contact your HCM Specialist at least one week in advance of processing the payroll. This will allow us to prepare you for any additional steps required to verify funds.

Year-End Adjustment Processing Deadline

Please notify us no later than **December 19, 2025** of any year-end payroll adjustments. This will provide sufficient time to record adjustments prior to your last payroll process of the year. We understand that some information related to closing your 2025 payroll records may not be available by this date, and we will make arrangements to report information as it becomes available. Please keep in mind that reporting adjustments after your last payroll of the calendar year could delay your 4th quarter and year-end returns as well as cause additional processing fees for corrections, off-cycle payroll runs, and amendments. Examples of adjustments are as follows:

- Void and/or manual checks
- Bonuses and other gifts given to employees
- Health insurance premiums
- Third-party sick payments
- Fringe benefits
- Contractor 1099 payment recording
- Year-end distributions

W2 & 1099 Deadlines

W-2 deliveries will begin Monday, January 12th. W-2s will be shipped to your offices no later than January 28th. The forms will be in a separate package labeled 'W-2'. Electronic W-2s will also become available to all employees on January 20th. If you are a paperless client, we will deliver paper W-2's to your delivery address on file.

How to review and confirm accuracy of your company and employees' information: On the first payroll in your Year End Period, a SSN Verification Report and a Tax ID & Rate Report will be included with your payroll reports. Please review this report to ensure that all of the Tax IDs for your employee and employer tax accounts are correct prior to running your last 2025 payroll.

Directions:

- Log into isolved.
- Select Client Reports in the Reporting module.
- Select "Employee W-2 Verification" and/or "Employee W-2 Preview".
- Hit the "Run Report" button.
- Review the reports and make any updates in isolved prior to processing your final payroll of 2025.

***Please note, after January 31st each year the IRS fine for each incorrectly filed W-2 SSN is \$50. In addition, please note that Thread charges \$30 for every W-2 it must amend and refile with a corrected SSN.**

Electronic W-2 Option

The first time an employee logs in to ESS, they are greeted with the message box below which gives them the option to accept to electronic W-2s. Employees need to login and hit "I Accept" before the last payroll of the year in order to take advantage of this option, otherwise they will receive a paper W-2. Keep in mind, if they already accepted last year, they do not need to do it again.

Note: Terminated employees will immediately be reverted back to a paper W-2.

1099-NEC

In accordance with IRS requirements, we will only be producing 1099s for anyone with \$600 or more in non-employee compensation. Below is a copy of the 1099-NEC.

7171		☐ VOID ☐ CORRECTED		OMB No. 1545-0116		Nonemployee Compensation
PAYER'S name, street address, city or town, state or province, country, ZIP or foreign postal code, and telephone no.				Form 1099-NEC (Rev. January 2022) For calendar year 20____		
PAYER'S TIN	RECIPIENT'S TIN	1 Nonemployee compensation \$				Copy A For Internal Revenue Service Center File with Form 1096. For Privacy Act and Paperwork Reduction Act Notice, see the current General Instructions for Certain Information Returns.
RECIPIENT'S name		2 Payer made direct sales totaling \$5,000 or more of consumer products to recipient for resale ☐				
Street address (including apt. no.)		3				
City or town, state or province, country, and ZIP or foreign postal code		4 Federal income tax withheld \$				
Account number (see instructions)		2nd TIN not ☐		5 State tax withheld \$		
				6 State/Payer's state no.		7 State income \$

Form **1099-NEC** (Rev. 1-2022) Cat. No. 72590N www.irs.gov/Form1099NEC Department of the Treasury - Internal Revenue Service

Do Not Cut or Separate Forms on This Page — Do Not Cut or Separate Forms on This Page

Affordable Care Act (ACA)

As an employer, if you meet any one of the following three criteria then ACA compliance and reporting will be required by your company.

- Your company is an Applicable Large Employer- the IRS defines an Applicable Large Employer (ALE) as a company with 50 or more full-time equivalents. Reporting for the current calendar year (2025) is determined by the number of FTE in the prior calendar year (2024).
- There is common ownership between multiple FEIN.
- Your company offers self-insured healthcare coverage.

If as an employer, you meet any of the above criteria, ACA compliance and reporting is required. You must:

- provide affordable healthcare coverage to your applicable employees track variable employee hours and offer coverage to employees that meet the 30 or more hours threshold
- provide Form 1095 to your employees
- file Forms 1094 and 1095 with the IRS

Thread can help! We can help you determine if you are an ALE, track variable employee hours, and help determine if coverage should be offered, prepare both Forms 1094 and 1095 and file with the IRS on your behalf! If you think you may meet any one of these three criteria and are not currently utilizing our Benefits Service, please reach out to your dedicated account manager. We will first help you to determine if you need the ACA Compliance and Reporting service and if so, coordinate with our Sales Department for pricing and then begin the set-up process.

Important Deadlines for Reporting

For calendar year 2025 reporting, Form 1095 is due to your employees by **March 2, 2026**, and the Form 1094 and 1095 IRS Filing Deadline is **March 31, 2026**. Employers, you will need to approve these forms in isolved no later than **February 7, 2026** to ensure timely printing and mailing as well as IRS filing. Thread will mail a copy of the employee 1095 Forms to the primary address of your company. You will be responsible for handing out or postmarking and mailing these to your employees no later than the above deadline.

Special Payrolls

Many companies issue bonus checks and other supplemental wage payments in December, and these checks/adjustments can be run with regular payroll. If a separate payroll check date or period end date is desired, the extra checks must be run as a "Special" payroll that is added to the payroll schedule. Please keep in mind that the default check types that will be included are different for Regular Payrolls and Special Payrolls:

Default System Settings for Paid Items on isolved Payrolls

	REGULAR PAYROLL	SPECIAL PAYROLL
Salaries	X	
Auto-Pay Hourly Employees	X	
Additional Checks/Manual Checks	X	X
Entries from Time Entry Grid	X	
Entries from Additional Time Entry Grid	X	X

How will you enter bonus pay?

- Hand Key
- Spreadsheet
- Other

How are you scheduling the bonus payroll?

- Combined with normal
- Separate checks on normal pay run
- Separate payroll with same check date
- Separate payroll with different check date

Who will cover taxes on the bonuses?

- Employee (start with gross pay, calculate net)
- Employer (start with net pay, calculate gross)

How will the employees be paid their bonus?

- Cash
- Live check
- Direct deposit

What deductions are you taking from the bonuses?

- Social Security taxes only
- All taxes
- All taxes + retirement plan deductions
- Other

When should employees see electronic stubs for their bonuses?

- When payroll runs
- On check date
- Other

TOPIC

DO

DON'T

Void Checks

Do void Q4 checks on or before your last payroll process for the year.

Do not void prior quarter checks.

Manual Checks

Do enter them on or before your last payroll process for the year.

Do not enter negative manuals for prior quarters without consulting a Thread service representative.

Address Changes

Do make all address changes on or before your last payroll process for the year.

Payroll Calendar

Do verify payroll processing schedule/ calendar by **January 10th**.

Verification

Review the following from Client Reports:

- Employee W-2 Verification Report
- SSN Verification Report
- Tax ID & Rate Verification Report
- ACA Reports
- Year-End Exceptions Report

1099 master file information

Internet customers enter online/ non-internet clients submit to customer service before you process the last payroll of the year.

Payroll Tax information

Do send all payroll tax documents received from federal, state and/or local tax authorities to the Tax Department.

Group Term Life (GTL)

Do enter on or before your last payroll process for the year.

Do not enter GTL on terminated employees. Call Thread for instructions.

Third Party Sick Pay

Send all 3rd Party Sick Pay to customer service with or before your last payroll process of the year.

Fringe Benefits

Do report any additional fringe items on or before your last payroll process for the year.

Do not enter manual adjustments after the last payroll process of the year without consulting a Thread service representative.

Health Care Reporting on W-2: Requirement for Large Employers

- If your company is filing more than 250 W-2's this calendar year, the ACA W-2 reporting requirement applies, and you are responsible for reporting the total costs (regardless of employee-paid portion vs. employer - paid portion) of health insurance on their W-2's.
- Typical costs to include are those paid on behalf of the employees for group health insurance plans.
- If we do not already have your employer portion of healthcare recorded in isolved. Please reach out to your dedicated account manager for assistance.

State Unemployment Rate and Deposit Frequency Notices for 2026

You should receive your 2026 state unemployment rate and your state deposit frequency during the next two months. Once you receive these notices, please email them to the Tax Department. This will ensure the accuracy of your tax liability calculation and timely deposits of the associated taxes.

Payroll Schedules for 2026

Please take a few moments to review your 2026 schedule during the first week of the new year. Internet clients (using isolved):

- Log into isolved.
- Select Payroll Processing.
- Select Client Run Schedule.
- Review the schedule to ensure that the appropriate dates are there for each check run.



That's a wrap!



Thanks for Reading!

We hope you found it helpful!

For more tools, visit our [Year-End Resources page](#) to breeze through year-end challenges with confidence!

For more information on how Thread can help you with a seamless year-end process, contact us: 678-366-3447 | customercare@threadhcm.com

And stay up to date with the latest industry changes by following us @ThreadHCM