GUIDE TO LOCALIZATION OF EMPLOYMENT

A.R.S. 23-615.1 contains the provisions agreed by the states in determining the state to which the services of multi-state workers shall be reported. The following chart will assist in the decision making process as to where the work is localized:

1. Did the worker perform all services in Arizona?
   - Yes: Report all wages to Arizona.
   - No
     2. Were the only services outside of AZ isolated, temporary, transitory or incidental?
        - Yes: Report all wages to Arizona.
        - No
          3. Did the worker have a base of operations in Arizona (possibly working from a home office)?
             - Yes: Report all wages to Arizona.
             - No
               4. Did the worker have a base of operations in another state and NOT in AZ?
                  - Yes: Report all wages to other state.
                  - No
                    5. Did the employer control the services from Arizona?
                       - Yes: Report all wages to Arizona.
                       - No
                         6. Did the employer control the services from another state in which services were performed?
                            - Yes: Report all wages to other state.
                            - No
                              7. Did the worker reside in Arizona?
                                 - Yes: Report all wages to Arizona.
                                 - No
                                   8. Wages should be reported to the state in which the worker had a residence.