



MAKING THE RIGHT CHOICE FOR YOUR BUSINESS

The Complete Payroll Provider Buyer's Guide

By Larry Kagan, CEO & Founder, Baron Payroll

Why This Guide Matters



Let me guess why you're reading this: You're frustrated. Maybe your current payroll provider takes forever to answer the phone. Maybe they've made mistakes that caused you headaches with your employees. Maybe you're just tired of feeling like you're not getting the service you're paying for.

Or perhaps you're new to using a payroll service and you're overwhelmed by all the options, all the promises, and frankly, all the horror stories you've heard from other business owners.

Or maybe things are fine—for now. But your contract's coming up, your business is growing, and you want to make sure you're not missing something better.

Either way, you're here because payroll feels like a necessary evil that's eating up too much of your time and mental energy. You just want it to work smoothly so you can focus on running your business.

I get it. I've been there.

After 20+ years helping business owners navigate payroll challenges, I've seen every frustration, every mistake, and every fear you might have. I've sat across from owners who were brought to tears by payroll problems that could have been easily prevented.

In this guide, I'll give you the straight truth about what to look for, what to avoid, and the questions you need to ask. More importantly, I'll show you how to spot the red flags that indicate a provider will make your life harder, not easier.

Larry Kagan

CEO & Founder, Baron Payroll

Author, *You Snooze, You Lose*

About Larry Kagan: Larry is the CEO and Founder of Baron Payroll and serves on the Board of Directors for the Independent Payroll Providers Association. With over 20 years in the payroll industry, he's helped thousands of businesses streamline their payroll processes and stay compliant with ever-changing regulations. He is also the author of "You Snooze, You Lose," a straight-talking guide that helps business owners understand Department of Labor risks and protect everything they've built from costly audits, investigations, and penalties.



SECTION 1:

Should You Switch?



THE WARNING SIGNS YOU CAN'T IGNORE

If you're currently using a payroll service, here are the red flags that tell you it's time to make a change:

Slow Service: Waiting Forever for Answers

Ever feel like you're waiting too long to get a simple question answered? In business, time is money, and waiting around for your payroll provider to get back to you can be more than just annoying—it can cost you.

I had a client who called me in a panic because his current provider hadn't returned his calls for three days. His employees were expecting their paychecks, and he couldn't get anyone to tell him why payroll hadn't processed. That's not service—that's negligence.

Mistakes in Payroll: The Headache You Don't Need

Getting payroll right is crucial. Mistakes can upset your team, create a heap of paperwork, and even land you in legal hot water. If errors are more common than you'd like, it's time to look for a provider that takes accuracy seriously.

I remember sitting with a restaurant owner who discovered his provider had been calculating overtime wrong for eight months. Not only did he owe back wages to his staff, but the trust between him and his employees was damaged. Some mistakes you can't undo.

One-Size-Fits-All? Not for Your Business

Your business isn't like everyone else's, so why settle for a payroll plan that treats it that way? If your current service doesn't offer the flexibility to match your specific needs—whether that's different types of employee contracts, industry-specific requirements, or special situations like ITIN workers—you're settling for less than you deserve.

I worked with a contractor who spent months fighting with his payroll company over certified payroll reports. They kept telling him their system "didn't do that." Meanwhile, he was scrambling to meet prevailing wage requirements by hand. He didn't need a different process—he needed a provider who understood his industry.

Hidden Fees: The Surprise No One Wants

When it comes to payroll costs, clarity is key. Hidden fees can sneak up on you, affecting your budget and your bottom line. If you're confused about what you're actually paying for, or if your bills keep growing without explanation, that's a problem.



THE REAL COST OF GETTING PAYROLL WRONG

Here's what most business owners don't realize: the warning signs above aren't just about bad service. They're often symptoms of something deeper.

A provider who takes three days to return your call probably isn't staying on top of changing labor laws either. The company that keeps making calculation errors? Those same errors show up when the Department of Labor asks for your records. Poor service and compliance risk tend to travel together.

And that's where things can get serious.

Let me share something that might keep you up at night: **payroll mistakes can destroy your business.**

I don't say this to scare you—I say it because I've seen it happen. In my book “You Snooze, You Lose,” I tell the story of a restaurant owner I knew personally. Great guy, successful business, loved by his community. One day I opened the newspaper and saw him in handcuffs on the front page. His crime? Not paying proper overtime to his employees.

The Department of Labor doesn't mess around. They can show up at your business without warning, demand three years of records, and impose penalties that can bankrupt you. Your payroll provider is your first line of defense against this nightmare—but only if they know what they're doing.

Most business owners have no idea their payroll provider is putting them at risk until it's too late. Maybe your current provider hasn't made any major mistakes yet. Maybe they're just slow or hard to reach. You might think, “It's not great, but it's good enough.”

Here's the problem: **in payroll, there's no such thing as “good enough.”** The laws are complex, they change constantly, and the penalties for mistakes are severe. You need a provider who doesn't just process paychecks—you need one who protects your business.



SECTION 2:

How to Evaluate Any Provider



QUESTIONS THAT REVEAL THE TRUTH

Here are the questions that will help you separate the good providers from the pretenders.

Before each question, I've explained why it matters and what to listen for. I've also included how we answer these questions at Baron—not because we're the only good option, but because concrete examples are more useful than vague descriptions. Use our answers as a benchmark when you're comparing providers.

Service Questions:

What is your guaranteed response time?

When you have a payroll issue, waiting for help can mean your employees don't get paid on time. Look for specific commitments with actual timeframes, not vague promises like “we try our best” or “we're very responsive.”

Baron's Answer: *We guarantee to respond within one hour on payroll submission days, and by the next business day for all other questions.*

Will I have a dedicated account manager?

Nothing wastes more time than explaining your business situation to a different person every time you call. You want names, not departments. Avoid providers who say “you'll work with our team” without assigning a specific person to your account.

Baron's Answer: *Yes, you'll have a single point of contact for all your HR and payroll needs. We know you, you'll get to know us, and that consistency helps you take care of things quickly.*

How much work will I have to do to switch?

Your time is valuable, and switching providers shouldn't become a part-time job. Get specific hours, not “it's easy” promises. If they expect you to gather data, fill out spreadsheets, and manage the transition yourself, that tells you how they'll treat you as a client.

Baron's Answer: *No more than an hour total. We handle everything else—the setup, data transfer, and transition management.*

What happens if there's an error on your end?

Mistakes happen, but how a provider handles them reveals everything about their character and commitment to service. Find out who pays to fix mistakes, how quickly they respond, and what they do to prevent future errors.

Baron's Answer: *We take full responsibility for our errors and fix them at no charge to you. We also document the issue and adjust our processes to prevent it from happening again.*

Compliance Questions:

What support do you provide for Department of Labor audits?

This question separates providers who just process paychecks from those who truly protect your business. If you're ever audited, you need complete, accurate records that reconcile perfectly—where time entries match payroll, and every document is ready on demand. The wrong answer here can cost you thousands in penalties.

Baron's Answer: *You get fast, reliable access to audit-ready records—even for employees who left years ago. Our all-in-one system makes it simple to retrieve any data you need, with time entries that match payroll perfectly.*

How do you keep me informed about changing employment laws?

Labor laws change constantly, and ignorance isn't a defense the DOL accepts. Your provider should be proactive about keeping you compliant, not reactive after you're already in trouble. Look for providers who actively monitor law changes and translate them into actionable guidance for your business.

Baron's Answer: *We provide regular updates on federal and state employment law changes, with specific guidance on what it means for your business. You'll get system alerts and email notifications so you're never caught off guard.*

Can you produce complete records for employees who left years ago?

The DOL often asks for historical data going back three years or more. Most systems make this difficult or impossible, especially if you've switched providers or use multiple systems. This isn't just about convenience—it's about being able to defend yourself in an investigation.

Baron's Answer: *Yes, absolutely. Our unified system maintains complete historical records that are easily accessible anytime you need them.*

Do you handle workers with ITIN numbers?

If you employ workers in construction, restaurants, manufacturing, agriculture, or other industries with immigrant workers, this capability can make or break your hiring strategy. Many providers simply say "we can't do that" because it requires manual effort they'd rather avoid. But excluding quality workers due to payroll limitations puts you at a competitive disadvantage and may force you into risky off-the-books arrangements.

Baron's Answer: *Absolutely. Our ITIN Service allows you to include ITIN workers on your payroll, and at the end of the year, they'll get a W-2 with their ITIN number on it.*

WHAT REALLY MATTERS: THE BIG THREE

When evaluating payroll providers, most people focus on price first. That's backwards. Here are the three things that actually determine whether a provider will make your life easier or harder:

1. Responsiveness

When you have a payroll question or problem, how quickly can you get help from a real person who knows your account? If the answer is "it depends" or "we try our best," that's not good enough.

Look for providers who guarantee response times. And test them before you sign—call with a question during business hours and see what happens. This tells you everything about what service will be like.

2. Compliance Protection

This is where many businesses get burned. Your provider should be keeping up with changing labor laws and proactively helping you stay compliant. They should be able to produce audit-ready records instantly, even for employees who left years ago.

Ask specifically: "What happens if I get audited by the Department of Labor?" If they can't give you a clear, confident answer, keep looking.

3. True Partnership

The best providers don't just copy your old setup—they review it and suggest improvements. They understand your industry and can customize their service to fit your specific needs. They become a trusted advisor, not just a vendor.



Process Questions:

Do you just copy my old setup, or do you review and improve it?

The best providers act as consultants, not just data transfer services. They should review your current processes and suggest improvements that save you time and money. If they're just moving your existing setup to their system without any analysis, you're missing an opportunity to improve your operations.

Baron's Answer: *We review your current setup and suggest improvements. We don't just copy your old data—we analyze it and help you streamline your processes to save time and money.*

What happens if my regular payroll person is unavailable?

Emergencies happen—people get sick, go on vacation, or leave unexpectedly. You need backup support that doesn't require extensive training or compromise security. Can your provider step in and handle payroll for you when your regular person can't? This capability can be a business saver during critical situations.

Baron's Answer: *We can serve as your backup in emergencies. With our structured and automated processes, it's easy for someone else on your team to step in—or we can handle payroll for you entirely if needed. Think of it as an insurance policy for your most critical business function.*

RED FLAGS THAT SCREAM “RUN AWAY”

I've been in this business long enough to spot trouble from a mile away. Over the years, I've seen certain patterns that almost always lead to problems down the road. Here are the warning signs that should make you think twice—or better yet, walk away entirely.



Service Red Flags

They can't guarantee response times. When I hear providers say “We try to get back to people quickly” or “We're very responsive,” that's code for “you'll be waiting when you need us most.” Think about it—if they can't commit to a response time during the sales process when they're trying to impress you, what makes you think service will improve after you sign?

No dedicated account manager. If they tell you “you'll work with our team,” what they're really saying is you'll explain your situation to a different person every time you call. I've watched clients waste hours repeating the same information over and over because no one at their payroll company actually knows their business.

High-pressure sales tactics. “This offer expires today” or “I need an answer right now” are sure signs of a company more interested in closing deals than building relationships. Good providers understand that switching payroll is a big decision and will give you time to think it through.

They won't show you a live demo. When someone says “We'll send you a video,” they're hiding something. Maybe their software is outdated, maybe it's too complicated, or maybe they just don't want you asking tough questions during a demo. Either way, if they won't show you their system in real-time, there's probably a reason.

Technology Red Flags

Their software looks like it's from 2005. I've seen business owners struggle with systems that are so outdated they can barely function. During your demo, pay attention to how the software looks and feels. If it's confusing, slow, or looks like it hasn't been updated in years, imagine trying to use it under pressure on payroll day.

No mobile access for employees. In today's world, if your employees can't check their pay stubs or time-off balances from their phones, you're going to field a lot of unnecessary calls. This might seem minor, but it's a sign of how current the provider's technology really is.

They can't integrate with your current systems. If your payroll provider can't talk to your accounting software, time clock, or other business systems, you'll be doing a lot of manual work. Integration problems usually get worse over time, not better.

You hear complaints about system outages. Ask specifically about system reliability. If you hear stories about the system being down during payroll time, that should terrify you. There's nothing worse than not being able to pay your employees because your provider's system crashed.

Pricing Red Flags

They won't put pricing in writing. I always tell clients: if they won't show you exactly what you'll pay, it's because they plan to charge you more than you expect. Legitimate providers have nothing to hide when it comes to pricing.

Prices that seem too good to be true. I covered this earlier, but it bears repeating: if the price seems impossibly low, there's usually a catch. Maybe it's hidden fees, maybe it's terrible service, or maybe they'll hit you with huge increases later. Remember, you get what you pay for.

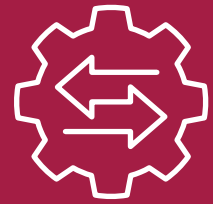
They're vague about additional charges. "There might be some additional fees" is not an acceptable answer. You need to know about quarterly fees, year-end charges, setup costs, and any other potential expenses before you sign anything.

Long-term contracts with penalties. Good providers don't need to lock you in with contracts and cancellation fees. They keep clients by providing excellent service, not by making it expensive to leave. If they're pushing a long-term commitment, ask yourself why they don't trust their own service quality.

The bottom line is this: trust your instincts. If something feels off during the sales process, it probably is. The way they treat you before you become a client is usually the best you'll ever be treated. If you're already seeing problems, imagine what it will be like once they have your business.

SECTION 3:

The Switching Process



OVERCOMING THE FEAR

Let me address the elephant in the room: switching service providers is scary. You're worried about disruption, extra work, and the possibility of making another bad choice.

These fears are completely valid. I've met with too many business owners who said, "Larry, I can't afford to make another mistake with payroll."

But here's what I've learned: if you find the right provider, you'll be surprised at how much better things can be and wish you had switched sooner. The relief when you realize your new provider actually does what they promised is worth the temporary uncertainty.

WHAT CAN ACTUALLY GO WRONG

I'm not going to pretend switching is risk-free. Here's what you should legitimately be concerned about:

Tax filing gaps. If your old provider and new provider don't coordinate properly, you could end up with duplicate filings, missed filings, or incorrect year-to-date totals. This is fixable but painful.

Data migration errors. Employee information, PTO balances, deduction amounts—all of this has to transfer correctly. One wrong number can cascade into paycheck errors that damage employee trust.

Timing issues. Switch at the wrong time (mid-quarter, right before year-end) and you're asking for complications. There are better and worse moments to make the move.

Learning curve disruption. Even the best new system takes time to learn. If your first payroll with a new provider falls during your busiest season, that's added stress you don't need.

Here's the thing: a good provider anticipates all of this and has systems to prevent it. A bad provider leaves you to figure it out yourself. The questions in the next section will help you tell the difference.

HOW TO PROTECT YOURSELF

Get Everything in Writing: Response time guarantees, fee structures, training commitments—if it's important to you, make sure it's in your agreement.

Ask for References: Not testimonials on their website, but actual phone numbers of businesses similar to yours. Call them.

Test Before You Commit: During the sales process, pay attention to how responsive they are. This is their best behavior—service after you sign will likely be worse, not better.

Start Small if Possible: If they offer it, consider running parallel payrolls for a period to test their accuracy and service.



WHAT TO EXPECT: TIMELINE AND PROCESS

Timeline: 3 to 6 weeks, depending on the complexity of your setup and how quickly you provide required information.

Your Time Investment: With the right provider, no more than an hour total. They should handle everything else.

What They'll Need From You: The right provider should ask for minimal information and handle the heavy lifting themselves. Expect to provide:

- Access to your current payroll system
- Recent tax filings (to ensure continuity)
- Basic company information
- Decision-making availability for setup questions

If they're asking you to pull reports, build spreadsheets, or manage the project yourself, that's a red flag about what service will be like after you sign.

The Process Should Look Like This:

Look for a structured, proven process with clear phases:

1. **Discovery:** They review your current setup and identify improvements
2. **Implementation:** They configure the new system and load your data
3. **Training:** They walk you through your first payroll, then guide you through the second
4. **Documentation:** They provide written procedures and video guides for your reference

HOW BARON HANDLES THE SWITCH

I've outlined what good looks like. Here's specifically how we do it at Baron:

Our simple process requires less than one hour of your time total. You sign onboarding documents electronically (a few minutes), then provide us login access to your current payroll system (another few minutes). We handle everything else.

We use our Baron Project Tracker™ to coordinate your switch, accessing your current payroll system directly so you don't have to pull reports or build spreadsheets. We configure your system specifically for your needs and load historical data for the current year.

For training, we walk you through your first live payroll completely, then guide you through the second one while you run it. You also get a custom checklist and video walkthrough created just for your setup, plus ongoing support until you're confident.

SECTION 4:

Understanding Pricing



WHY PRICES VARY SO MUCH

You're probably looking at quotes where one is much less expensive than the other. You might be thinking: "Isn't payroll just payroll?"

Here are the two biggest factors that influence cost:

How much time and support the provider gives you. If your quote is very low, you're probably getting minimal support and will have to do most of the work yourself.

How much the provider spends on their people. You've heard "you get what you pay for." This especially applies to payroll—one of your most important business functions.

WHAT TO EXPECT FROM LOW-COST PROVIDERS

Here's what we typically hear from people who chose the cheapest option:

Time Burden: "I had to spend days gathering data and putting it into spreadsheets. I'm not sure I'm doing it right, but I know if I mess this up, I'll have nothing but headaches."

Poor Responsiveness: "No one answers the phone, and emails take days. This doesn't work when I need to run payroll that day."

No Consistency: "I speak with different people every time. They don't know me, I don't know them. They promise things that don't get done."

Technology Issues: "The system is confusing, runs slowly, and I can't get the reports I need."

Lack of Competency: "Most people I talk to are new and poorly trained. I don't trust their answers."

If any of these resonate with you, you're better off paying more to get real value.

Get Your Instant Price Estimate

Unlike many providers who make you sit through a sales presentation just to get a basic quote, we've made it simple to see exactly what Baron Payroll would cost for your specific situation.

Our instant pricing calculator takes less than two minutes to complete. Just answer a few questions about your business—number of employees, how often you run payroll, what state you're in—and you'll get a detailed breakdown of costs with no surprises and no hidden fees.

No sales calls. No pressure. Just honest, upfront numbers so you can make an informed decision.

Get your instant price now at baronpayroll.com/instant-price

Whether you choose Baron or another provider, at least you'll know what quality service actually costs. And you might be surprised—investing in the right payroll partner often costs less than you think, especially when you factor in all the time, stress, and potential problems you'll avoid.



HIDDEN COSTS TO WATCH FOR

Even with transparent providers, there are legitimate additional costs you should understand upfront:

- Quarterly tax filing fees
- Year-end W-2 preparation
- Setup and training fees
- Additional state coverage
- Premium support options

The key is getting a clear breakdown of what you'll pay throughout the year, not just the weekly processing fee.

Baron's Approach: We provide a detailed breakdown of all costs right from the start, so you know exactly what to expect. No surprises, no hidden charges. Additional services are clearly itemized so you know exactly what you're paying for.

THE TRUE COST OF CHEAP SERVICE

When business owners tell me they can't afford to invest in quality payroll service, I show them what poor service really costs:

- Legal fees from compliance issues
- Lost productivity during problems
- Damaged relationships with employees
- Stress and sleepless nights
- Time wasted on problems that shouldn't exist

Sometimes the most expensive thing you can do is try to save money on something this important.

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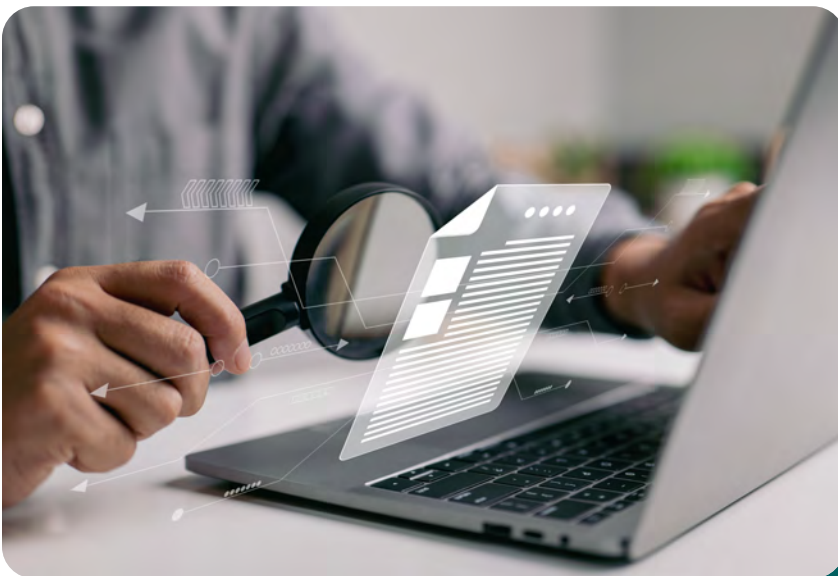
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SECTION 5:

Making Your Decision



YOUR BIGGEST FEAR: “WHAT IF I CHOOSE WRONG ...AGAIN?”

I know what you're thinking. Maybe you've been burned before by a provider who promised everything and delivered nothing. Maybe you're worried about going through all the hassle of switching only to end up in the same situation.

Here's how to protect yourself:

THE “TRUST BUT VERIFY” APPROACH

Don't just take anyone's word for it—including mine. Here's how to verify you're making the right choice:

Test Their Responsiveness Now: Call with a question during business hours. How long does it take to reach a human? Do they know the answer, or do they have to call you back? This tells you everything.

Ask About Their Worst Mistake: Any honest provider will admit they've made errors. Ask what happened and how they fixed it. Their answer reveals how they handle problems.

Get Specific Commitments: “We provide great service” isn't enough. What exactly does that mean in terms of response times, training hours, and support availability?

THE “TRUST BUT VERIFY” APPROACH

Don't choose based on price alone. Instead, choose based on:

- **Trust:** Do you believe they'll do what they promise?
- **Competence:** Do they demonstrate expertise in your industry?
- **Responsiveness:** Do they treat your time as valuable?
- **Protection:** Will they help keep you compliant and safe?

What Your Day Will Look Like with the Right Provider

Here's the benchmark to measure any provider against—what payroll should actually feel like when it's working:

Monday Morning: You get an email that payroll is ready to review. You log in, see everything looks accurate, approve it with one click. Total time: 3 minutes.

Tuesday: An employee asks about their time off balance. Instead of digging through files, you pull up their record instantly and give them the answer.

Wednesday: You get a call with a payroll question at 2 PM. Your dedicated contact answers on the second ring, knows your business, and resolves the issue immediately.

Thursday: A new labor law goes into effect. Your provider emails you a summary of what it means for your business and confirms you're already compliant.

Friday: Payroll runs automatically. Employees get paid on time. You focus on running your business.

That's what payroll should feel like—invisible until you need it, and then it just works.

YOUR NEXT STEPS

If you're ready to make a change, here's how to move forward:

1. **Get written proposals** from 2-3 providers that seem like good fits
2. **Make your calls** — test responsiveness, talk to references, ask the hard questions
3. **Compare against the benchmark** — does their vision of “good service” match what you just read?
4. **Start the relationship with clear expectations** — put the important commitments in writing

Remember: you didn't start your business to become a payroll expert. You started it to serve your customers and build something meaningful. Don't let payroll problems steal your time or put your business at risk.

Whether you choose Baron or another provider, make sure you're getting the service, support, and protection you deserve. Your business is too important to settle for anything less.

If Baron Sounds Like the Right Fit

I've been in this business long enough to spot trouble from a mile away. Over the years, I've seen certain If what you've read aligns with what you're looking for, here's how to take the next step:

- **Get your instant price quote** at baronpayroll.com/instant-price (no salesperson required)
- **Schedule a consultation** at 631-266-2500 (we'll have an honest conversation about whether we're right for each other)
- **See a live demo** with examples relevant to your business
- **Get references** from current clients in similar businesses
- **Review a detailed proposal** showing exactly what you'll get and what it will cost



SECTION 6:

Special Topic ITIN Workers And Payroll



If you employ workers with Individual Taxpayer Identification Numbers (ITINs), you've probably run into a frustrating wall. You call a payroll provider and ask if they can handle ITIN workers. They say "no" — or worse, they give you a vague answer that leaves you more confused than before.

Maybe you've been told it's illegal. Maybe you've been told it's "too complicated." Maybe you've just been told "we don't do that" without any explanation.

Here's what I want you to know: **It's not illegal to add ITIN workers to payroll.** And it doesn't have to be complicated. Many payroll companies simply find it inconvenient because it requires manual effort they'd rather avoid. Large payroll firms prefer automated processes and will turn away business rather than do the extra work.

I've sat across from business owners who were genuinely worried they were doing something wrong — good people who wanted to pay their workers properly but couldn't get a straight answer from anyone. One contractor told me he'd called four different payroll companies and gotten four different answers about whether he could even put his crew on payroll legally. He was ready to give up and just pay them off the books — which would have created far bigger problems down the road.

Let me clear up the confusion.

WHAT ARE ITIN WORKERS?

ITIN workers are individuals who do not have sufficient legal documentation to obtain a Social Security number but have been issued an ITIN by the IRS for tax purposes. These workers are often among the best employees for many businesses but can pose a challenge when it comes to payroll due to misconceptions and restrictions from some payroll companies.

The Business Case for Hiring ITIN Workers

If you're already employing ITIN workers — in construction, restaurants, manufacturing, agriculture, or other industries — you know their value. These individuals are often highly motivated, reliable employees who appreciate the opportunity to work and be treated fairly.

By including ITIN workers in your hiring strategy, you can significantly expand your labor pool and overcome staffing shortages that plague many industries. But more importantly, putting them on payroll properly protects both them and you.

THE SERIOUS RISKS OF NOT ADDING ITIN WORKERS TO PAYROLL

If you currently have ITIN workers but aren't putting them on payroll, you're exposing your business to significant risks:

Department of Labor violations: Paying workers off the books or misclassifying them as 1099 contractors can result in severe penalties.

Workers' compensation exposure: If they're injured and not covered, you could face massive liability.

Employee relations problems: Creates a two-tier system that can cause resentment and turnover.

The irony is that business owners often avoid putting ITIN workers on payroll because they're worried about compliance — when in reality, not putting them on payroll creates far greater compliance risk.

WHAT DOCUMENTATION IS REQUIRED?

To legally add ITIN workers to your payroll, they must complete an I-9 form, which verifies their eligibility to work in the U.S. The ITIN number itself isn't sufficient — the worker must have the appropriate documents to complete the I-9 form.

TAX OBLIGATIONS

Yes, you need to withhold Social Security and Medicare taxes for ITIN workers. Even without a Social Security number, ITIN workers are subject to these taxes. The amounts are held by the Social Security Administration under the worker's ITIN and can be transferred to a Social Security number if they later obtain one.

THE BOTTOM LINE ON ITIN WORKERS

Don't let payroll limitations prevent you from hiring the best workers available. If your current provider can't handle ITIN workers, that's their limitation, not a legal requirement. The right payroll provider will make this simple and compliant, allowing you to focus on running your business rather than worrying about compliance issues.

Baron's ITIN Service

For over 20 years, Baron Payroll has successfully added ITIN workers to our clients' payrolls. We handle all aspects of managing ITIN workers, from documentation to ensuring compliance with federal and state laws. Your ITIN workers receive proper W-2 forms at year-end, just like any other employee.

If other providers have told you "no," give us a call at 631-266-2500 and ask for Bill. We'll walk you through exactly how it works.

Final Thoughts

Choosing a payroll provider isn't just about processing paychecks. It's about finding a partner who is dedicated to making employee compliance simple, effective, and stress-free for business owners.

You've worked hard to build your business. Don't let employee headaches slow you down or put you at risk. Take the time to choose a provider who will truly support your success, not just take your money.

The right payroll provider becomes invisible—until you need them, and then they're exactly what you need, when you need it. That's what you deserve, and that's what you should demand.



YOUR NEXT STEPS

If you're ready to make a change, here's how to move forward:

1. **Get written proposals** from 2-3 providers that seem like good fits
2. **Make your calls** — test responsiveness, talk to references, ask the hard questions
3. **Compare against the benchmark** — does their vision of “good service” match what you just read?
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Remember: you didn't start your business to become a payroll expert. You started it to serve your customers and build something meaningful. Don't let payroll problems steal your time or put your business at risk.

Whether you choose Baron or another provider, make sure you're getting the service, support, and protection you deserve. Your business is too important to settle for anything less.

If Baron Sounds Like the Right Fit

I've been in this business long enough to spot trouble from a mile away. Over the years, I've seen certain If what you've read aligns with what you're looking for, here's how to take the next step:

- **Get your instant price quote** at baronpayroll.com/instant-price (no salesperson required)
- **Schedule a consultation** at 631-266-2500 (we'll have an honest conversation about whether we're right for each other)
- **See a live demo** with examples relevant to your business
- **Get references** from current clients in similar businesses
- **Review a detailed proposal** showing exactly what you'll get and what it will cost

READY TO GET STARTED?



Get an instant price
for your payroll service
[baronpayroll.com/
instant-price](https://baronpayroll.com/instant-price)



Book a meeting
at your convenience:
[baronpayroll.com/should-
you-book-a-meeting](https://baronpayroll.com/should-you-book-a-meeting)



Call us
at **631.266.2500**
and ask for Bill

