



# TECHNOLOGY IN PAYROLL

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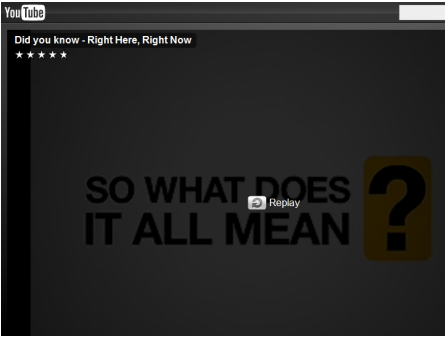
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# TECHNOLOGY IN PAYROLL



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# TECHNOLOGY IN PAYROLL

## Overall Technology Trends

- Higher acceptance of web-based systems
- Increased high speed internet access
- Internet portals & social networking sites are revolutionizing how employees and managers interact (remote workforces)
- Do more with less



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## TECHNOLOGY IN PAYROLL

### Impact on Payroll

- Going Green – paperless payroll growth
- Self-service tools reduce administrative costs (offloading to employee/managers)
- Companies required to adapt quickly to regulatory changes
- Growing demand for SaaS and BPO in payroll, HR, and time & attendance

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## TECHNOLOGY IN PAYROLL

### Going Green – Paperless Payroll

- Electronic storage of payroll records
- Electronic delivery of paystubs and W2s
- Complying with states' electronic filing requirements for child support payments and new hire reporting
- \$ savings for unbanked employees with paycards

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## TECHNOLOGY IN PAYROLL

### Self Service Tools

- Reduce administrative labor and costs
- Access to data – from anywhere at any time
- Employees view paystubs/W2s, update W4 & other personal information, enroll benefits...
- Managers complete performance reviews, approve time off, pay increase workflows...

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**TECHNOLOGY IN PAYROLL**

**Adapting Quickly to Regulatory Changes**

- Legislative and tax changes on federal, state, and local levels
- American Recovery and Reinvestment Act
  - Making Work Pay
  - COBRA Premium Subsidy
- Difficult for companies to keep up



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**TECHNOLOGY IN PAYROLL**

**Increased Demand for SaaS & BPO**

- Integrated systems integrated (time & attendance, HRMS)
- Leveraging technology through BPO's (Business Process Outsourcing)
- Increased outsourcing eliminates IT expense



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**TECHNOLOGY IN PAYROLL**



**MISSION** To be a **leading provider** of payroll and HR **systems and services** to **small- and mid-market** businesses in an environment where **people want to work** and **clients are raving fans** of our service.

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**GUIDING PRINCIPLES** Take care of the client first | Take care of each other | Get the job done | Do the right thing | Foster teamwork | Respect diversity | Attack each day enthusiastically | Improve personally and professionally | And...have fun along the way!

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