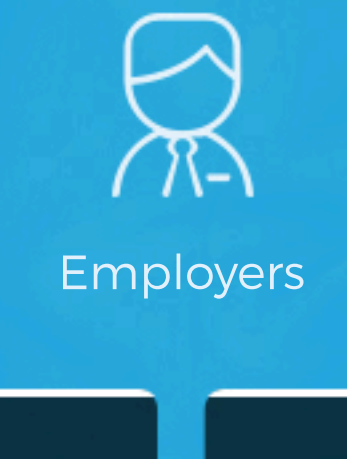


A FULL SERVICE HCM SUITE FOR EMPLOYERS AND EMPLOYEES

The Payentry software provides businesses with access to features relevant to all points in the employee life cycle - reducing pain points and bottlenecks along the way

HIRE & ONBOARDING

Our streamlined hiring and onboarding tools can save you money, and countless hours

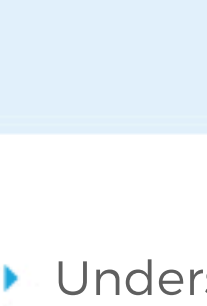


Employees

- ▶ Find the job you're looking for and easily apply online
- ▶ Transition from job seeker to new hire without having to fill out redundant paperwork



Employers



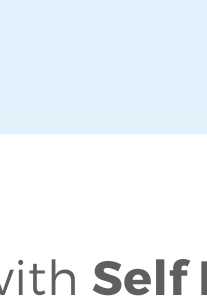
Be found

Easily post a job to multiple job boards



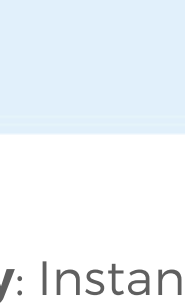
Be selective

Ask optional pre-interview questions



Be thorough

Integrated online background checks

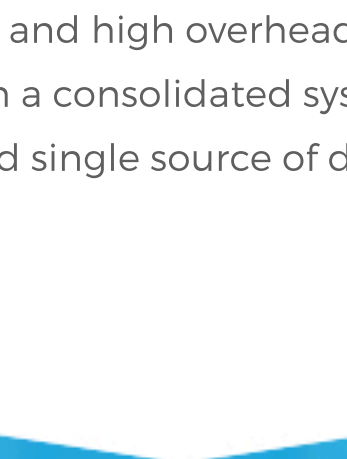


Be smart

Seamlessly onboard new hires

BENEFITS

Benefit automation simplifies enrollment and administration through automation and synchronization

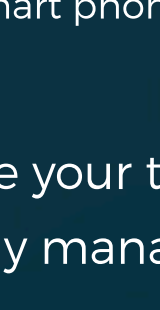


Employees

- ▶ Understand exactly what you're getting with **Self Help Glossary**: Instantly explains complicated insurance language
- ▶ Use the **Find a Doctor** tool to see if your current doctor is in network before you commit to anything
- ▶ Be informed about what your plan includes with **Side-by-Side Plan Comparison Views**
- ▶ **Automated Calculations** factor in employer contributions to show you exactly what monthly premiums will be

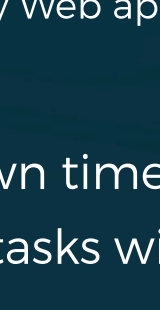


Employers



Don't wait

You get direct connection to insurance carriers, fast



Eliminate errors, redundant work, and high overhead costs with a consolidated system and single source of data

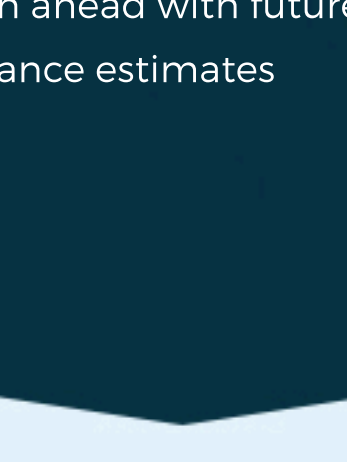


Know where your employees stand

Dashboards give insight into the status of employees' enrollment

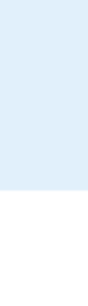
TIME MANAGEMENT

Manage, monitor, and approve timecards electronically in one easy location with real-time attendance and timecard data

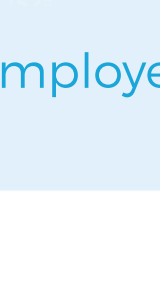


Employees

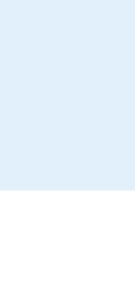
- ▶ Enjoy the 21st century convenience of clocking in and out on wherever is easiest:



Smart phone



Payentry Web application



Physical time clock

- ▶ Manage your time entries on your own time, the Payentry web application lets you privately manage your time-related tasks without having to go through HR:



Review timecards



View work schedules



Submit time off requests



Employers



Be empowered with Attendance Tracking tools that show time and attendance records with records of all changes

- ▶ Review historic data to anticipate trends and patterns
- ▶ Easily monitor and track infractions



Consolidate Time Off operations by easily entering new requests and approving submitted requests in one place

- ▶ See requests in calendar view to easily understand capacity
- ▶ Plan ahead with future balance estimates

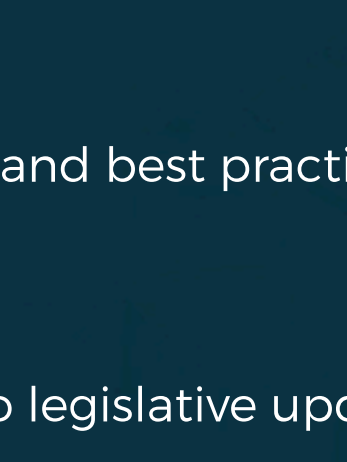


Automatically apply rules and policies to meals, holidays and punch rounding. Maintaining compliance is effortless

- ▶ Easily send hours to payroll
- ▶ Automatically apply overtime policies

PAYROLL

Efficiently process payroll for any size organization

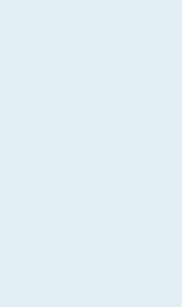


Employees

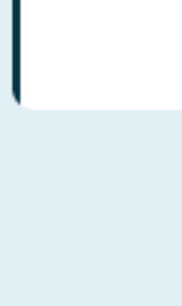
Automated workflows ensure that employees get paid correctly and timely. When an employee makes an update to their account on My Payentry, your payroll data also reflects the updates - reducing the errors associated with additional manual entries by HR. No more second guessing if your paycheck will be correct



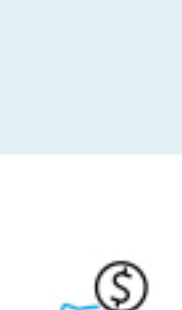
Employers



Intuitive workflows that make updating and processing payroll information easy



Dashboards that provide quick access to important information used to make business decisions



Robust reporting capabilities and storage that help keep businesses in compliance

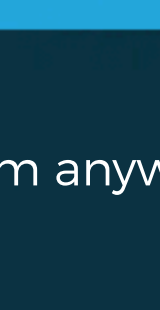
HR ANSWERS

A simple HR solution to help businesses be more productive



Employees

HR Answers provides employers with tools that keep them in compliance with federal and state employment laws. Employees benefit from knowledgeable managers who have quick and easy access to answers to commonly asked employee questions



Employers



Utilize the expertise of industry-leading HR consultants for your business



Learn industry standards and best practices specific to your needs



Gain immediate access to legislative updates relevant to your business



Don't go it alone. Get help managing HR crises

WORKERS' COMPENSATION

Pay workers' comp on actual payroll instead of last year's headcount!



Employees

Give your employees the benefit of workers' compensation insurance through the most simple solution - pay-as-you-go workers' comp. Coverage benefits and services help get employees back to work a full week earlier than average

Employers

Eliminate large premium down payments

Reduce audit adjustments

No monthly billing or finance fees

Improved cash flow management

Accurate payments based on actual payroll

MY PAYENTRY

Connecting employers with employees through an online employee self service portal



Employees

- ▶ Access personal information from anywhere
- ▶ Keep profile up to date online
- ▶ Request and view time off
- ▶ Enroll in benefits
- ▶ Manage retirement plan contributions

Employers

Save time and reduce errors by enabling employee updates to personal information

Broadcast messages to employees

Employee access to online pay stubs and tax forms minimize administrative HR tasks

Flexible time management options