

Localization

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SAP HCM U.S. Payroll & Tax Reporting

Year End 2023 Update

Mani Kak, Reinhard Andreaus, Boris Cruz

Guest Speaker – Dagmar Becker

October 5, 2023

Presenters



Mani Kak (GS)

Product Manager

26 years with SAP-HCM - US

PM for **18** years

<https://www.linkedin.com/in/mani-kak-69702b1>



Reinhard Andreaus (GS)

Engineering Lead (Dev)

24 years with SAP/HCM

Focus : HCM US & CA (OP & cloud – 14 years)



Boris Cruz (GS)

Developer (Dev)

12 years with SAP/HCM

Focus : TR, BN, GRN



Dagmar Becker (AIS)

Product Manager

28 years with SAP/ HXM

(GS) - **SAP** Globalization Services

Q&A

HCM US Dev and Product Support team

Responding to your questions behind the scene. Please keep your questions rolling while we present

Agenda

U.S. Payroll and Tax Updates

- ❑ BSI and Payroll
- ❑ Benefit Management

U.S. Tax Reporter

- ❑ Quarterly Reporting
- ❑ Performance improvements
- ❑ Year End 2023
 - ❑ Year End Phase I, II, ++
 - ❑ HRSP/CLC
 - ❑ Important Links

Guest Speaker — Dagmar Becker

Q&A



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All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of their dates, and they should not be relied upon in making purchasing decisions.

U.S. Payroll and Tax Updates

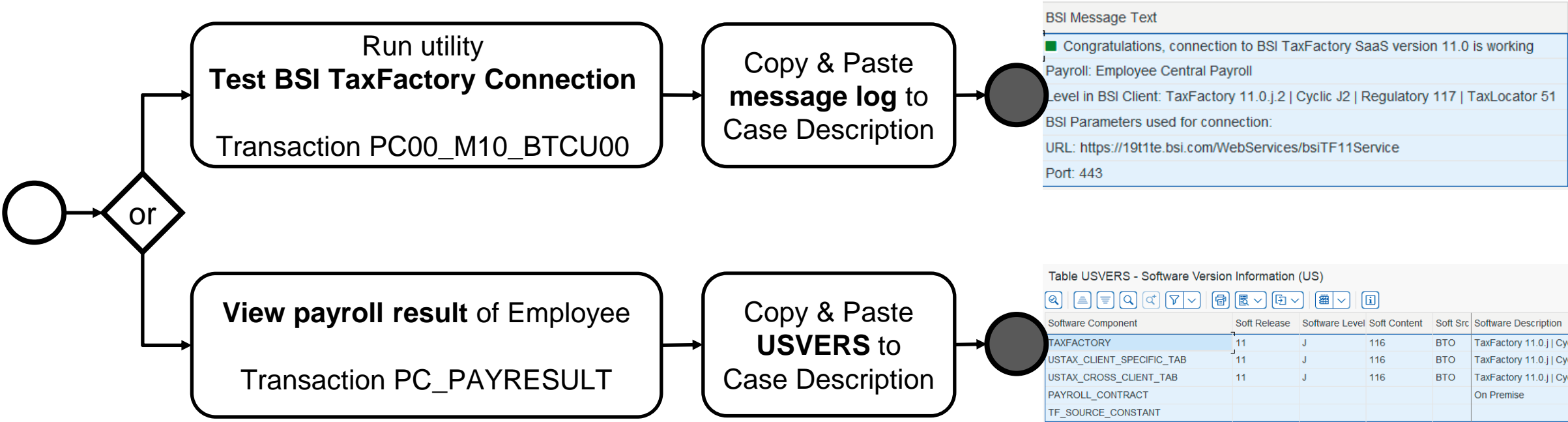
For Tax Year 2023



BSI TaxFactory™ 11

[SAP for Me – Services & Support](#) > [Get Support \(Case, Expert Chat...\)](#) [SAP Support Portal](#) > [Get Support \(Case, Expert Chat...\)](#)

	SAP Support	Partner BSI Support	
On Premise Payroll	PY-US-BSI	XX-PART-BSI-TFY *	BSI TaxFactory™ (on-prem) FAQ SAP Note 1852752
SAP S4HANA Cloud, private edition	PY-US-BSI	XX-PART-BSI-TFS *	BSI TaxFactory™ SaaS FAQ SAP Note 3103538
Employee Central Payroll	PY-US-BSI	XX-PART-BSI-TFS *	SAP Guided Answers https://ga.support.sap.com search for "BSI SaaS"
	PY-US-CL	XX-PART-BSI-EFF *	



*... requires SAP first level support

BSI TaxFactory™ 11

		SaaS Lower Env. Dev, QA, Test	SaaS Upper Env. Production	OnPremise Download since	
BSI TaxFactory™ Cyclic	TF11.0k	Planned availability end of October / begin of November *			Period to Date Gross (HW, NY) Overtime Exempt Amount (AL)
	TF11.0j2	16-Sep	23-Sep	16-Sep	SAP Note 3381608 (IN WH)
	TF11.0j1	16-Sep	23-Sep	26-Aug	
BSI TaxFactory™ Regulatory Bulletins	
	119	21-Oct *	28-Oct *	23-Sep	
	118	21-Oct *	28-Oct *	20-Sep	
	117	16-Sep	23-Sep	6-Sep	

Tax Types	<ul style="list-style-type: none"> Maintain tax types mapped in your dataset to avoid issues with BSI TaxLocator™ in TF11
Important Links	<ul style="list-style-type: none"> SAP Note 2541110 PY-US: User guides →attachment Sync_Tax_Data_BSI.pdf FAQ Note 2082725 BSI: Synchronize Payroll Tax Data – FAQ FAQ Note 3210624 BSI TaxFactory™ SaaS and SAP S/4HANA Cloud, private edition

* ... Subject to change

BSI TaxProfileFactory™ 4.0 for SAP SuccessFactors Employee Central Payroll

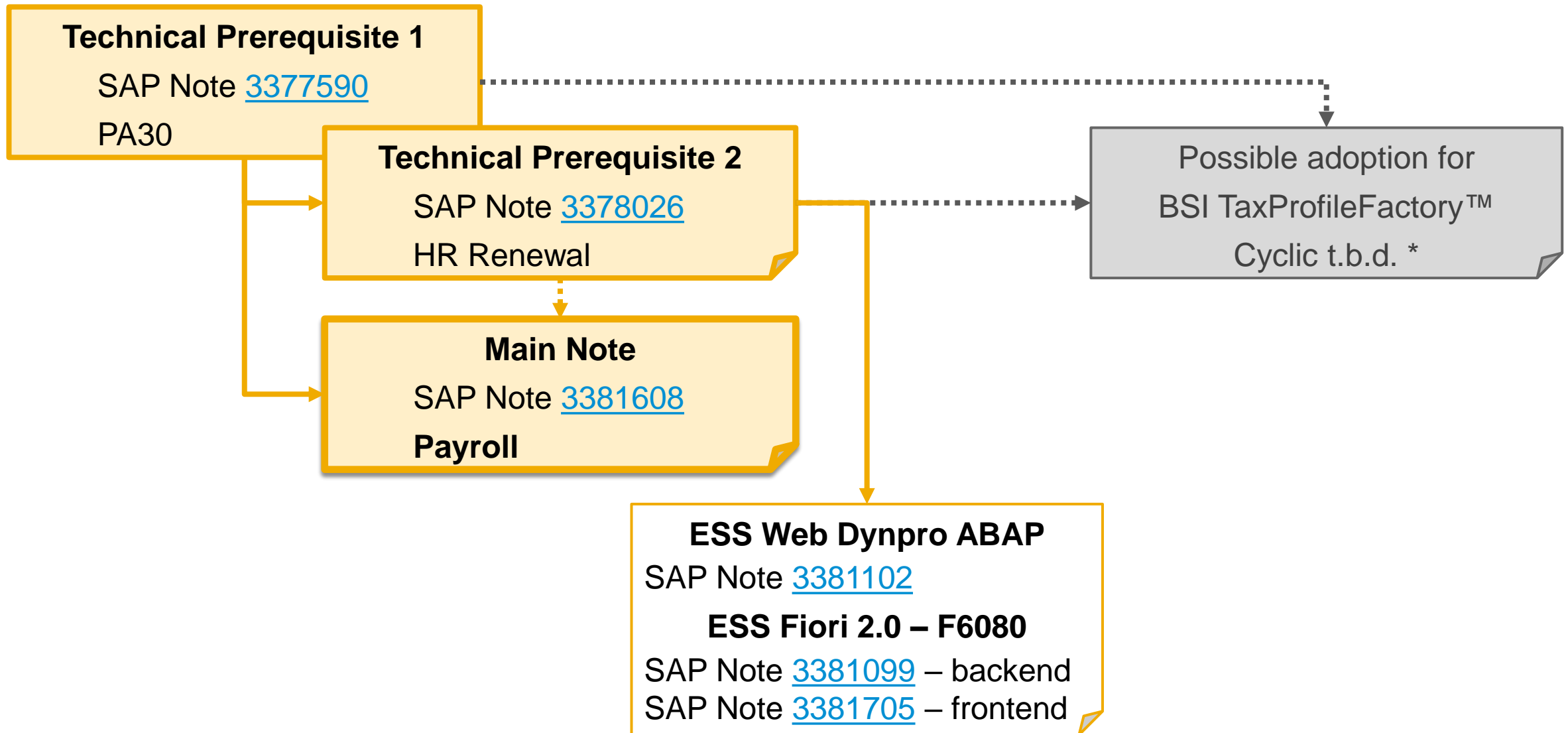
		Test Environment “lower”	Current Environment “upper”	
BSI TaxProfileFactory™ Cyclic	TPF4.0g6	Planned availability after October *		
	TPF4.0g5.7	21-Oct *	28-Oct *	
	TPF4.0g5.6	16-Sep	23-Sep	
	TPF4.0g5.5	17-Jun	24-Jun	
BSI TaxProfileFactory™ Regulatory Bulletins	193	18-Nov *	25-Nov *	
	192	21-Oct *	28-Oct *	
	191	16-Sep	23-Sep	
	190	19-Aug	26-Aug	

Important Links

- SAP Note [2541110](#) PY-US: User guides →attachment Sync_Tax_Data_BSI.pdf
- FAQ Note [2082725](#) BSI: Synchronize Payroll Tax Data – FAQ

* ... Subject to change

Changes for **Indiana Withholding** – First-Time Claimed Additional Exemption



* ... Subject to change

Improvements of Payroll Reconciliation Program and Scheduler

Memory consumption

Runtime consumption

In certain scenarios significant performance increase

Performance Improvements

SAP Note [3288591](#)

Before

Tax-related selections

Tax Company		to	
Tax Authority		to	
Employee/Employer Taxes	C Employee and Employer Tax		
Cost Center		to	

Wage Type Selections

<input checked="" type="radio"/> Wage Type Application	
Description	
<input type="radio"/> Wage Type	to



Now

Tax-related selections

Tax Company:		to:	
Tax Authority:		to:	
Employee/Employer Taxes:	C Employee and Employer Tax		
Cost Center:		to:	

Wage Type Selections

Wage Type Application:	<input checked="" type="radio"/>		
Wage Type Application:			
Wage Type:	<input type="radio"/>		
Wage Type:		to:	

Usability Improvements

SAP Note [3352676](#)

SAP Note [3355177](#) (CE)

Correction on Spool

SAP Note [3379534](#) *

* ... In Pilot-Release

SAP ERP HCM **Benefits Management USA** – 2023 Update

Released:

- Health Savings Account Annual Limits for year 2024: SAP Note [3349693](#)
- COBRA end of outbreak period: SAP Note [3351701](#)
- SECURE 2.0 Act - Section 603 - Elective deferrals generally limited to regular contribution limit: SAP Note [3365473](#) (FAQ Note [3362032](#))
- SECURE 2.0 Act - Section 603 - Elective deferrals generally limited to regular contribution limit - Update: SAP Note [3370408](#)

Awaiting information on:

- Affordable Care Act Business Rules and Schemas for year 2023.

Planned:

- Secure 2.0 Act - Section 110 - Treatment of student loan payments as elective deferrals for purposes of matching contributions: [Announcement of the Legal Change](#)
- SAP Affordable Care Act Reporting for year 2023: [Announcement of the Legal Change](#)

How to find assistance for Affordable Care Act (ACA): SAP Knowledge Base Article (KBA) [2458635](#). For more information, join the **SAP Workzone Collaboration Group: SAP ERP HCM Benefits Management USA**.

1. Post a question to SAP Localization Community: [ask a question related to localization](#) with the subject “SAP ACA” and brief message including your company name, name and title, company email address (email domain must match the company name registered with SAP).
2. Receive approval email and follow the instructions to accept invitation to join
Note: Once you have joined the SAP Workzone Group: SAP ERP HCM Benefits Management USA, join the Subgroup or Discussion Group ‘SAP ACA Reporting’ to begin collaborating.

U.S. Tax Reporter

Quarterly Reporting,
Performance Improvements



Tax Reporter – Quarterly Reporting

State Unemployment Insurance (SUI) for Q3/2023

- Tax Authorities Impacted - FL
 - SAP Note [3375089](#) (Forms – HR_F_UNEMP_FL / HR_F_WLIST_FL)
 - File format released in SAP Note [3348380](#)

Form 941 and 941x

- Form 941 - SAP Note [3309580](#) (HR_F_941_23)
- Form 941-X - SAP Note [3368070](#) (HR_F_941X_23)

Form 941 PR and 941x PR

- Form 941 PR - SAP Note [3309654](#) (HR_F_941PR_23)
- Form 941-X PR - SAP Note [3368099](#) (HR_F_941X_PR_23)

Tax Reporter – Performance Improvements

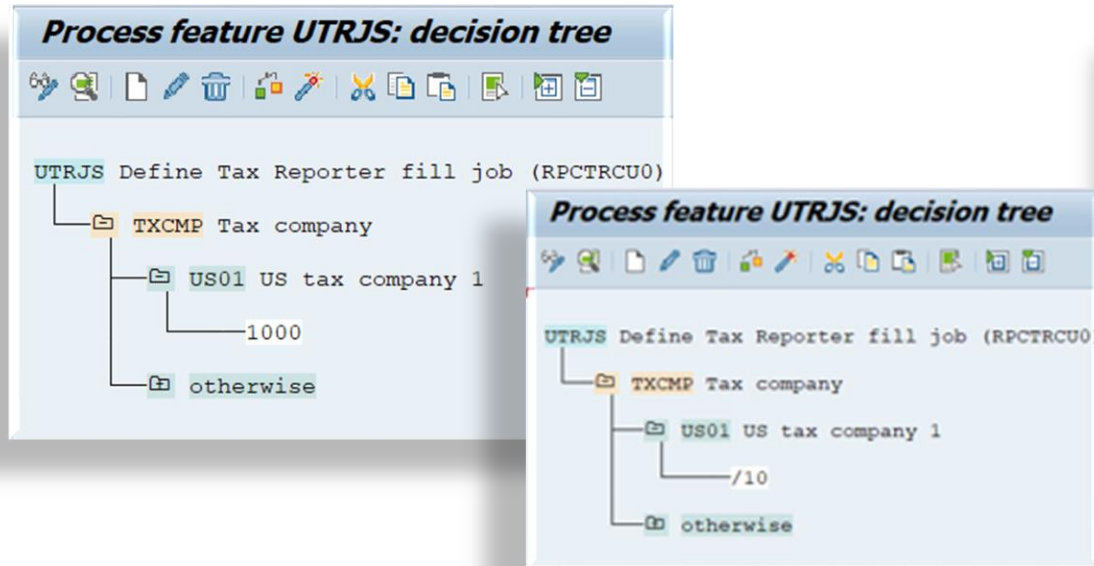
- Support for amounts greater than 99,999,999,999.99 USD in amount fields.
- Support for TemSe files bigger than 2GB.
- General performance improvements, including memory consumption.

SAP Notes

[3255590](#) - *TR: Run time errors and Performance Bottlenecks when executing Tax Reporting.*

– All changes already delivered through HRSP.

Tax Reporter – SUI Job Split



- UTRJS: Same feature used for W-2
- Jobs Parallelization Options:
 - Employees per Job
 - Number of Jobs
- The output will compile all employees

Tax Reporter

Tax Reporter Log Manager

Type of Reporting: SUI Wage Reporting
Tax Company: US01

Log Tree	End Date	As of Date	R
Production			
Test			
Selection criteria / Output	31.12.2023	31.12.2023	03.
Selection criteria			
Control information			
PDF based forms			
TemSe files			
Adjustments (form sumr)			
Adjustments (employee)			
Errors and warnings			
	31.12.2023	31.12.2023	03.
	31.12.2023	31.12.2023	03.
	30.09.2023	30.09.2023	04.
	30.09.2023	30.09.2023	04.
	30.09.2023	30.09.2023	04.
	30.09.2023	30.09.2023	04.
	30.09.2023	30.09.2023	01.
	30.09.2023	30.09.2023	01.
	30.09.2023	30.09.2023	01.

Control information

Message Text

Form number used: 903174 Control number used: 92415

Fill job Q20020231003215754 job number 21575600 for taxco US01 submitted
 Fill job Q20020231003215756 job number 21575800 for taxco US01 submitted
 Fill job Q20020231003215758 job number 21580000 for taxco US01 submitted
 Fill job Q20020231003215801 job number 21580300 for taxco US01 submitted
 Fill job Q20020231003215803 job number 21580500 for taxco US01 submitted
 Fill job Q20020231003215805 job number 21580700 for taxco US01 submitted
 Fill job Q20020231003215807 job number 21580900 for taxco US01 submitted
 Fill job Q20020231003215809 job number 21581100 for taxco US01 submitted
 Fill job Q20020231003215811 job number 21581300 for taxco US01 submitted
 Fill job Q20020231003215813 job number 21581500 for taxco US01 submitted
 Fill job Q20020231003215815 job number 21581700 for taxco US01 submitted
 Fill job Q20020231003215818 job number 21582000 for taxco US01 submitted
 Fill job Q20020231003215820 job number 21582200 for taxco US01 submitted
 Fill job Q20020231003215822 job number 21582400 for taxco US01 submitted
 Fill job Q20020231003215824 job number 21582600 for taxco US01 submitted
 Fill job Q20020231003215826 job number 21582800 for taxco US01 submitted
 Fill job Q20020231003215828 job number 21583000 for taxco US01 submitted
 Fill job Q20020231003215830 job number 21583200 for taxco US01 submitted
 Fill job Q20020231003215832 job number 21583400 for taxco US01 submitted
 Fill job Q20020231003215835 job number 21583700 for taxco US02 submitted

Tax company: US01 Form # gen. 903174 Control # gen. 92415
 Tax company: US02 Form # gen. 903174 Control # gen. 92415

SAP note [3267671](#) - TR: Job Split enablement for SUI Reporting*

* Available only for EhP8 and up.

U.S. Tax Reporter Year End 2023

Phase I, II and beyond



Form W-2/W-3 for Tax Year 2023

Form W-2 – Authority copy, W-2 4/up, W-2 Self Sealer (Layout)

- No changes on the form layout
- Colorado: Paid Family and Medical Leave (PFML) on Box 14; Code - FAMLI

Form W-3

- No changes

SAP Notes

[3358191](#) - Year End 2023 Phase I for U.S. Tax Reporter

[3357769](#) - W-2 / 1099-R Forms, Envelopes and PR Approval letter for year 2023

Filing Threshold – Final regulation

Taxpayer First Act

Why You Need to File Your W-2s Electronically

The Internal Revenue Service (IRS) has issued final regulations that reduce the electronic filing threshold from 250 W-2s to 10 informational returns, beginning January 2024.

What this means for you: If you file 10 or more informational returns (such as Forms W-2 or 1099), you must file electronically unless the IRS grants a waiver or exemption. This new process makes filing quicker, easier, and reduces errors, that helps to avoid delays in processing your reports.

[Taxpayer First Act page](#)

[Penalties](#)

Form W-2/W-2c Data file format for 3rd Party paper printing for Tax Year 2023

Form W-2

- Colorado: Paid Family and Medical Leave (PFML)
 - Record H:
 - Position 610 to 615
- File name - HR_F_W2_TP_TEMPS

Form W-2c

- Colorado: Paid Family and Medical Leave (PFML)
 - Record I:
 - Position 202 to 236
- File name - HR_F_W2_TP_TEMPC

SAP Notes

[3358191](#) - Year End 2023 Phase I for U.S. Tax Reporter

File Formats for Tax Year 2023

Due date: Jan 31, 2024 (Same as paper)

EFW2

- No change on the file layout
- File name - HR_F_MMREF_1

EFW2C

- No change on the file layout
- File name - HR_F_MMREF_2

SAP Notes

[3358191](#) - Year End 2023 Phase I for U.S. Tax Reporter

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[Taxpayer First Act page](#)

[Penalties](#)

Form 1099-R for Tax Year 2023

Form 1099-R and its correction form - Authority copy and 4/up

- No changes
- File name - HR_F_1099R_EE_20 / HR_F_1099R_ER_20

Form 1096

- Minor text changes
- New form version - HR_F_1096_23

File Format for 1099-R (IRS Publication 1220)

- No changes
- File name - HR_F_1099R_TAPE / HR_F_1099RC_TAPE

SAP Notes

[3358191](#) - Year End 2023 Phase I for U.S. Tax Reporter

[3357769](#) - W-2 / 1099-R Forms, Envelopes and PR Approval letter for year 2023

Puerto Rico Form W-2 /W-2c for Tax Year 2023

Form W-2 / W-2c For Puerto Rico

- Revision Date
- Text changes in instructions Sheets

Approval

- Certified on September 5, 2023
- Approval letter is attached to the SAP Note [3357769](#)

SAP Notes

- [3358191](#) - Year End 2023 Phase I for U.S. Tax Reporter
- [3357769](#) - W-2 / 1099-R Forms, Envelopes and PR Approval letter for year 2023

2022

Instrucciones Formulario 4999-20W-2PR
Contribuyente de Retención
Instrucciones Generales para el Patrono

Este formulario se presenta por tal patrono para informar a contribuyente y al Departamento de Hacienda (Departamento) los salarios pagados y la contribución sobre ingresos retenida en Puerto Rico. Este formulario se utiliza además para informar a la Administración del Seguro Social las contribuciones para el Seguro Social (FICA) y Medicare.

El Formulario 4999-20W-2PR se **presentará electrónicamente** al Departamento a través del Sistema Unificado de Fuentes Internas (SUIFI) no más tarde del 31 de enero del año siguiente a la fecha en que el empleador debe presentar el Formulario 990. El SUIFI es el sistema de procesamiento de datos que el Departamento de Hacienda utiliza para procesar la información que el empleador presenta. Para más información sobre el SUIFI, visite el sitio web del Departamento de Hacienda en [www.hacienda.pr](#). Para más información sobre el SUIFI, visite el sitio web del Departamento de Hacienda en [www.hacienda.pr](#). Para más información sobre el SUIFI, visite el sitio web del Departamento de Hacienda en [www.hacienda.pr](#).

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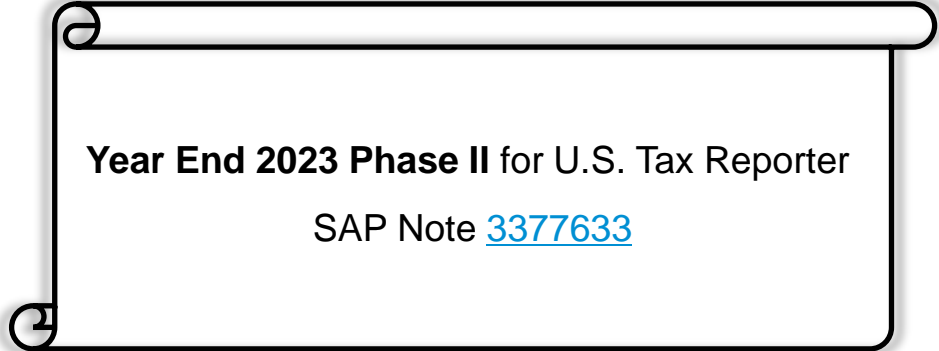
Year End Phase II – What should you expect?

File formats

- States impacted
 - No changes so far by states who have released specifications.
 - Research is on!
- Localities Impacted – too early to say, research is on!

Forms

- **W-2c**
 - Version change; Minor text changes
 - Employee Copy (HR_F_W2C_23_EE)
 - Employer Copy (HR_F_W2C_23_ER)
- **W-3c**
 - Version change; Minor text changes
 - Form name: HR_F_W3C_23
- **945** (still in draft)



Year End 2023 Phase II for U.S. Tax Reporter
SAP Note [3377633](#)

Year End 2023 **beyond Phase II** – What should you expect?

Annual Reporting

- IRS has published the **draft** versions of Form 940 and Form 945:
 - Form 940* **and** Form 940 Schedule A*
 - Form 940 SP*
 - Form 940 SP Schedule A (*draft not out yet*)
 - Form 945 (**If not released** with Phase II SAP Note)
- Supported W-2 Tax Authority File formats
- **Delivery** - Via Phase III SAP Note or via individual SAP Notes

SUI 4th Quarter Reporting - We will announce any changes that we find for Q4/2023

Notes will be released and published via [Announcement of Legal Change Notification tool](#).

** Final Version expected mid-December timeframe.*

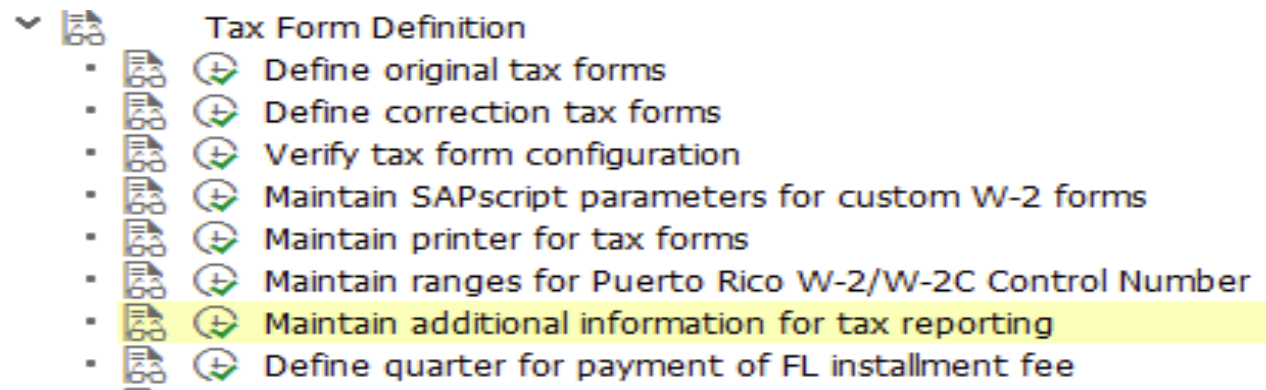
Update Tables for Year End 2023

New Municipalities in Table T5UX5

- New municipalities should be added to table T5UX5
 - R.I.T.A
 - Cleveland
 - Ohio School Districts
 - City of Columbus
- SAP Note [680308](#)
 - SAP Note [909505](#)
 - SAP Note [694865](#)
 - SAP Note [702613](#)

Configure Table T5UX9 for different type of information

- Reference SAP Note [903349](#)



Videos for SAP Fiori **My Online Selections** and **My Forms** Apps

Three videos are available

- Fiori 2.0 Applications for Online W-2 - What's new? – **Video # 7**
- My Online Selections Fiori 2.0 Application for Online W-2 - **Video # 8**
- My Forms Fiori 2.0 Application for Online W-2 - **Video # 9**

SAP KBA [2480185](#)



HRSP/CLC for Year End 2023

Tax Reporter



Delivery of U.S. Tax Reporter Legal Changes

To obtain **BASE Year End Legal Changes** for Tax Year 2023

- Apply the May 2023 Synchronization HRSP, which serves as the Year End Base HRSP.
- Apply the CLC for the U.S. Localization version, delivered in October* (Year End Phase I).

* Mandatory for Year End 2023.

Year End Roadmap

SAP Note [U.S. Tax Reporter Year End 2023 Announcement](#) was published on August 15, 2023.

Delivery of HCM U.S. Tax Reporter Legal Changes

Year End Phase I (SAP Note [3358191](#)) - October HRSP/CLC, available on **October 5, 2023.**

SAP HR Release	Option 1 Oct HRSP	Option 2 Oct CLC (Not for ECP)
S4HCM 100 in S/4HANA 2022	HRSP 13	CLC 13
SAP_HR 6.08 (EhP8) HR Renewal 2.0	HRSP C4	CLC C4
SAP_HR 6.04 (EhP4 to EhP7)	HRSP J6	CLC J6
SAP_HR 6.0 (ECC 6.0 to EhP3)	HRSP N0	CLC N0

For EA-HR - Be on the applicable EA-HR levels pertaining to the above-mentioned SAP_HR levels for your release.

* Current release for **SuccessFactors Employee Central Payroll (ONLY via HRSP)**.

Remaining CLCs for Year End 2023

- Year End 2023 Phase II – December HRSP (To be released via SAP Note [3377633](#) around Thanksgiving).
- Year End 2023 Phase III* – January 2024 HRSP (To be released via SAP Note around Christmas) .

* depending on number of legal changes.

Important SAP Links

**SAP for Me, Blog,
SAP Notes, Tax
Reporter Solution
Document**



SAP HR Support Packages

[Support.sap.com](https://support.sap.com) > Maintenance > Maintenance Information > [Schedules for Maintenance Deliveries](https://support.sap.com/en/release-upgrade-maintenance/maintenance-information/schedules-for-maintenance-deliveries.html)

SAP Support My Support Products Tools **Maintenance** Off

... / Maintenance / Maintenance Information

Schedules for Maintenance Deliveries | Overview Help

Schedules for Maintenance Deliveries

This is the central location for communication of planned release dates for SAP's maintenance and support package stacks.

- ✓ **Patches** are code-corrections for a specific version of an SAP product
- ✓ **Support packages** are a collection of one or more patches
- ✓ **Support package stacks** are a collection of support packages

Support packages and support package stacks are released to customers according to the following schedule

Schedules for Maintenance Deliveries is moving to SAP for Me

i Schedules for Support Package Stack and SAP BusinessObjects Maintenance Schedule will now be transitioning to [SAP for Me](#) over the next couple of months. To ensure a smooth transition, the Schedules for Maintenance Deliveries and SAP for Me are running in parallel. [SAP for Me](#) (S-user required) will become your entry point in 2023.

Learn more in this [blog](#).

- ✓ [Schedules for Support Package Stack](#)
- ✓ [SAP BusinessObjects Maintenance Schedule](#)
- ✓ [SAP UI Support Packages](#)
- ✓ [SAP Apparel and Footwear Support Packages](#)
- ✓ [SAP for Healthcare \(IS/i.s.h.med\) Support Package Schedule](#)
- ✓ [SAP Human Capital Management for SAP S/4HANA](#) ✓
- ✓ [SAP ERP Human Capital Management](#) ✓
- ✓ [HR LOCHRSAP Support Packages Schedule](#)
- ✓ [SAP Fiori front-end server Support Packages schedule](#)

Please use these dates as a guide to help you to plan your application schedule and to give you an idea of the release dates. **contained in the schedule is subject to change.** SAP cannot guarantee the availability of the dates.

For the current HR support package planning choose the release:

- ✓ [EHP8 for SAP ERP 6.0 / HR Renewal 2.0](#)
- ✓ [EHP7 for SAP ERP 6.0 / HR Renewal 1.0](#)
- ✓ [EHP6 for SAP ERP 6.0](#)
- ✓ [EHP5 for SAP ERP 6.0](#)
- ✓ [EHP4 for SAP ERP 6.0](#)

<https://support.sap.com/en/release-upgrade-maintenance/maintenance-information/schedules-for-maintenance-deliveries.html>

SAP HR Support Packages Schedule (HRSP)

... / Maintenance Information / Schedules for Maintenance Deliveries

HR Support Packages for EHP8 | Important Information | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018

SAP_HR EHP8
EA-HR EHP8 (*)
2023

CLC SAP_HR EA-HR	HR SP SAP_HR EA-HR	Planned Availability	Local versions for which CLC packages have been planned plus content information SP Stacks <i>Remark: Support Package application is always recommended for all local versions to continuously improve quality</i>
C7 C7	C7 C7	18.12.2023	
C6 C6	C6 C6	07.12.2023	
	C5 C5	09.11.2023	Synchronization HR SP
C4 C4	C4 C4	05.10.2023	Austria: Tax and SI-values for 2024 Canada: 2023 YE Taxes and tax reporting phase 1 Czech Republic: LC October France: TPT, DSN P24V01 , Balance of Apprenticeship Levy Great Britain: P60 for tax year 2023/24 Hungary: Reporting changes Q4 2023 Ireland: Enhanced reporting requirements Poland: Legal changes Q4 – 2023 Slovenia: LC October Slovakia: Registry sheets update Spain: LC October USA: 2023 YE Tax Reporter Phase 1 (*)

[Support.sap.com](#) >> Maintenance >> Maintenance Information >> Schedules for Maintenance Deliveries
>> [SAP ERP Human Capital Management](#)

SAP for Me - Transition

SAP recommends that you use [SAP for Me](#) to search for Notes. The following links are available for you on the SAP for Me – Services & Support Dashboard:

The image displays two screenshots of the SAP for Me Services & Support Dashboard. The left screenshot shows the 'In Focus' section with 'Announcements of Legal Change' and 'My SAP Notes & KBAs' highlighted by red arrows and callout boxes. The right screenshot shows the 'KBAs & Notes' section with 'SAP Legal Change Notes' highlighted by a red arrow and a callout box.

[Announcement of Legal Change](#)

[My SAP Notes & KBAs](#)

[SAP Legal Change Notes](#)

SAP for Me: Announcement of Legal Change

<https://me.sap.com/legalchangenotification>

SAP for Me Search

Standard* ▾

Country/Region: USA (US) ▾ Product: ▾ Component: PY-US-TR ▾ Keywords: ▾ My Completion Status: ▾

SAP Solution Status: ▾ Planned Delivery Date: ▾ Publication Date: ▾ Customer System: ▾ Adapt F

Items (408) Standard* ▾ Legal Disclaimer

Country/Region	Product	Component	Legal Information	My Completion Status	SAP Solution Status	SAP Note	Planned Delivery Date
USA (US)	On-premise ...	PY-US-TR	Tax Reporter - Form 1096 generated with 1099-R for tax year 2023	New ▾	Planned		05.10.2023
USA (US)	SAP Success...	PY-US-TR	Tax Reporter - Form 1096 generated with 1099-R for tax year 2023	New ▾	Planned		05.10.2023
USA (US)	On-premise ...	PY-US-TR	Tax Reporter - CO Paid Family Leave on Form W-2 Box 14 tax year 2023	New ▾	Planned		05.10.2023
USA (US)	SAP Success...	PY-US-TR	Tax Reporter - CO Paid Family Leave on Form W-2 Box 14 tax year 2023	New ▾	Planned		05.10.2023
USA (US)	On-premise ...	PY-US-TR	Tax Reporter - CO Paid Family Leave on Form W-2c Box 14 tax year 2023	New ▾	Planned		05.10.2023
USA (US)	SAP Success...	PY-US-TR	Tax Reporter - CO Paid Family Leave on Form W-2c Box 14 tax year 2023	New ▾	Planned		05.10.2023
USA (US)	On-premise ...	PY-US-TR	Tax Reporter - Form W-2 Box 14 3rd party printing file - CO Paid Family Leave tax	New ▾	Planned		05.10.2023

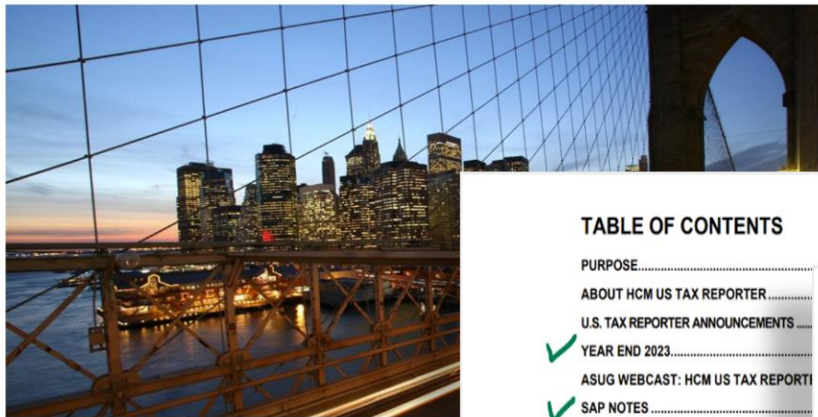
- Easy search filters.
- Customized notification via emails and SMS.
- Access to available SAP Notes.
- Implementation Status.



Tax Reporter **Solution Document** - 2023

Live effective Aug 22, 2023

- SAP Note [3368649](#)



SAP HCM U.S. Tax Reporter
Last update – August 22, 2023

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✓ SAP NOTES.....	
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ADDITIONAL RESOURCES.....	
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YEAR END 2023

In this section, you find information about the U.S. Year End 2023. Check out the SAP Notes below for year-end checklists, delivery schedule, communication and support planned details. In addition, you can also check for any other relevant SAP Year End Notes via [SAP Launchpad](#).

SAP Note	SAP Note Title	Checklist
3357714	U.S. Tax Reporter Year End 2023 Announcement	<ul style="list-style-type: none">• Delivery Schedule• Training• Communication• Support planned <p>Find here all general available SAP Notes relevant for Tax Reporter Year End 2023 as reference to this FAQ Note.</p>
3358191	Year End 2023 Phase I for U.S. Tax Reporter	Delivers changes in the customizing and objects as to address to Year End 2023 processing for Tax Reporter.
3357769	W-2 / 1099-R Forms, Envelopes and PR Approval letter for year 2023	Contains information on ordering the correct paper and envelopes to match SAP-generated W-2, W-2c and 1099-R forms for Tax Year 2023.

If you have questions about 2023 Year-End reporting, you can post it at the [U.S. Tax Reporter Year End 2023](#) blog post from August 2023 till February 2024. This blog will be updated with tips, best practices and SAP Notes related to this subject.


Following detailed SAP HCM U.S. Tax Reporter documentation (SAP Help) is available for:


- S/4HANA - [Tax Reporter \(PY-US-TR\) | SAP Help Portal](#)
- EHP8 – [Tax Reporter \(PY-US-TR\) | SAP Help Portal](#)
- To get Tax Reporter documentation of an older release click in the portal on [SAP ERP HCM](#), then
 - **change the version** on the upper right corner,
 - search for "Tax Reporter (PY-US-TR)".

Tax Reporter Year End 2023 Blog

Live effective Aug 15, 2023.

<https://blogs.sap.com/2023/08/15/u.s-tax-reporter-year-end-2023/>



Graziela Dondoni 
August 15, 2023 | 1 minute read

U.S Tax Reporter Year End 2023

2 7 255

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Another Year with our **U.S. Tax Reporter Year End** blog. If you have questions about 2023 Year-End reporting, you can post it here. This blog will be updated with tips, best practices and, SAP Notes related to this subject.

Legal Changes for US

To review the planned **Legal changes for US**, start the **Announcement of Legal Change** application. You can find detailed information about the Announcement of legal changes on this blog.

ASUG Webcast

ASUG Webcast: HCM U.S. Payroll and Tax Reporting 2023 Year End Update

When : Oct 5, 2023

Time – 9:30am Pacific time (12:30 ET); **Duration:** 1.5 hrs (1 hour 30 minutes)

Speakers – Mani Kak (Product Manager); Reinhard Andreus (Eng. Lead); Gustavo Leuck (Product Owner); Boris Cruz (Sr. Developer)

Abstract – This presentation will provide an annual update for SAP customers on SAP HCM U.S. Payroll, Tax and Tax Reporter solutions with focus on Legal Changes and Enhancements. We will also have Product experts, Developers and Product Support on the webcast actively answering to your submitted questions. There is a possibility that we may have a guest speaker as well!

Register at : <https://www.asug.com/events/sap-hcm-u-s-payroll-and-tax-reporting-year-end-2023>

Year End Notes

3357714 – U.S. Tax Reporter Year End 2023 Announcement
3358191 – Year End 2023 Phase I for U.S. Tax Reporter (**This note is not released**)
3357769 – W-2 / 1099-R Forms, Envelopes and PR Approval letter for year 2023

User Guides and Resources

3368649 – SAP HCM U.S. Tax Reporter Solution Document
2464078 – TR: 1099-R User Guides for HCM US Tax Reporter configuration
2464161 – TR: W-2 User Guides for HCM US Tax Reporter configuration
2463999 – TR: Tax Reporter User Guides for HCM US Tax Reporter configuration
1406971 – FAQ: Troubleshooting PDF Forms in US Tax Reporter
544849 – FAQ: Tax Reporter Note

In addition, detailed Tax Reporter documentation for EHP8 is available on **SAP Help Portal**. To get Tax Reporter documentation of an older release click in the portal on **SAP ERP HCM**, then change the version on the upper right corner, and search for "Tax Reporter (PY-US-TR)".

KBAs (Knowledge Base Articles)

3081097 – KBAs (Knowledge Base Articles) for Payroll USA
2918093 – After upgrade issue with the position of text and alignment

Assigned Tags

HCM Payroll USA
US Tax Reporter
Year End
year end 2023

Similar Blog Posts

U.S. Tax Reporter Year End 2020
By Graziela Dondoni Aug 18, 2020

U.S. Tax Reporter Year End 2021
By Graziela Dondoni Aug 25, 2021

U.S Tax Reporter Year End 2022
By Graziela Dondoni Aug 22, 2022

Related Questions

2022 940 Schedule A Form does not summarize
By Morris Weisman Jan 17, 2023

401K Limit Changes for 2023
By rajat satpathy Oct 25, 2022

WA Cares Fund: When Will Solution Be Available?
By Matt Fraser Sep 10, 2021

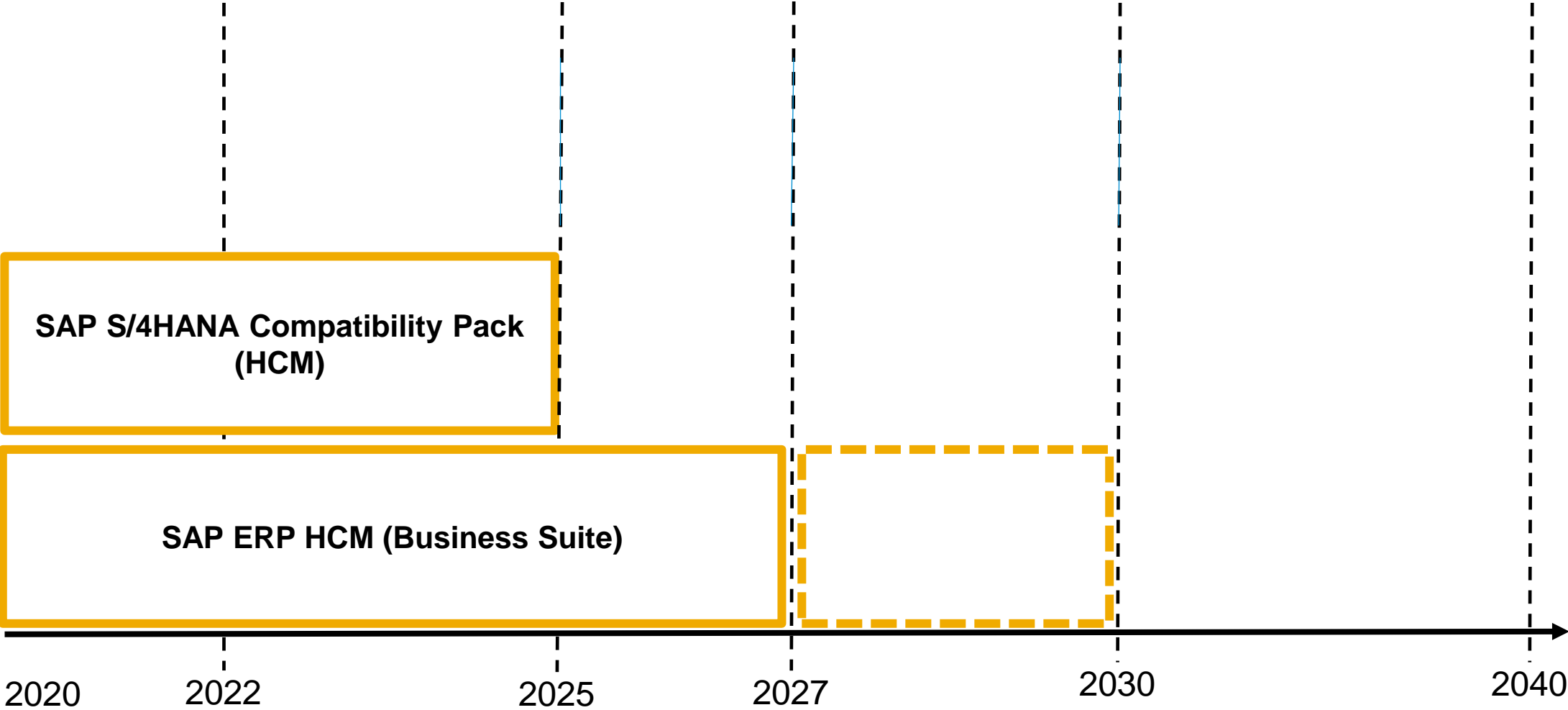
Post your queries on Tax Reporter **Year End blog** from now till end of Feb 2024 - [U.S Tax Reporter Year End 2023 | SAP Blogs](https://blogs.sap.com/2023/08/15/u.s-tax-reporter-year-end-2023/)

SAP HCM On-Premise Future and Strategy

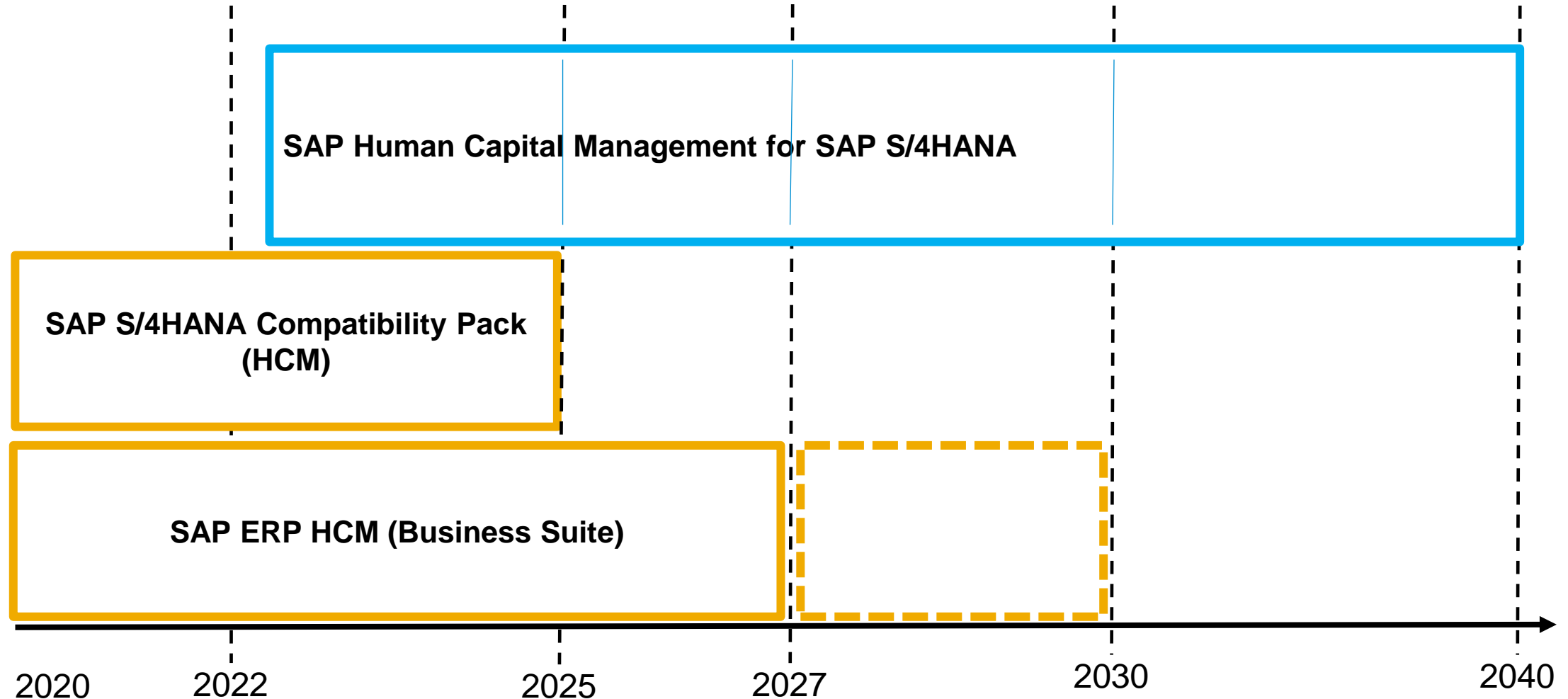
Guest Speaker - Dagmar Becker, SAP
October 5, 2023



SAP HCM On-Premise before October 2022



SAP HCM On-Premise from October 2022 on



SAP Human Capital Management for SAP S/4HANA on-premise edition

Solution scope – The most recent component of an HCM topic is planned to be supported

Personnel Management

- Personnel Management (PA-PA)
- Organization management
- Benefits
- Enterprise compensation management
- Personnel cost planning and simulation
- Pension scheme
- MSS / ESS (WDA and Fiori)*

Payroll

- Payroll

-
- SAP Travel Management (part of SAP S/4HANA)

Talent Management

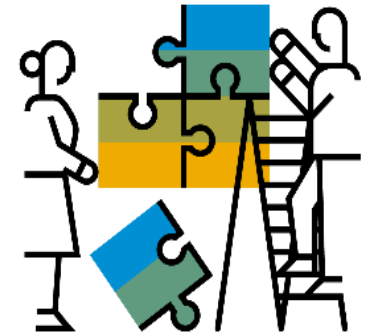
- SAP Learning Solution *
- SAP E-Recruiting
- Talent Management and development
- Objective settings and appraisals

Time Management

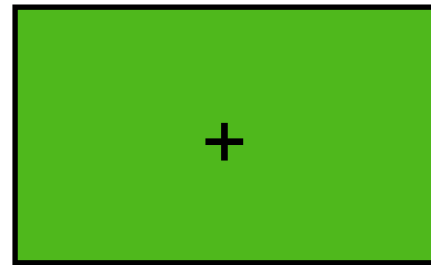
- Time
- Shift planning
- CATS

Public Sector

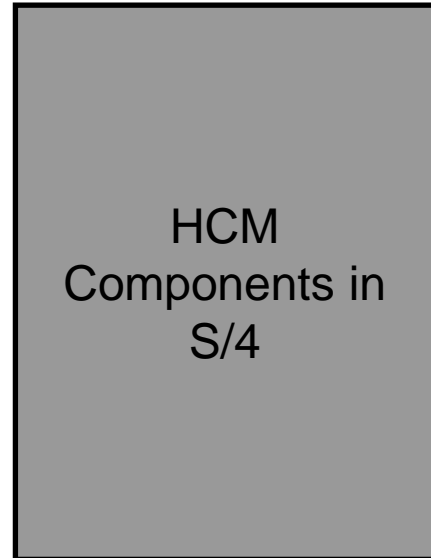
- Position budgeting and control
- HR funds and position management
- Shift planning for public sector



SAP HCM for SAP S/4HANA



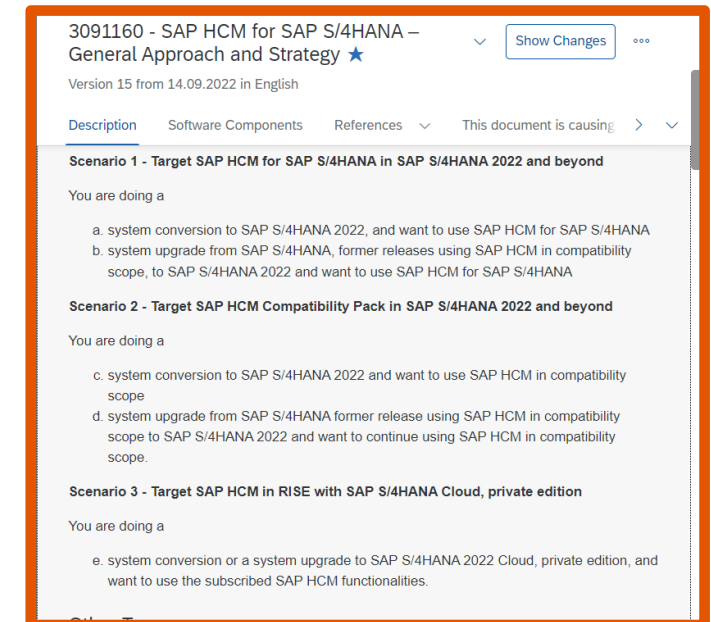
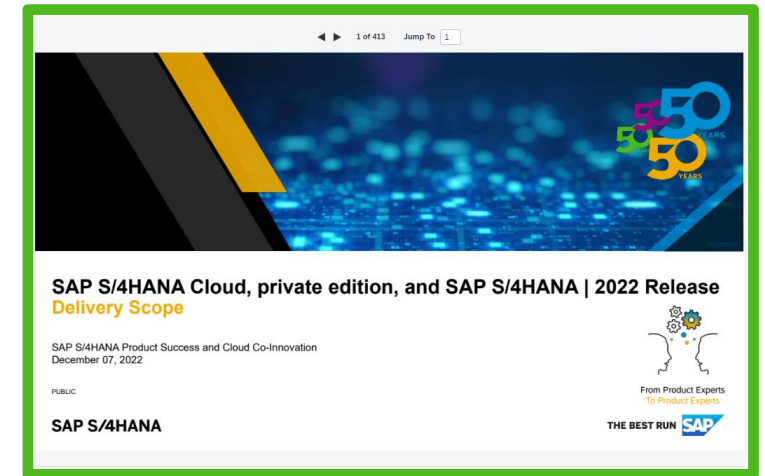
Enhancements:
[S/4 2022 presentation](#) (HCM part starting from page 229) or
Roadmap:
SAP Roadmap [Explorer](#)



Feature Scope Description
[SAP S/4HANA 2022](#)



Simplifications/Alternatives
see SAP Note [3091160](#) and SAP Note [3217773 - SAP HCM Local Versions](#)



**Without JAVA components*

H4S4 Enhancements/OP2022-FPS0 (Q4/2022)

- Time Management
 - New Table for collision definitions (old table T554Y)
 - ...
- Payroll
 - Replace run for Off-Cycle Workbench
 -
- Fiori
 - 6 Apps for different roles, also for HR Administrators
 - HR Renewal Landing page replaced by Fiori
 - [Link to HCM Fiori Workzone](#) (request invitation)

S/4-2022-Delivery Scope (HCM starting at slide 229):

[S/4 2022 presentation](#)

SAP S/4HANA Cloud, Private Edition, and SAP S/4HANA | 2022 Release Innovation Highlights – Human Capital Management for SAP S/4HANA

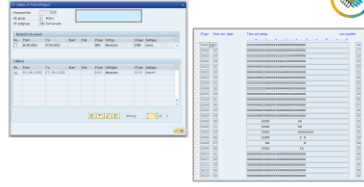
Time Management

Optimizations for time-management customizing

- Topic 1: Improved Collision Definition (T554Y)
- Topic 2: Improved Handling of Break Fields
- Topic 3: Improved error handling in SPT200

Benefit

- Topic 1: Collision Definition
 - Simplified and user-friendly customizing
 - More than 50 settings possible
- Topic 2: Break Fields
 - Homogeneous behavior across Time Entry and maintenance modes (Create, Edit, ...)
- New customizing for T22002
- Topic 3: SPT200
 - Transparent information about error location
 - Information about error cause



Any innovations do not affect billing.

SAP S/4HANA Cloud, Private Edition, and SAP S/4HANA | 2022 Release Innovation Highlights – Human Capital Management for SAP S/4HANA

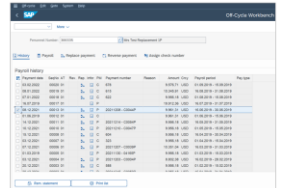
Payroll Management

Off-Cycle Workbench - Replace an unsuccessful payment with a transfer

- Allow customers to replace a direct deposit that gets rejected by the bank with a different direct deposit in the off-cycle workbench
- Improve the current limitations in the off-cycle workbench, which only allow replacement of a direct deposit with a check

Benefit

- Fully meet the customer's business needs
- Complement existing off-cycle activities
- Reduce the logistical challenges of using checks in many companies are moving away from printing checks and are using bank transfers exclusively



Any innovations do not affect billing.

SAP S/4HANA Cloud, Private Edition, and SAP S/4HANA | 2022 Release Innovation Highlights – Human Capital Management for SAP S/4HANA


User Interface

Organizational chart app

- Standalone SAP Fiori app enabling display of the organizational chart for a manager's area of responsibility, including organizational unit, position, and employee information
- Navigation through the structure by expanding nodes
- Quick view providing details on selected object
- Different views based on different evaluation paths
- Configuration capabilities:
 - Definition of views
 - Definition of objects to be displayed in the chart
 - Definition of attributes to be displayed in the chart and quick view

Benefit

- Offer a better overview of a manager's area of responsibility, including organizational units, positions, and employees
- Provide a straightforward way to navigate through the area of responsibility and get detailed information
- Gain different views for different perspectives



Any innovations do not affect billing.

SAP S/4HANA Cloud, Private Edition, and SAP S/4HANA | 2022 Release Innovation Highlights – Human Capital Management for SAP S/4HANA

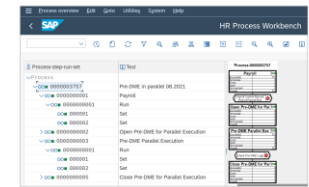
Payroll Management

Parallel processing of a Pre-ONE program

- Allow customers to run parallel processing of employees in a Pre-ONE program

Benefit

- Improve payroll runtime, which can be especially beneficial to large employers processing periods under tight deadlines
- Reduce the challenge of developing custom solutions to split or merge Pre-ONE feature IDs to allow parallel processing



Any innovations do not affect billing.

SAP S/4HANA Cloud, Private Edition, and SAP S/4HANA | 2022 Release Innovation Highlights – Human Capital Management for SAP S/4HANA

User Interface

HR Specialist Fiori Role

- A new Fiori role for HR Specialist replaces the HR Renewal Landing page (based on Suite Page Builder)
- Confirmed ability to use the services from Web Dynpro ABAP for HR renewal, which are part of the new role

Benefit

- Simplified landscape transformation supported by standard tools
- Easier migration by using standard migration objects
- Increased investment protection



Any innovations do not affect billing.

SAP S/4HANA Cloud, Private Edition, and SAP S/4HANA | 2022 Release Innovation Highlights – Human Capital Management for SAP S/4HANA

Payroll Management

Display of payroll results using an ALV layout

- Ability to display payroll results (transaction PZ) using an ALV layout, and to filter or sort by any of the header values (for example, Wage Type, Cumulation, Year, or Tax Authority)

Benefit

- Use ALV layout built-in functionality to filter, export, sort, and adjust the layout of a view
- Allow customers to easily find the values they are looking for in employee's payroll results
- Save time in day-to-day usage of payroll results
- Increase user friendliness
- Improve the reporting and the output of results
- Decrease the likelihood of error (locking at payroll period results)



Any innovations do not affect billing.

SAP S/4HANA Cloud, Private Edition, and SAP S/4HANA | 2022 Release Innovation Highlights – Human Capital Management for SAP S/4HANA

Analytics for Time Sheet activity split

New analytical SAP Fiori application to cover the analysis of the activity split based on CDS views

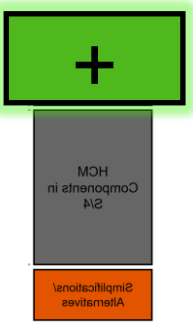
- Managers or Administrators can analyze various dimensions of activities done by employees or teams

Benefit

- Increased productivity due to real time data analysis
- Higher transparency for managers and administrators
- Ease of tracking team activities and productivity



Any innovations do not affect billing.

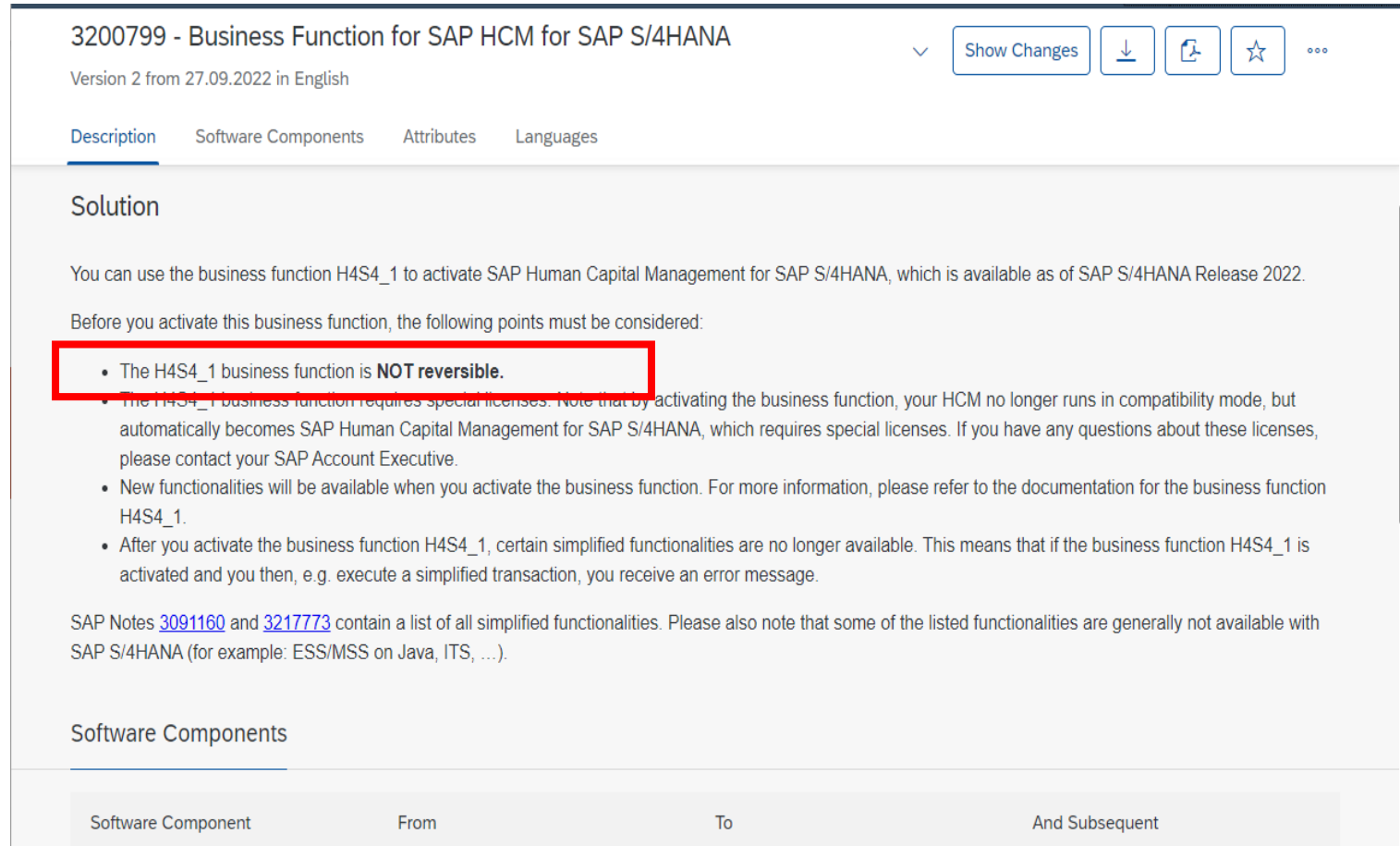


H4S4 Business Function (H4S4_1)

The Business Function

- activates the enhancements
- de-activates the simplified functions

This Business Function is **NOT reversible!!!**



3200799 - Business Function for SAP HCM for SAP S/4HANA
Version 2 from 27.09.2022 in English

Description Software Components Attributes Languages

Solution

You can use the business function H4S4_1 to activate SAP Human Capital Management for SAP S/4HANA, which is available as of SAP S/4HANA Release 2022.

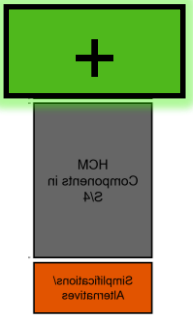
Before you activate this business function, the following points must be considered:

- The H4S4_1 business function is **NOT reversible**.
- The H4S4_1 business function requires special licenses. Note that by activating the business function, your HCM no longer runs in compatibility mode, but automatically becomes SAP Human Capital Management for SAP S/4HANA, which requires special licenses. If you have any questions about these licenses, please contact your SAP Account Executive.
- New functionalities will be available when you activate the business function. For more information, please refer to the documentation for the business function H4S4_1.
- After you activate the business function H4S4_1, certain simplified functionalities are no longer available. This means that if the business function H4S4_1 is activated and you then, e.g. execute a simplified transaction, you receive an error message.

SAP Notes [3091160](#) and [3217773](#) contain a list of all simplified functionalities. Please also note that some of the listed functionalities are generally not available with SAP S/4HANA (for example: ESS/MSS on Java, ITS, ...).

Software Components

Software Component	From	To	And Subsequent
--------------------	------	----	----------------



Feature Scope Description SAP S/4HANA 2022

Feature Scope Description
[SAP S/4HANA 2022](#)



PUBLIC
Document Version: 2.1 – 2023-04-06

SAP S/4HANA 2022 Feature Scope Description

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+

HCM
Component
s in S/4

anotacillqni8
evitatemA

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H4S4 Simplification Note (3091160)

Key information about H4S4

SAP Note [3091160](#)

- Transition scenarios
- Table 1: Simplification Items & Alternatives for **SAP HCM** for **SAP S/4HANA On-Premise- and Cloud-Edition**
- Table 2: Simplification Items & Alternatives for **SAP HCM** for **SAP S/4HANA Cloud-Edition**

3091160 - SAP HCM for SAP S/4HANA – General Approach and Strategy ★
Version 15 from 14.09.2022 in English

Scenario 1 - Target SAP HCM
You are doing a

- a. system conversion to SAP S/4HANA
- b. system upgrade from SAP S/4HANA scope, to SAP S/4HANA

Scenario 2 - Target SAP HCM
You are doing a

- c. system conversion to SAP S/4HANA scope
- d. system upgrade from SAP S/4HANA scope to SAP S/4HANA scope.

Scenario 3 - Target SAP HCM
You are doing a

- e. system conversion or a system upgrade to SAP S/4HANA scope, want to use the subscription model

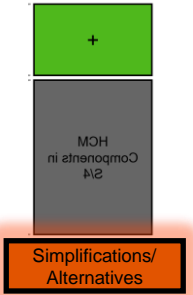
Table 1 - Simplifications in SAP HCM for SAP S/4HANA for SAP S/4HANA 2022 on-premise and SAP S/4HANA Cloud, private edition

Sub Component (ERP)
Appraisal Systems (PA-PD)
Career and Succession Management (PA-CC)
Compensation Management (PA-EC)
Cost Planning (PA-CM)
Development Plans (PA-DE)

3091160 - SAP HCM for SAP S/4HANA – General Approach and Strategy ★
Version 15 from 14.09.2022 in English

Table 2 - In RISE with SAP S/4HANA Cloud, private edition the following Sub Components are not part of the offering

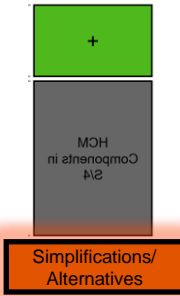
Sub Component (ERP functionality unavailable in SAP S/4HANA PCE)	Compatibility Scope Matrix Item ID	Status
SAP E-Recruiting (PA-ER)	134; 421	alternative ex
SAP Learning Solution (PE-LSO)	135; 136	alternative ex
SAP Talent Management solutions <ul style="list-style-type: none">• Objective Settings and Appraisals (PA-PD-PM)• Talent Management & Development (PA-TM)• Enterprise Compensation Management (PA-EC)	416; 422; 423	alternative ex



H4S4 Simplification Note (Part 1): Transition Scenarios

In Part 1 you find the possible transition scenarios.

Here you find also additional information about the Business Function (“H4S4_1”).



3091160 - SAP HCM for SAP S/4HANA – General Approach and Strategy ★

Version 15 from 14.09.2022 in English

Show Changes ...

Description Software Components References This document is causing

Scenario 1 - Target SAP HCM for SAP S/4HANA in SAP S/4HANA 2022 edition and beyond

You are doing a

- a. system conversion to SAP S/4HANA 2022, and want to use SAP HCM in compatibility scope,
- b. system upgrade from SAP S/4HANA, former releases using SAP HCM in compatibility scope, to SAP S/4HANA 2022 and want to use SAP HCM for SAP S/4HANA 2022 in compatibility scope.

Scenario 2 - Target SAP HCM Compatibility Pack in SAP S/4HANA 2022 edition and beyond

You are doing a

- c. system conversion to SAP S/4HANA 2022 and want to use SAP HCM in compatibility scope
- d. system upgrade from SAP S/4HANA former release using SAP HCM in compatibility scope to SAP S/4HANA 2022 and want to continue using SAP HCM in compatibility scope.

Scenario 3 - Target SAP HCM in RISE with SAP S/4HANA Cloud, private edition

You are doing a

- e. system conversion or a system upgrade to SAP S/4HANA 2022 Cloud Edition and want to use the subscribed SAP HCM functionalities.

3091160 - SAP HCM for SAP S/4HANA – General Approach and Strategy ★

Version 15 from 14.09.2022 in English

Show Changes ...

Description Software Components References This document is causing

Solution

Scenario 1 - Target SAP HCM for SAP S/4HANA in SAP S/4HANA 2022 edition and beyond

If you are doing a system conversion (a) or upgrade (b) to SAP S/4HANA 2022 and want to use SAP HCM for SAP S/4HANA the following information must be taken into account:

In the first step, a technical transition to SAP S/4HANA 2022 takes place. Technically, HCM is automatically in the so-called Compatibility Pack. Please keep in mind that already existing HCM simplifications can apply here as well. These can be found by executing a [SAP Readiness Check for S/4HANA](#) or in the [Simplification Item Catalog](#). See also the Compatibility Scope Matrix in SAP Note [2269324](#).

In a second step a business function must be activated. Before activation of the business function it must be checked if simplifications apply. In general: The check can be executed before or after the conversion or upgrade to SAP S/4HANA 2022 with the SAP Readiness Check for S/4HANA. SAP HCM for SAP S/4HANA specific simplifications (listed in the tables above) will be part of the SAP Readiness Check for S/4HANA at a later point in time. If simplifications apply, the affected functionalities must be replaced by their alternatives, if applicable.

After switching on the business function, SAP HCM for SAP S/4HANA is activated and new features can be used. **Please keep in mind:** Simplified functionalities are technically deactivated. The activation of the business function cannot be undone as it is irreversible.

Scenario 2 - Target SAP HCM Compatibility Pack in SAP S/4HANA 2022 edition and beyond

If you are doing a system conversion (c) or upgrade (d) to SAP S/4HANA 2022 and still want to use SAP HCM in compatibility scope you can continue to use all functionalities of the Compatibility Pack. Please keep in mind that usage rights of compatibility packages will expire as outlined in SAP Note [2269324](#). This means after this point in time the migration to SAP HCM for

H4S4 Simplification Note (Part 2): “Simplification Items” for on-premise-Edition and Cloud-Edition

In Table 1 you find simplification items and alternatives, which are valid for the “On-Premise-Edition” **AND** for the “Cloud-Edition.”

3091160 - SAP HCM for SAP S/4HANA – General Approach and Strategy ★

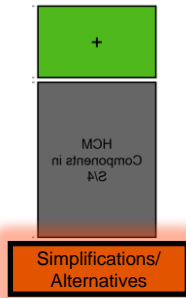
Version 15 from 14.09.2022 in English

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Description Software Components References This document is causing side effects Attachments >

Table 1 - Simplifications in SAP HCM for SAP S/4HANA for **SAP S/4HANA 2022 on-premise and SAP S/4HANA Cloud, private edition**

Sub Component (ERP functionality unavailable in SAP S/4HANA)	Compatibility Scope Matrix Item ID	Status	Alternative	Related information
Appraisal Systems (PA-PD-AP)	418	alternative exists	Objective Settings & Appraisals (PA-PD-PM) or SAP SuccessFactors Performance & Goals Objective Settings & Appraisals (PA-PD-PM) is not part of SAP S/4HANA Cloud, private edition (see table 2)	SAP Note 3224316
Career and Succession Planning (PA-PD-SP)	422	alternative exists	Talent Management & Development (PA-TM) or SAP SuccessFactors Succession & Development Talent Management & Development (PA-TM) is not part of SAP S/4HANA Cloud, private edition (see table 2)	SAP Note 3224316
Compensation Management (PA-CM)	416	alternative exists	Enterprise Compensation Management (PA-EC) or SAP SuccessFactors Compensation Enterprise Compensation Management (PA-EC) is not part of SAP S/4HANA	SAP Note 3224317



H4S4 Simplification Note (Part 3): Simplification-Items for Cloud-Edition

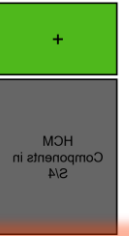
In table 2 you find simplification items and alternatives valid only for **SAP S/4HANA Cloud, private edition**.

More information about SAP S/4HANA Cloud, private edition:

<https://www.sap.com/products/erp/s4hana-private-edition.html>

Table 2 - In RISE with SAP S/4HANA Cloud, private edition the following Sub Components are **not** part of the offering

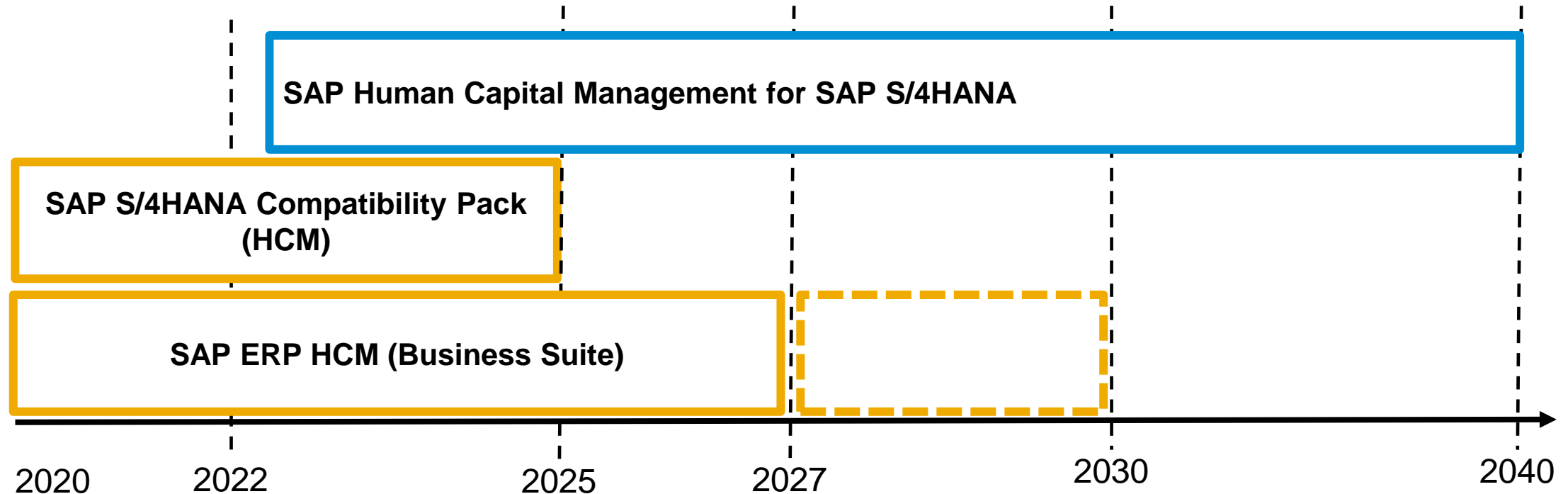
Sub Component (ERP functionality unavailable in SAP S/4HANA PCE)	Compatibility Scope Matrix Item ID	Status	Alternative	Related information
SAP E-Recruiting (PA-ER)	134; 421	alternative exists	SAP SuccessFactors Recruiting	SAP Note 2383888
SAP Learning Solution (PE-LSO)	135; 136	alternative exists	SAP SuccessFactors Learning	SAP Note 2383837
SAP Talent Management solutions <ul style="list-style-type: none">• Objective Settings and Appraisals (PA-PD-PM)• Talent Management & Development (PA-TM)• Enterprise Compensation Management (PA-EC)	416; 422; 423	alternative exists	SAP SuccessFactors Performance & Goals; SAP SuccessFactors Succession & Development	



Simplifications/
Alternatives

Summary

For customers wishing to continue an HCM-On-Premise deployment with “SAP Human Capital Management for SAP S/4HANA” SAP gives the possibility to continue an HCM-On-Premise journey!



Thank you!



SAP Globalization Services

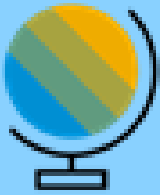
Local Solutions. Global Success.



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Appendix



SAP Globalization Services
Local Solutions. Global Success.



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Tax Reporter TIPS – for PDF Based Forms

- SAP delivered more than **400** PDF-based forms in Tax Reporter. It is highly likely that the formatting you are trying to introduce already exists in one of those forms.
- Tax Reporter PDF-based forms contains **a lot of scripts** and many **form-level exits**, as well as special fields.
- After you create a new form, make sure you **test** it extensively using the testing tool in transaction SFP, including printing of Form. Unless you are satisfied with the test results, do not execute the new form in production mode.

Tax Reporter TIPS – for PDF Based Forms

- If you encounter the error message “*Error in generating the PDF form: <Form name>*” within the Tax Reporter Log,
 - Contact your Basis team to **check your ADS connection**.
- **Troubleshooting** consulting notes
 - SAP Note [944221](#) - Error analysis for problems in form processing.
 - SAP Note [1406971](#) - FAQ: Troubleshooting PDF Forms in U.S. Tax Reporter.
- Common error **when applying SAP Notes** that have as prerequisite of applying a Note Implementation utility **plus** have layout deliveries.
 - **Note Implementation utility prerequisite**, need to **follow the order of manual instructions** provided, otherwise there might be errors when uploading the PDF layouts.

Tax Reporter TIPS – for PDF Based Forms

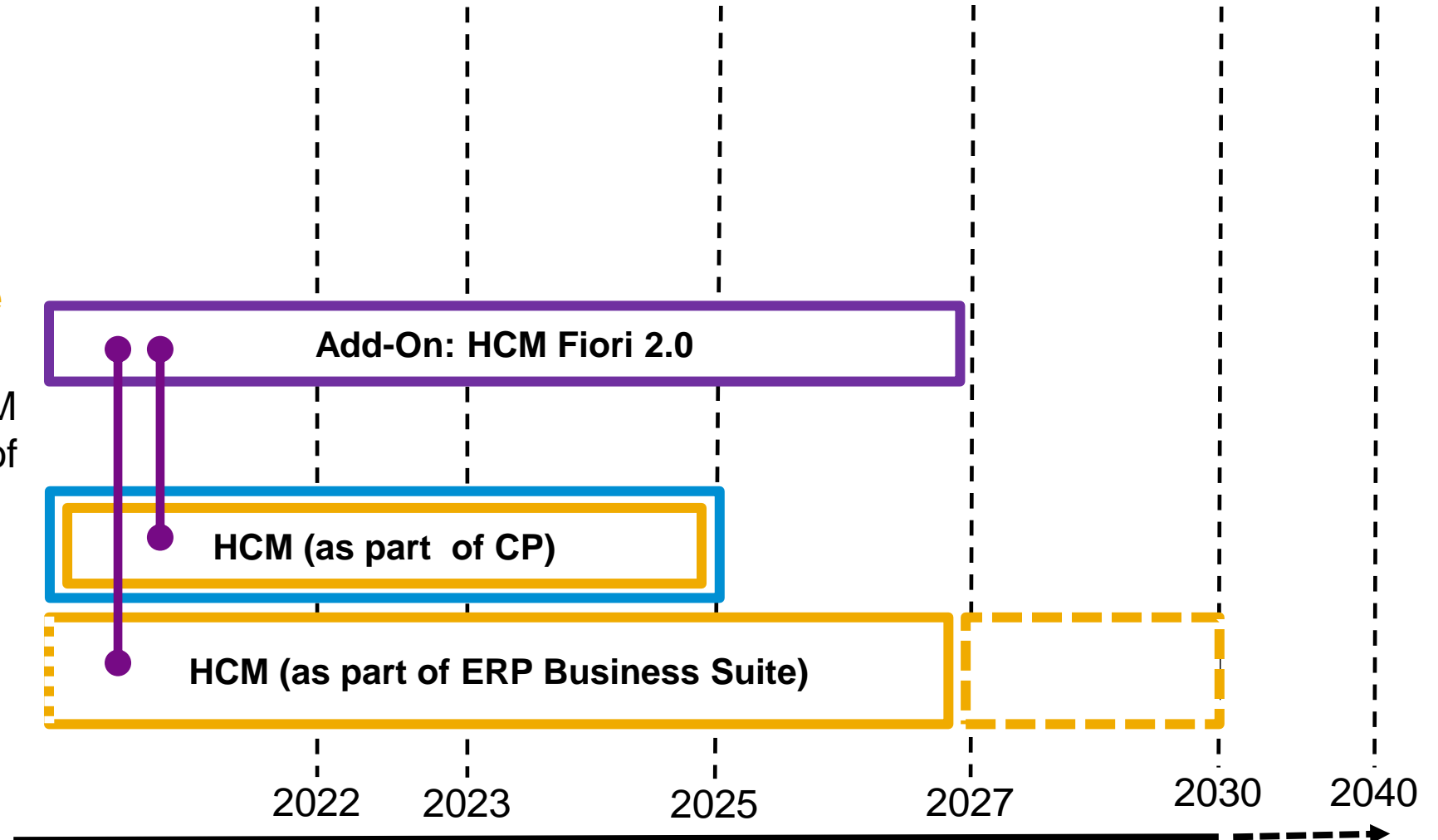
Using one Adobe Document Services (ADS) installation from several systems:

- To optimize the use of your system landscape, it is possible to connect several ABAP-based SAP systems to one SAP NetWeaver® AS Java running the ADS for the generation of the Interactive Forms output formats. In general, this setup is suitable for the use of Interactive Forms in interactive scenarios, or in printing scenarios where slower performance is acceptable.
- To take full advantage of the performance improvements for high-volume printing shipped via SAP NetWeaver, you require a remote ADS for each system from which you want to realize a high-volume printing scenario. This precludes the possibility of using one ADS for several systems.
- For all scenarios using one ADS installation for several systems, ensure that the Java system and the corresponding ADS are at least on the same Support Package Stack level.

Guest presentation - Deployment options for HCM-Fiori-Add-On **before** H4S4

The current HCM Fiori Product (HCM Fiori 2.0) is an **Add-on**, which can be deployed in 2 technical contexts:

- As Add-On to **ERP HCM as part of the Business Suite**
- As Add-On to an S/4 landscape, where ERP HCM runs under the regulations of the **compatibility pack**.



Guest presentation - Deployment options with H4S4

The current HCM Fiori Product (HCM Fiori 2.0) can still be deployed as before.

In addition, the following is possible:

- Use the **Add-On** with H4S4
- Use **new HCM Fiori Apps** being integral part of H4S4

