



2017 SF Onboarding Enhancements

Q1 Enhancements 2017

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1. Previously, when an existing candidate was hired internally for a new position, all the data keys associated with the new record would be pre-populated with values from the old record by default. Now, Admins can choose to not copy data from the old record, to copy data from all the keys of the old record (default behavior), or to copy data only from specific keys of the old record. These options are available in the *Internal Hire* feature in Super Admin.
2. Previously, onboardees could view the *Meetings* tile on their homepage, only when logged in to Success Factors HCM on the mobile app. Now, onboardees can view the tile when logged in to the application from a desktop. The tile displays all the meetings that the onboardees needs to attend after reporting to work on day one. The tile is available only on the Home Page v3.

3. Previously, onboardees could view the Where to Go tile on their homepage, only when logged in to Success Factors HCM on the mobile app. Now, onboardees can view the tile when logged in to the application from a desktop. The tile displays the address of the office that the onboardees need to report to. The tile is available only on the Home Page V3.

4. Previously, the onboardees could view the Prepare for day One tile on their homepage only when logged in to Success Factors HCM on the mobile app. Now, the onboardees can view the tile when logged in to the application from a desktop. The tile lists out all the things that the Onboardees need to bring with them when they report to work on day one. The tile is visible only if the Admin has configured the Onboarding First Day Item List, in Admin Center, for the location of the Onboardees. The tile is available only on Home Page v3.

5. Previously, the **readytoHire** flag could be set only during the *New Employee Step*. Now, the the **readyToHire** flag has been made configurable, giving users the flexibility to mark a candidate as a new hire at any step during Onboarding or a custom Onboarding process.
6. Previously, you could create reports only related to Onboarding. With this release, you can now generate cross-domain reports with data from Onboarding fields bridged with fields specific to Recruiting, Employee Profile, and other Employee-based modules.
7. Previously, it was not possible to know who made changes to the "Field Mapping tool for Integration with Employee Central". Now, an audit trail is created, listing the names of the people who made changes to the records in the field mapping tool, along with the date and time. To view the audit trail you must have permissions to work and make changes in the fields of the tool.
8. The "Digitally signed by" statement and signature date in forms are now available for localization based on loc

9. The Personal Tax Credits Return form (TD1 ON) for Ontario, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.

10. The Personal Tax Credits Return form (TD1 NS) for Nova Scotia, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form

11. The Personal Tax Credits Return form (TD1 NT) for Northwest Territories, Canada is now compliant with 2017 guidelines. The text on the panel has been updated.

12. The Newfoundland and Labrador TD1NL Personal Tax Credits Return form (TD1 NL) for Canada is now compliant with 2017 guidelines. The text on the panel has been updated

13. The Federal W-4 form is now compliant with 2017 guidelines. The text on the panel has been updated

14. The Personal Tax Credits Return form (TD1 NB) for Manitoba, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form

15. The Personal Tax Credits Return form (TD1 PE) for Prince Edward Island, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.

- 16. The Personal Tax Credits Return form (TD1 BC) for British Columbia, Canada is now compliant with 2017 guidelines. The text on the panel has been updated.**
- 17. The Employee's Withholding Allowance Certificate form (RI-W4) for the state of Rhode Island is now compliant with 2017 guidelines. The text on the panel has been updated.**
- 18. The Personal Tax Credits Return form (TD1 NB) for New Brunswick, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.**
- 19. The Source Deductions Return form (TP-1015.3 in English and French) for Quebec, Canada is now compliant with 2017 guidelines. The text on the panel has been updated.**
- 20. The Personal Tax Credits Return form (TD1 YT) for Yukon, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.**
- 21. The Personal Tax Credits Return form (TD1 SK) for Saskatchewan, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.**
- 22. The Employee's Withholding Certificate form (CT-W4) for Connecticut is now compliant with 2017 guidelines. The text on the panel has been updated.**
- 23. The Personal Tax Credits Return form (TD1 AB) for Alberta, Canada is now compliant with 2017 guidelines. The text on the panel has been updated and a checkbox has been added to simplify the form.**
- 24. Previously, onboardees could view the "Meetings" tile on their homepage, only when logged in to Success Factors HCM on the mobile app. Now, onboardees can view the tile when logged in to the application from a desktop. The tile displays all the meetings that the onboardees needs to attend after reporting to work on day one. The tile is available only on the Home Page v3.**

25. The Maryland MW507 form is now compliant with 2017 guidelines.
26. The Employee's Withholding Allowance Certificate form (W-4ME) for Maine is now compliant with 2017 guidelines.
27. The Minnesota Employee Withholding Allowance/Exemption Certificate (W-4MN) is now compliant with 2017 guidelines.
28. The federal I-9 form is now compliant with 2017 guidelines.
29. The Employee's Withholding Allowance Certificate form (MO W-4) for Missouri is now compliant with 2017 guidelines.
30. Previously, you could create reports only related to Onboarding. With this release, you can now generate cross-domain reports with data from Onboarding fields bridged with fields specific to Recruiting, Employee Profile, and other Employee-based modules.
31. The tax tables within Onboarding for Pennsylvania are now compliant with 2017 guidelines.
32. The Employee's Withholding Allowance Certificate form (NC-4) for North Carolina is now compliant with 2017 guidelines. The text on the panel has been updated.
33. The Withholding Exemption Certificate form (Form 499 R-4 Spanish, and 499 R-4.1English) for Puerto Rico is now compliant with 2017 guidelines. Text on the panel has been updated.

34. The Employee's Withholding Allowance and Status Certificate form (HW-4) for the state of Hawaii is now compliant with 2017 guidelines.
35. The Iowa IA W-4 form (English and Spanish) has been updated to the latest version.
36. The Washington DC D-4 and D-4A forms have been updated to the 2017 version.
37. The Employee's Withholding Allowance Certificate form (IT 2014) for New York is now compliant with 2017 guidelines. Tax values and calculations have been updated.
38. The CA WTPA Chinese form has been updated to the latest version and is now compliant with 2017 guidelines.
39. The Pre-Screening Notice and Certification Request for the Work Opportunity Credit form (8850) has a new version in Onboarding.
40. Previously, only one super annum account per company was allowed when onboarding employees in Australia. Now, admins can provide multiple super annum accounts for a given company. You can also supply conditions for which super annum account is populated on a form.
41. The Certificate of Exemption from Withholding form (IT-2104-E) for New York is now compliant with 2017 guidelines. The text on the panel has been updated.
42. The Employee's Arizona Withholding form (A-4) is now compliant with 2017 guidelines.
43. The employee's withholding allowance certificate form for the state of California is now compliant with 2017 guidelines. The text on the panel has been updated.

