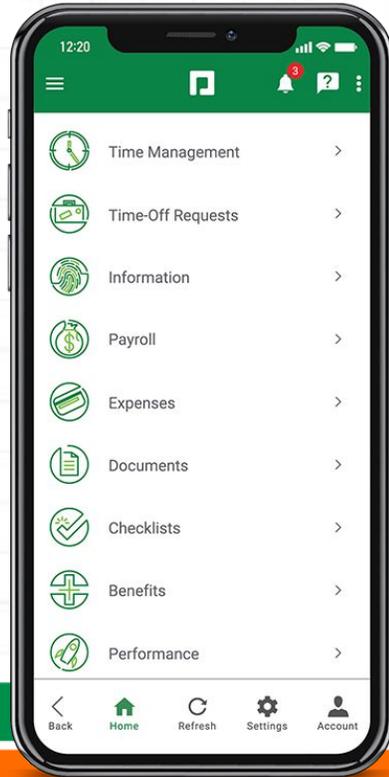


# **PAYCOM AND AMERICAN INDIAN MODEL SCHOOLS PARTNERSHIP**



# WHAT MAKES US DIFFERENT



**1** EE Usage Strategy

**2** Proprietary Software

**3** Dedicated Support

**4** Monthly Product Updates

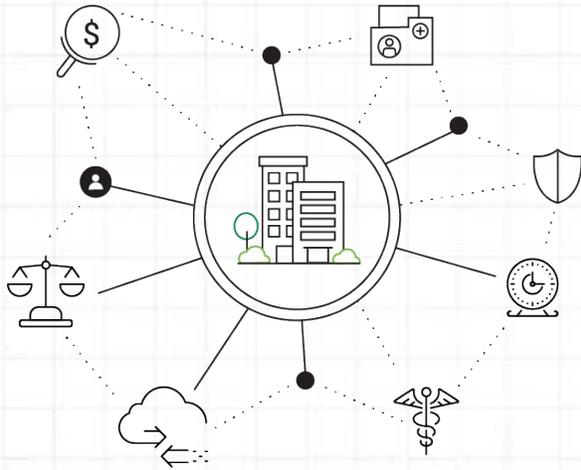
**5** Security Standards

**6** Single Database



# TYPES OF GROWTH

## ACQUISITION



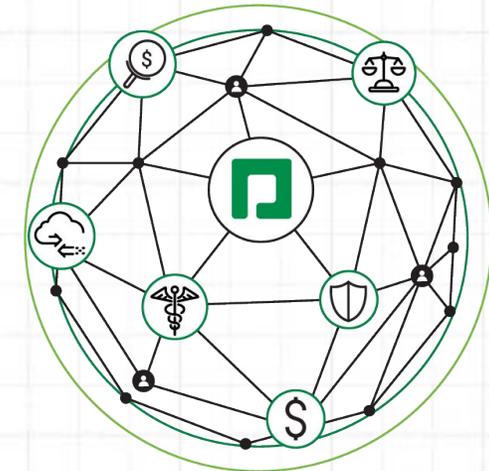
- » Poor communication between systems
- » Tedious integration
- » Multiple logins for many systems

## PARTNERSHIP



- » Partnered with outside companies
- » Possible loss of data as companies cut ties, costing you money
- » Security breaches
- » Poor communication between systems
- » Different coding languages

## ORGANIC



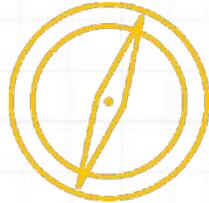
# SINGLE-DATABASE APPLICATION

ZERO INTEGRATION | SIMPLIFIED WORKFLOW | IMPROVED DATA INTEGRITY



## TALENT ACQUISITION

- » Applicant Tracking
- » Candidate Tracker
- » Work Opportunity Tax Credits
- » Background Checks
- » Onboarding
- » E-Verify®



## HR MANAGEMENT

- » Documents and Checklists
- » Personnel Action Forms
- » Paycom Surveys
- » Benefits Administration
- » Enhanced ACA
- » COBRA Administration
- » Government and Compliance



## PAYROLL

- » Online Payroll Processing
- » Paycom Pay
- » GL Concierge
- » Expense Management
- » Garnishment Management
- » Payroll Tax Management



## TIME AND LABOR MANAGEMENT

- » Time and Attendance
- » Time-Off Requests
- » Labor Management Reports
- » Labor Allocation
- » Schedule Exchange



## TALENT MANAGEMENT

- » Performance Management
- » Compensation Budgeting
- » Employee Self-Service®
- » Paycom Learning
- » Ask Here™
- » Manager on the Go™



# Leveraging Technology Employee Life Cycle



CANDIDATE TRACKER



APPLICANT TRACKING



ENHANCED BACKGROUND CHECKS



DRUG SCREENING



TAX CREDITS



DOCUMENTS AND CHECKLISTS



E-VERIFY®



CLUE™



GOVERNMENT AND COMPLIANCE



PAYCOM LEARNING



CONTENT SUBSCRIPTIONS



SURVEYS



SCHEDULING



TIME AND ATTENDANCE



GEOFENCING/MICROFENCING



TIME-OFF REQUESTS



EXPENSE MANAGEMENT



MILEAGE TRACKER



PAF/PERFORMANCE DISCUSSION FORMS



PERFORMANCE AND COMPENSATION MANAGEMENT



GARNISHMENT ADMINISTRATION



PAYROLL



BETI™



PAYCOM PAY



GENERAL LEDGER



PUSH REPORTING



BENEFITS ADMINISTRATION



BENEFIT ENROLLMENT SERVICE



BENEFITS TO CARRIER



401(K) REPORTING



AFFORDABLE CARE ACT



COBRA ADMINISTRATION



SFTP/API

# THE DIGITAL TRANSFORMATION

## DIRECT ACCESS TO THEIR DATA

### EMPLOYEE

E

- » Ensures accuracy
- » Streamlines processes
- » Increases engagement, morale and loyalty

## HR IN THE MIDDLE

### EMPLOYEE

E

- » Data entered by someone with no investment in it being right
- » Cannot view tax forms, benefits, etc. when urgent
- » Distrust breeds disloyalty and lowers morale

## WIN-WIN

### EMPLOYEE

E

- » HR departments can save 10+ hours a week
- » Increases productivity and profits

- » Reduces turnover

## LOSE-LOSE

### EMPLOYEE

R

- » HR burdened with administrative tasks
- » Productivity severely impaired
- » Accuracy of data plummets
- » Employees disengage because company is behind



# Applicant Tracking Example of Paycom Function



## Employer Input

- » Hiring Manager submits a requisition for a New Position opening at AIMS through Paycom's Applicant Tracking Module.
- » Hiring Manager moves through the interview process in Paycom and offers candidate the position.
- » Once offer letter is signed the Hiring Manager will deploy the new hire template for EEOC, WOTC, new hire records, etc.



## Candidate / New Hire Input

- » Candidate fills out resume and all information feeds into Paycom and disqualifies candidates automatically with knockout questions.
- » Candidate receives the offer letter to sign via email and proceeds to fill out additional information such as Background check, WOTC questionnaire, etc.
- » New hire will follow through the process for I-9 documentation, questionnaires, ESS setup, etc.



## Operational Efficiency to this Process

- » Automatically posts to Indeed, simply hired, and AIMS Careers Page while knocking out unqualified candidates to bring in only qualified candidates for positions.
- » Streamline communication between hiring platform, offer letter management, and communication with Candidate to increase time to fill.
- » I-9 compliance for storing information on new hires in employee forms from the new hire template, ESS setup allows employees to input address changes, benefits, taxes, punch change request – putting liability away from Employer and on Employee





**THANK YOU.**

**QUESTIONS?**



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# OUR SECURITY STANDARDS

## Protecting Your Data

### DATA INTEGRITY

- » It's a part of our culture, and we continually strive to set the standard for the best security practices in any industry.

### 256-BIT ENCRYPTION TECHNOLOGY

- » Approved by the National Security Agency, 256-bit encryption helps protect information transmitted over the Internet.

### MULTIPLE OFF-SITE BACKUP LOCATIONS

- » And 24/7 system monitoring means you don't have to worry about losing data or experiencing downtime.

### ISO 9001/27001/22301-CERTIFIED

- » Our information security management and quality management systems are formally audited and certified that we meet international standards.

### MULTILEVEL LOGINS

- » Protects your users and data