

DATE: December 12, 2025
SUBJECT: **2025** Year End Instructions for Visual ContrAcct Customers.

The end of **2025** is quickly approaching. Now is the best time to review your payroll records, review new filing deadlines, review electronic filing requirements, and make sure everything is in order.

A Visual ContrAcct update will be available soon for Customers filing 1095-C forms Electronically. Updates are **FREE** for customers with a support contract. An E-mail will be sent out informing you this update is ready to be scheduled.

REMINDER: If you have 10 or more combined tax forms (W2 & 1099), e-filing is required. There are different portals for uploading the W2s ([BSO](#)), 1095s ([AIR](#)) and 1099s ([IRIS](#)). Each portal requires a separate Transmitter Control Code (TCC), (for each of your companies). Please check your logins from last year and your TCC code status. **If you did not receive a TCC code last year, we recommend applying for one ASAP to avoid possible delays.** If you are required to report Cost of Employer-Sponsored Health Coverage on W-2 forms you **MUST** follow attached instructions **PRIOR** to closing Visual ContrAcct Payroll for 2025.

NEW FOR 2025: In accordance with the BBB that was passed earlier this year, there is to be **no tax on overtime wages**. Employers are encouraged to provide this information, but the government **does not require this amount to be on the W2 for 2025**. We will provide you with a crystal report that shows the overtime hours and amount for the year per employee. You can then provide this information to the relevant employees.

1) **REVIEW LAST YEAR'S W-2, 1099 and 1094-C/1095-C FILES TO REFRESH YOUR MEMORY**

Since it's been almost a year, you should review last year's file for any unusual items that required special reporting (group-term life insurance, sick pay, automobile usage, etc.). If you had to report them last year, you'll most likely have them this year too.

2) **REVIEW YOUR 2025 RECORDS FOR ANY UNUSUAL ITEMS**

If you don't know whether something requires special reporting, check with your accountant. After your accountant tells you what it is and how to report it, we can show you how to put it into your payroll system.

3) **ENTER TIMECARDS FOR SPECIAL ITEMS BEFORE THE LAST PAYROLL OF 2025**

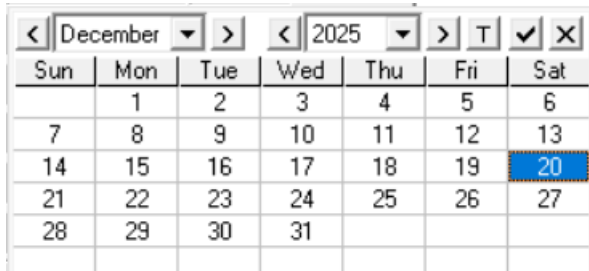
If you have group-term life, auto usage, and/or TAXABLE third-party sick pay for **2025** and you have NOT been including these items in gross wages throughout the year, you need to do so now by entering timecards.

Employees generally need to have payroll taxes withheld from these special items, and if you leave them to the last minute, you (the employer) may find yourself paying the employees' portion of the taxes as well as your own. If you are new to this procedure, please call the support department for complete instructions (this call is free to those customers with support contracts).

4) **COMPLETE YOUR LAST PAYROLL OF THE CALENDAR YEAR**

The government requires you report earnings based on the **check date**. Your last payroll for **2025** is the pay period ending date in 2025 with the final **pay date/check date** in **2025**.

For example, if your payroll period ends on Saturday and you normally date your checks the following Thursday, your last payroll for **2025** will have the pay period ending date *December 20, 2025*, and the check date (paid) **December 25, 2025** for paper checks and for direct deposits either dated **December 24 or 26, 2025**.



Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

5) **COMPLETE THE ATTACHED CALENDAR YEAR END CHECKLIST – PAYROLL**

When you are absolutely sure you will NOT have a payroll check with a 2025 date, follow the checklist steps for Payroll. You will print quarterly reports, miscellaneous year-end reports, backup and zero the employee Y-T-D amounts and change the Payroll tax tables.

We will email 2025 Federal tax changes as soon as we receive them.

If your **FISCAL** year also ends on December 31st, you must complete the attached Fiscal Year-End Checklist for Payroll. The checklists include procedures for closing the year for other modules. Complete these steps *after* you have closed December and *before* you close January for each module.

6) **PROCEED WITH YOUR FIRST PAYROLL FOR THE NEW YEAR**

7) **1094-C/1095-C FORM REPORTING FOR APPLICABLE LARGE EMPLOYERS (ALE)**

Contact your accountant immediately to determine if you must file and how to complete forms. If it is determined you need to file, enter or import 1095-C data into the 2025 employee history file.

Note: If you file IRS 1094-C/1095-C electronically, new filers need to apply for the **Affordable Care Act Application for Transmitter Control Code (TCC)**.

8) **ILLINOIS DEPARTMENT OF REVENUE REQUIRES ELECTRONIC FILING**

MyTaxIllinois now accepts the same EFW2 electronic file that is submitted to the IRS, using their Non-Login Bulk Upload.

For detailed information on the submission process, [click here for the Submission Guide](#).

VISUAL CONTRACCT - Calendar Year End Checklist

PAYROLL

1. Print 4th Quarter Reports > Reports > Payroll > Quarterly

2. Print Year End Reports

Reports > Payroll > Year End > 941

Reports > Payroll > Year End > SWT, Local & SDI (State Withholding Tax)

Reports > Payroll > Year End > Federal Unemployment (FUT)

Reports > Payroll > Year End > State Unemployment (SUT)

Reports > Payroll > Year End > W2 Totals

NOTE: W2, 1095-C, 1094-C forms & Electronic filing should be done later using the employee history file.

Reports > Crystal Reports Viewer > W2 4 UP Forms

Reports > Payroll > Year End > W2 Electronic Filing (EFW2)

Reports > Payroll > 1095-C Forms

Reports > Payroll > 1094-C Forms

3. Print Calendar YTD Reports

Reports > Payroll > Calendar YTD > Hours & Wages

Reports > Payroll > Calendar YTD > Wages

Reports > Payroll > Calendar YTD > Hours

Reports > Payroll > Calendar YTD > Total Wages – Taxes – Deductions = Net

4. Print Monthly Report > Reports > Payroll > Monthly > 401K Deduction Report

NOTE: Use beginning and ending dates for pay periods in your calendar year.

5. Print Miscellaneous Reports > Reports > Payroll > Miscellaneous > Deduction

NOTE: Use beginning and ending dates for pay periods in your calendar year.

6. Back up Year End Employees and Zero Calendar YTD Employee Totals

Admin > Payroll > Year End > Backup Year End Employees and Zero YTD Totals

7. Make Changes to Federal and State Tax Tables

Admin > Payroll > Tax Tables > Federal

Admin > Payroll > Tax Tables > State/Local

NOTE: Check exemption amount, unemployment rate, FICA rates & limits, and single & married tables.

ACCOUNTS PAYABLE

1. Print Vendor Calendar Trial Balance Report > Reports > Accounts Payable > Vendor List

NOTE: Select "include balances" and select beginning and ending months of calendar year.

2. Print 1099-NEC & 1099-Misc Forms > Reports > Crystal Reports Viewer > 1099-NEC Forms

Reports > Accounts Payable > 1099-Misc Forms

ACCOUNTS RECEIVABLE

1. Print Customer Calendar Trial Balance Report > Reports > Accounts Receivable > Customer List

NOTE: Select "include balances" and select beginning and ending months of calendar year.

JOB COST

1. Print Job Calendar Year End Reports

Reports > Job Cost > Balance

NOTE: Select "totals only" and select beginning and ending months of calendar year.

Reports > Job Cost > Detail Ledger

NOTE: Select beginning and ending months of calendar year.

GENERAL LEDGER

1. Print Calendar Year End Detail Ledger > Reports > General Ledger > Detail Ledger

NOTE: Select beginning and ending months of calendar year.

VISUAL CONTRACCT - Fiscal Year End Checklist

PAYROLL

1. Print Fiscal YTD Reports

Reports > Payroll > Fiscal YTD > Hours

Reports > Payroll > Fiscal YTD > Wages

2. Zero Employee Fiscal YTD Totals

Admin > Payroll > Year End > Zero Employee Fiscal Year Totals

ACCOUNTS PAYABLE

1. Print Vendor Fiscal Trial Balance Report

Reports > Accounts Payable > Vendor List

NOTE: Select "include balances" and select beginning and ending months of fiscal year.

ACCOUNTS RECEIVABLE

1. Print Customer Fiscal Trial Balance Report

Reports > Accounts Receivable > Customer List

NOTE: Select "include balances" and select beginning and ending months of fiscal year.

JOB COST

1. Print Job Fiscal Year End Reports

Reports > Job Cost > Balance

NOTE: Select beginning and ending months of fiscal year.

Reports > Job Cost > Detail Ledger

GENERAL LEDGER

1. Print Fiscal Year End Detail Ledger

Reports > General Ledger > Detail Ledger

NOTE: Select beginning and ending months of fiscal year.

VISUAL CONTRACCT SYSTEMS
SPECIAL EARNINGS ON W2 FORMS BEFORE THE LAST PAYROLL
COST OF EMPLOYER-SPONSORED HEALTH COVERAGE
RECORD THE AMOUNT PER PAY PERIOD

1. ENTER A CLEARING ACCOUNT – File > GL > Accounts

A clearing account is a general ledger account, usually titled “Clearing” or “Suspense” or “Exchange”. Its function is to be the GL account for several transactions that require entry into one or more subsystems (PR, AP, etc...) but generally net to zero after all parts of the transaction have been entered properly. Ask your accountant for an appropriate Account ID.

2. ADD A DEDUCTION FOR “Cost of Employer –Sponsored Health Coverage” – Admin > Payroll > Deductions/Addons/Fringes

- a. GL AcctID = clearing account
- b. W-2 Box = 12
- c. W-2 Code = DD

3. ADD A DEDUCTION FOR “Cost of Employer –Sponsored Health Coverage OFFSET” – Admin > Payroll > Deductions/Addons/Fringes

- a. GL AcctID = clearing account
- b. W-2 Box = Should be empty
- c. W-2 Code = Should be empty

4. CHECK YOUR PAYROLL DEBIT TABLE – Admin > Payroll > Debit Accounts

Make sure that the clearing account appears in your payroll debit table. If you need to add it, you must also put account numbers in the other fields (FICA, FUTA, etc...). Check with your accountant or controller if you are not sure what to use for these other fields.

5. ENTER THE DEDUCTION ON THE EMPLOYEE FILE – File > Payroll > Employees > Deductions

- Enter a deduction for the Cost of Employer – Sponsored Health Coverage deduction code
- a. Type = Amount
 - b. Frequency = Every
 - c. Rate = POSITIVE amount of the cost of health coverage per pay period.
 - d. Maximum = 0.00
 - e. Accumulated = 0.00

Enter a deduction for the Cost of Employer – Sponsored Health Coverage OFFSET deduction code

- a. Type = Amount
- b. Frequency = Every
- c. Rate = NEGATIVE amount of the cost of health coverage per pay period.
- d. Maximum = 0.00
- e. Accumulated = 0.00

VISUAL CONTRACCT SYSTEMS
SPECIAL EARNINGS ON W2 FORMS BEFORE THE LAST PAYROLL
COST OF EMPLOYER-SPONSORED HEALTH COVERAGE
ONE ENTRY TO RECORD THE AMOUNT FOR THE YEAR

1. **ENTER A CLEARING ACCOUNT – File > GL > Accounts**

A clearing account is a general ledger account, usually titled “Clearing” or “Suspense” or “Exchange”. Its function is to be the GL account for several transactions that require entry into one or more subsystems (PR, AP, etc...) but generally net to zero after all parts of the transaction have been entered properly. Ask your accountant for an appropriate Account ID.

2. **ADD A DEDUCTION FOR “Cost of Employer –Sponsored Health Coverage” – Admin > Payroll > Deductions/Addons/Fringes**

- a. GL AcctID = clearing account
- b. W-2 Box = 12
- c. W-2 Code = DD

3. **CHECK YOUR PAYROLL DEBIT TABLE – Admin > Payroll > Debit Accounts**

Make sure that the clearing account appears in your payroll debit table. If you need to add it, you must also put account numbers in the other fields (FICA, FUTA, etc...) - check with your accountant or controller if you are not sure what to use for these other fields

4. **ENTER THE DEDUCTION ON THE EMPLOYEE FILE – File > Payroll > Employees > Deductions**

- a. Type = Amount
- b. Frequency = Every
- c. Rate = amount of the health coverage to show on the W-2 form.
- d. Maximum = amount of health coverage to show on the W-2 form.
- e. Accumulated = 0.00

5. **ENTER TIME CARD FOR (NON)TAXABLE PAY – File > Payroll > Time Cards > Add**

- a. Union/Payrate ID should be empty
- b. Day of Week = N (Non-Taxable)
- c. Dates = dates of the Coverage
- d. Job and Phase should be empty
- e. Account# = clearing account
- f. Non-Taxable Amount = amount of the cost of health coverage to show on the W-2 form

6. **COMPUTE CHECKS – File > Payroll > Calculate Checks**

7. **EDIT CHECK CALCULATIONS – File > Payroll > Review/Void Checks**

If you are not including any taxable wages in this check, zero any deductions, state withholding and federal withholding to make sure the net of this check = \$0.00.

NOTE: If you are entering a check for only the nontaxable timecard, the deduction will not calculate. You will need to click on the “Add deduction”, click on the correct deduction and manually add the same amount as the Non-Taxable amount and make sure the net of the check= \$0.00.

8. **PRINT CHECK – File > Payroll > Print Checks**

Printing W-2 Forms

- ❖ A W-2 Totals Report should have been run when you closed your calendar year for Payroll.
- ❖ The W-2 Totals Reports should be reviewed before you print your W-2's.
- ❖ To reprint W-2 Totals Report:
 - Reports > Payroll > Year End > W-2 Totals.
- ❖ To print W-2's on 4-Up forms:
 - Reports > Crystal Reports Viewer > PR IRS W2 Print 4 Part Form 2025
- ❖ Type in the year and last year's Social Security limit of \$176,100.00.
 - Type in the range of employees for whom you want to print W-2's.
- ❖ We highly recommend you print your W-2's on paper first. You probably have a limited supply of W-2 forms, and you do not want to print on the forms incorrectly.
- ❖ If you feel confident with the way your forms printed on the paper, you should load your forms to print the W-2's.
- ❖ You will print W-2 forms once for each employee. Each sheet will have the necessary copies.
- ❖ You may reprint the W-2 forms if you have any problems or if you want a second copy for your records.
- ❖ Please contact the customer support department at support@jobcost.com or (630) 355-8188 for assistance.

1095-C DATA ENTRY FOR EMPLOYEES

File > Payroll – Employee & Employee History

A 1095-C form will print from employee history for each employee with both:

Print 1095-C checked – See “YTD Totals” Tab

FICA Wages - See "Quarterly Total" Tab

MANUAL ENTRY OF EMPLOYER-PROVIDED HEALTH INSURANCE OFFER AND COVERAGE

For each employee required to receive a 1095-C form, enter data in:

File > Payroll > Employee or File > Payroll > Employee History.

To allow editing of the values, check the Print 1095-C checkbox. Entering a value into the "All 12 Months" column will copy that value into each of the other fields in that row and disable them. To allow changes to those fields, delete the value in the "All 12 Months" field.

Calendar	Hours	Earnings	Fiscal	Hours	Earnings
Regular	26.00	601.90	Regular	26.00	601.90
Overtime	1.50	52.09	Overtime	1.50	52.09
Double Time	0.00	0.00	Double Time	0.00	0.00
Vacation	0.00	0.00	Vacation	0.00	0.00
Holiday	0.00	0.00	Holiday	0.00	0.00
Sick	0.00	0.00	Sick	0.00	0.00
Commission	0.00	0.00	Commission	0.00	0.00
Bonus	0.00	0.00	Bonus	0.00	0.00
Taxable		0.00	Taxable		0.00
Totals	27.50	653.99	Totals	27.50	653.99

Employer-Provided Health Insurance Offer and Coverage

Employee Share Total \$ 0.00

Print 1095-C All 12 Months

Offer Code	Months	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Employee Share \$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Safe Harbor Code													

IMPORT EMPLOYER-PROVIDED HEALTH INSURANCE OFFER AND COVERAGE FROM EXCEL OR CSV FILE

If you will import this data, we highly recommend you do this AFTER Payroll Calendar Year 2025 is closed (January 2026).

File > Payroll – 1095-C Import

Imports 1095-C information to employee or employee history file.

Import is compatible with Excel and CSV files (1095-C.xlms or CSV).

Import file specifications can be found at:

<https://www.jobcost.com/visual-contracct-readme/>

Search for:

“EMPLOYER-PROVIDED HEALTH INSURANCE OFFER AND COVERAGE 1095-C IMPORT FILE”

Dialog allows the following options:

PR 1095-C Import

File to Import: \\server\CompanyName\1095-C.xlsm

Tax Year: Current

1095-C Month: [Dropdown]

Ignore First Row of Excel File:

Clear ALL Employee 1095-C Data Before Import:

Set ALL Print 1095-C to True if YTD Wages Exist:

OK Cancel

PRINT 1094-C/1095-C FORMS

Reports > Payroll > Year End > 1095-C Forms/1094-C Form (After Payroll Year 2025 is Closed)

The menu options will launch creation of 1094-C and 1095-C tax forms in Crystal Reports Viewer. Crystal Reports Viewer requires the workstation be configured to print the forms. If you have multiple companies, Visual ContrAcct must be configured to pull correct data for each company when printing the forms. Discuss with Customer Support at the time of your update.

You will NOT purchase forms. The forms and data will print on white 8 ½ x 11 paper with black ink.

The following may be helpful in working through filing requirements with your accountant.

PAYROLL W2 / W3

<https://www.irs.gov/pub/irs-pdf/iw2w3.pdf>

- W2 Paper Forms to Employee February 2, 2026
- W2/W3 Paper Forms to IRS February 2, 2026
- OR-
- W2 EFW2 Electronic Filing to IRS February 2, 2026

PAYROLL 1094-C / 1095-C

<https://www.irs.gov/pub/irs-pdf/i109495c.pdf>

- An ALE Member must furnish:
1095-C Paper Forms must be furnished to Employee by March 2, 2026.
- 1094-C/1095-C Paper Forms are required to be filed to IRS by March 2, 2026.
- OR-
- 1094-C/1095-C Electronic Filing through Affordable Care Act (ACA), also known as AIR by March 31, 2026.

ACCOUNTS PAYABLE 1099-NEC / 1099-MISC / 1096 NEC / 1096 MISC

<https://www.irs.gov/pub/irs-pdf/i1099gi.pdf>

- 1099-NEC Paper Forms to Recipient - January 31, 2026
- 1099-NEC Paper Forms to IRS - January 31, 2026
- 1099-NEC Electronic Filing required to IRS if over 10 forms - January 31, 2026

- 1099-MISC Paper Forms to Recipient – January 31, 2026
- 1099-MISC Paper Forms to IRS - February 28, 2026
- 1099 MISC Electronic Filing required to IRS if over 10 forms – March 31, 2026