

Adapt 2026.1.2us Release Notes

April 2026

Information

Adapt Engine Version: 2025.1 GA

Adapt Desktop Agent (ADA) Version: 1.3.20

Adapt Outlook Add-in (AOA) Version: 2.2.57

Vertex v4.5.8

Adapt 2026.1.2us Release has been tested on the following browsers: Chrome 93.0 and above, and Firefox 92. Compatibility mode in browsers must be turned off.

Note: Once you have the 2026.1.2us delta in place, please clear your **Browser Cache** before logging in.

This document lists the new inclusions, enhancements, fixes, and tax updates included in the 2026.1.2us release of Adapt.

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2026.1.2us New Features

Recruiting	Issue ID
A new Dispositions list is now available under Administration > Manage Lists, allowing administrators to define and manage the reasons available when rejecting or withdrawing a candidate from a submittal. These values appear in the Reject/Withdraw Client workflow within Job Order > Submittal Tracking > Activities.	AUS-2097
The Suggested Candidate Calls feature has been enhanced to allow the number of days used to identify candidates who have not been recently contacted to be configured, rather than being fixed at 60 days. This gives teams greater flexibility in managing candidate outreach based on their own workflows.	AUS-8852
Changes made to the Notes and Subject fields on an Internal Interview record were not being reflected in the Recruiter Activity > Internal Interviews view. This has been resolved so updates to these fields now display correctly across all relevant activity dashboards.	AUS-9395
When a Job Details email is sent to a candidate directly from a Job Order record, the candidate's Last Contacted date will now update automatically to reflect the date of that communication. This applies to both Contract and Direct job types.	AUS-10326
The Client Interview workflow now includes the ability to select the interview location from three address options: Company Address, Contact Address, or Worksite Address. Previously, the system defaulted exclusively to the Contact address, which did not always reflect the actual interview location. The default address remains Contact Address.	AUS-11727
The search results screen has been refined — the "Available, but" qualifier has been removed for clarity, and the workflow screen label now accurately reads "all candidates".	AUS-20154

Time Cards / Time Entry	Issue ID
When working in Group Timecard Entry and opening the Detail workflow for an individual timecard, any hours entered but not yet confirmed for other timecards in the group would previously be lost without warning. Adapt now displays an alert when unsaved entries are present, giving users the opportunity to save their work before navigating away.	AUS-9805
A new read-only Costing Status field has been added to the Timecard screen and the Timecard workflow, displayed beneath the existing Timecard Status field. This allows users to quickly confirm whether a payroll item or process has been run through the Employer Costing process without needing to navigate away. A report is also available to view Costing Status across multiple timecard records.	AUS-14088
Internal optimizations have been made to the Time Import and Contact Import processes to significantly reduce the number of database operations performed during large imports. Users can expect faster processing times when importing high volumes of timecard or contact records.	AUS-20152

Compass	Issue ID
Employees and candidates can now view and update their emergency contact information directly within the Compass portal via the Profile > About Me screen. This enhancement supports compliance with California's Workplace Know Your Rights Act (SB 294), which requires employers to allow employees to designate an emergency contact. Additionally, the Sign Out option in Compass has been moved to the bottom of the left-hand navigation menu for improved usability.	AUS-20189

Back Office	Issue ID
When a Prospect is converted to a Client by the addition of a Job Order, Adapt now displays a prompt advising users to complete the company's Policies and Billing information. This ensures that the necessary financial setup steps are not overlooked when a new client relationship is established.	AUS-8160
The Active flag on the Manage State Income Tax screen in Administration has been removed from both the grid and the workflow. This flag was not functioning as intended and its presence could cause confusion. Tax withholdings continue to be	AUS-12506

assessed based on the employee's assignment location regardless of state tax configuration.	
In compliance with the SECURE Act 2.0 (effective January 1, 2026), a new "High Earner 401K" checkbox has been added to the Employee deduction screen. For employees aged 50 or older whose prior-year FICA wages exceeded \$150,000, enabling this flag will cap their 401(k) pre-tax contributions at \$24,500, preventing catch-up contributions from being made on a pre-tax basis as required under the new legislation. This checkbox is only relevant for 401(k) deduction types and only applies to employees over the age of 50.	AUS-20180
A new California Employment Type field has been added to the employee payroll tax setup workflows (Add Employee Payroll Tax and Payroll Update Tax Location). This field appears only when the employee's state is California and allows users to classify employees as: • Full-time • Part-time • Intermittent This field is not mandatory and will default to unselected on upgrade. It supports the 2025 California Pay Data Reporting requirements.	AUS-20184
The California Pay Data Employee Report has been updated for the 2025 reporting cycle. Both the summarised and detailed versions of the report have been revised. Key changes include: • New Exemption Status column (Exempt / Non-exempt, based on the assignment screen) • New Employment Type column (drawing from the new California Employment Type field) • New Total Annual Weeks Worked column • Column renamed: "Total Hours" → "Total Annual Hours Worked" • Column renamed: "Number of Employees" → "Total Number of California Employees In This Employee Group" • Remote work column titles updated to reference "California Employees" specifically	AUS-20185
The California Pay Data Labor Contractor Report has also been updated for the 2025 reporting cycle with the same core changes applied to the Employee Report, plus the following additional updates: • Column renamed: "Snapshot Begin Date" → "Snapshot Period Start Date" • Column renamed: "Snapshot End Date" → "Snapshot Period End Date" Both summarized and detailed report versions have been updated.	AUS-20186

2026.1.2us Resolved Issues

Recruiting	Issue ID
The description text on the All Submittals search in Search Center has been updated to accurately reflect which candidates are returned by the search. Previously, the label referenced "Linked Candidates," which was misleading as only submitted candidates were included in the results. The wording now matches the actual search behaviour.	AUS-11290
When hovering over notes in the Recruiter Activity > Internal Interviews view, the notes were displaying as raw characters rather than readable text. This has been corrected and interview notes now display properly when hovered over.	AUS-20204 AUS-20205

Back Office, Time Entry, and Reporting	Issue ID
When generating an ACA export file, the processing window will now close automatically once the file is ready, and the file will be presented directly as a downloadable document. Previously, users were required to manually close the window after export, adding unnecessary extra steps to the process.	AUS-20043
An issue has been resolved where the TC Invoice Gross totals on the Detail AR Transaction Register report did not match the totals shown on the AR Summary report. This occurred when an invoice contained transactions with identical details but different underlying references. Additionally, Sales Adjustments were being counted twice in some reports. Both issues have been corrected, and totals now accurately align across all AR reporting.	AUS-20093
The Government Reporting screen was displaying an internal system code in the workstack navigation instead of a readable title. The screen now correctly shows "Government Reporting" as the label, improving clarity when navigating the workstack.	AUS-20099
When entering timecards using the Single Timecard Entry screen, clicking "Confirm and Next" would cause the screen to hang and the button to become unresponsive, preventing users from proceeding to the next timecard. This has been resolved. The screen now clears the previous timecard's data and advances correctly, allowing users to continue entering timecards without interruption.	AUS-20192

Following the introduction of the new California Employment Type field, the three employment type codes were incorrectly configured with the same value. This has been corrected — the codes now reflect the intended values: FT (Full-time), PT (Part-time), and INT (Intermittent).

AUS-20221

Adapt US Tax Changes

Tax Updates [Feb/March 2026]

All tax changes are effective 1/1/26, unless otherwise noted.

Federal Tax Changes

Social Security

- Increased the Social Security wage base from \$176,100.00 to \$184,500.00. There is no limit on wages subject to Medicare taxes

Flexible Spending Accounts

- Increased the limit for elective deferral to Flexible Spending Accounts from \$3,300.00 to \$3,400.00

Qualified Parking

- Increased the monthly Qualified Parking (Compensation ID - 9) limit from \$325.00 to \$340.00.

Vanpool and Transit Passes

- Increased the monthly Vanpool and Transit Passes (Compensation ID - 8) limit from \$325.00 to \$340.00.

Withholding Changes

- Revised the withholding tables.
- Increased the additional withholding amounts for Nonresident Aliens as follows:
 - From \$15,000.00 to \$16,100.00 for employees who have filed a 2020 form W-4.
 - From \$10,700.00 to \$11,800.00 for employees who have not filed a 2020 form W-4 and have a prior version on file

Deduction Limits

- Increased the limit for the following elective deferral plans from \$23,500.00 to \$24,500.00:

- 401(k)
- Roth 401(k)
- 403(b)
- 408(k)
- 457
- 457 Catch-up Increased Limit
- Roth 403(b)
- Roth 408(k)
- Roth 457
- Roth 457 Catch-up Increased Limit
- Increased the catch-up limit for the following elective deferral plans from \$7,500.00 to \$8,000.00:
 - 401(k) Catch Up 2 Over 50
 - Roth 401(k) Catch Up 2 Over 50
 - 403(b) Catch Up 2 Over 50
 - 408(k) Catch Up 2 Over 50
 - 457 Catch Up 2 Over 50
 - Roth 403(b) Catch Up 2 Over 50
 - Roth 457 Catch Up 2 Over 50
- Increased the limit for the following elective deferral plans from \$16,500.00 to \$17,000.00:
 - 408(p)
 - Roth 408(p)
- • Increased the catch-up limit for elective deferral to 408(p) Catch Up 2 Over 50 plans from \$3,500.00 to \$4,000.00.

Dependent Care

- Increased the limit for Dependent Care expenses from \$5,000.00 to \$7,500.00.

State Tax Changes

Iowa

- Added filing status Qualified Surviving Spouse to be consistent with the 2026 IA W-4.

Maryland

- Increased the standard deduction from \$3,350.00 to \$3,400.00.
- Revised local regular and supplemental tax rates for the following counties:
 - Allegany County
 - Kent County
- Added the SUI Administrative Fee with a tax rate of .15% and a wage base of \$8,500.00.
- Decreased the maximum employer SUI tax rate from 7.5% to 7.35%.
- Decreased the minimum employer SUI tax rate from .3% to .15%. (This is a change to the documentation only.)
- Decreased the new employer SUI tax rate from 2.6% to 2.45%. (This is a change to the documentation only.)

Massachusetts

- Increased the maximum employer SUI tax rate from 12.65% to 14.37%.
- Increased the minimum employer SUI tax rate from .83% to .94%

(This is a change to the documentation only.)

- Decreased the maximum SUI COVID-19 Recovery Assessment tax rate from 3.2% to 2.716%.
- Decreased the minimum SUI COVID-19 Recovery Assessment tax rate from .21% to .178%.

(This is a change to the documentation only.)

Michigan

- Increased the maximum employer SUI tax rate from 10.3% to 12.2%.

New York

- Decreased the maximum employer SUI tax rate from 9.825% to 9.425%.
- Decreased the minimum employer SUI tax rate from 2.025% to 1.625%.

(This is a change to the documentation only.)

Wyoming

- Decreased the maximum employer SUI tax rate from 9.94% to 8.52%.
- Decreased the minimum employer SUI tax rate from 2% to 1%.
(This is a change to the documentation only.)
- Increased the SUI Employment Support Fund Factor employer tax rate from .042% to .06%
- Increased the SUI Workforce Development Training Fund employer tax rate from .014% to .02%.

Local Tax Changes

Kentucky

- Williamstown, Grant County (18-081-1504)
 - Decreased the Occupational License Fee from 1.5% to 1%.

Ohio

- Clayton, Montgomery County (36-113-3200)
 - Increased the credit limit from .75% to 2.5%.
- College Corner, Butler County (36-017-4864)
 - Eliminated the tax rate of 1%, effective 9-13-25.
- College Corner, Preble County (36-135-4864)
 - Eliminated the tax rate of 1%, effective 9-13-25.
- Covington, Miami County (36-109-3340)
 - Decreased the credit limit from 1.5% to .5%.
- DeerPark-SycamoreTwp JEDD, Hamilton County (36-061-7513)
 - Changed the reciprocity to calculate tax for residents and nonresidents, effective 1-1-25.
- Indian Hill, Hamilton County (36-061-1130)
 - Increased the tax rate from .45% to .5%.
- SycamoreTwp-MontgomeryJEDD, Hamilton County (36-061-7512)
 - Changed the reciprocity to calculate tax for residents and nonresidents, effective 11-1-25.
- UnionTwp-Milford JEDDVIII, Clermont County (36-025-7510)
 - Changed the reciprocity to calculate tax for residents and nonresidents, effective 4-1-25.
- West Chester Township, Butler County (36-017-0492)
 - Removed the Kings LSD (8303) school district tax of 1% after it was determined that the association with West Chester Twp. is not valid.

Pennsylvania

- Blain Boro, Perry County (39-099-8619)
 - Added a Local Service Tax of \$52.00.
- Callimont Boro, Somerset County (39-111-0711)
 - Callimont Boro merged with Larimer Township. All records currently using the Callimont Boro GeoCode (39-111-0711) have automatically been recoded to the Larimer Township, Meyersdale Area School District Geocode (39-111-2904-56520) (PSD Code 560304).
- Sandy Township, Clearfield County (39-033-0168)
 - Sandy Township merged with Dubois. All records currently using the Sandy Township GeoCode (39-033-0168) have automatically been recoded to Dubois, Dubois Area School District Geocode (39-033-0990-17200) (PSD Code 170303).
- South New Castle Boro, Lawrence County (39-073-8305)
 - South New Castle Boro merged with Shenango Twp. All records currently using South New Castle Boro Geocode (39-073-8305) have automatically been recoded to Shenango Twp, Shenango Area School District Geocode (39-073-4861-37620) (PSD Code 370601). The municipal resident tax rate for Shenango Twp is 1%: .5% municipality and .5% school district. The Local Service tax amount is \$52.00.
- Wilkes Barre Township, Luzerne County (39-079-8399)
 - Increased the municipal resident tax rate from .75% to 1%. The total resident tax rate is 1.5%: 1% municipality and .5% school district..