

SERVICES that we broker via service providers...

A GENERAL BREAKDOWN OF SERVICE PROVIDER CAPABILITIES BY TIERS

Payroll Service - TIER 1 Outsourced / Full-service Payroll Provider	HCM - TIER 2 Human Capital Management Service Provider	PEO - TIER 3 Professional Employer Organization / Co-employment
✓ SEPARATE DATABASES & LOGINS	✓ SINGLE DATABASE & LOGIN	✓ SINGLE DATABASE & LOGIN
✓ WEB-BASED PAYROLL SOLUTION	✓ WEB-BASED PAYROLL SOLUTION	✓ WEB-BASED PAYROLL SOLUTION
✓ 24-7 ACCESS TO WEB PLATFORM	✓ 24-7 ACCESS TO WEB PLATFORM	✓ 24-7 ACCESS TO WEB PLATFORM
✓ FED / STATE / LOCAL TAX PAY & FILE	✓ FED / STATE / LOCAL TAX PAY & FILE	✓ FED / STATE / LOCAL TAX PAY & FILE
✓ QUARTERLY / YEAR-END REPORTS & W2'S	✓ QUARTERLY / YEAR-END REPORTS & W2'S	✓ QUARTERLY / YEAR-END REPORTS & W2'S
✓ DIRECT DEPOSIT / PAYCARDS	✓ DIRECT DEPOSIT / PAYCARDS	✓ DIRECT DEPOSIT / PAYCARDS
✓ LIVE CHECKS VIA PROVIDER OR CLIENT*	✓ LIVE CHECKS VIA PROVIDER OR CLIENT*	✓ LIVE CHECKS VIA PROVIDER OR CLIENT*
✓ COURIER PAYROLL & REPORT DELIVERY	✓ COURIER PAYROLL & REPORT DELIVERY	✓ COURIER PAYROLL & REPORT DELIVERY
✓ EMPLOYEE SELF-SERVICE / ESS	✓ EMPLOYEE SELF-SERVICE / ESS	✓ EMPLOYEE SELF-SERVICE / ESS
✓ GARNISHMENT MANAGEMENT & PAYMENT	✓ GARNISHMENT MANAGEMENT & PAYMENT	✓ GARNISHMENT MANAGEMENT & PAYMENT
✓ CERTIFIED PAYROLL / DAVIS-BACON**	✓ CERTIFIED PAYROLL / DAVIS-BACON**	✓ CERTIFIED PAYROLL / DAVIS-BACON**
✓ WEB-BASED TIME & LABOR SOLUTION	✓ WEB-BASED TIME & LABOR SOLUTION	✓ WEB-BASED TIME & LABOR SOLUTION
✓ TIME MOBILE APP W/ GPS & GEOFENCING	✓ TIME MOBILE APP W/ GPS & GEOFENCING	✓ TIME MOBILE APP W/ GPS & GEOFENCING
✓ TIME CLOCKS ETHERNET CONNECTED***	✓ TIME CLOCKS ETHERNET CONNECTED***	✓ TIME CLOCKS ETHERNET CONNECTED***
✓ TIME OFF MANAGEMENT & WORKFLOW	✓ TIME OFF MANAGEMENT & WORKFLOW	✓ TIME OFF MANAGEMENT & WORKFLOW
✓ EMPLOYEE SCHEDULES / SCHEDULING	✓ EMPLOYEE SCHEDULES / SCHEDULING	✓ EMPLOYEE SCHEDULES / SCHEDULING
✓ NEW HIRE PAPERLESS ONBOARDING^	✓ NEW HIRE PAPERLESS ONBOARDING^	✓ NEW HIRE PAPERLESS ONBOARDING^
✓ APPLICANT TRACKING SYSTEM^	✓ APPLICANT TRACKING SYSTEM^	✓ APPLICANT TRACKING / RECRUITING^
✓ HUMAN RESOURCE INFO SYSTEM (HRIS)^	✓ HUMAN RESOURCE INFO. SYSTEM (HRIS)^	✓ HUMAN RESOURCE INFO. SYSTEM (HRIS)^
✓ BENEFITS ADMIN PLATFORM^	✓ BENEFITS ADMIN PLATFORM	✓ BENEFITS ADMIN PLATFORM
✓ HR COMPLIANCE TOOLS^^	✓ HR CONSULTING & COMPLIANCE^^	✓ HR CONSULTING & COMPLIANCE
✓ UNEMPLOYMENT CLAIMS MANAGEMENT^^	✓ UNEMPLOYMENT CLAIMS MANAGEMENT^^	✓ UNEMPLOYMENT CLAIMS MANAGEMENT^^
✓ WORK COMP INSURANCE COVERAGE^^	✓ WORK COMP INSURANCE COVERAGE^^	✓ WORK COMP INSURANCE COVERAGE^^
✓ WORK COMP PAY AS YOU GO^^	✓ WORK COMP PAY AS YOU GO^^	✓ WORK COMP PAY AS YOU GO
■ GROUP HEALTH BENEFITS	■ GROUP HEALTH BENEFITS	✓ GROUP HEALTH BENEFITS^^^
■ SUPPLEMENTAL / VOLUNTARY BENEFITS	■ SUPPLEMENTAL / VOLUNTARY BENEFITS	✓ SUPPLEMENTAL / VOLUNTARY BENEFITS^^^
■ RETIREMENT PLANNING / 401K / IRA	■ RETIREMENT PLANNING / 401K / IRA	✓ RETIREMENT PLANNING / 401K (MEP)^^^
■ EPLI COVERAGE	■ EPLI COVERAGE	✓ EPLI COVERAGE^^^

*Providers may offer on-site check printing for clients
 **Providers may offer Certified Payroll via their platform, others offer it via a 3rd party solution
 ***Providers may utilize a 3rd party vendor for time & labor management that may not offer physical clock hardware
 ^May be a 3rd party bi-directional or integrated solution / not part of the core platform & may require separate login (most often with Tier 1 providers)
 ^^May be a 3rd party service or agency, i.e. a vendor of the service provider (whether separately branded, co-branded or white-labeled)
 ^^Appointed to offer insurance as an agency and possessing their own insurance plans, with either an in-house broker or utilizing a 3rd party insurance brokerage firm