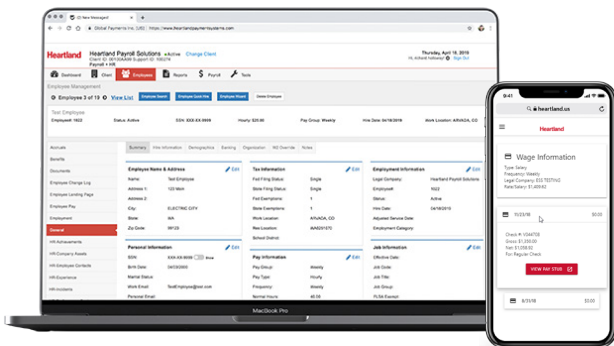


Payroll






A suite of integrated services to make workforce management easy.

Flexible and simple to use, Heartland Payroll is a modern solution for all the details that come with people management. It is a secure, online platform that integrates your workforce management activities, including payroll, hiring, time tracking, HR and integrations.

As your business grows, so do your responsibilities, making it increasingly difficult to keep up with workforce management and compliance. It's easy to get overwhelmed and make mistakes. Heartland Payroll improves accuracy by automating and streamlining activities to save you both time and money.



Benefits

-  **Scalable**
Unified and flexible to meet your business requirements now and as you grow.
-  **Integrated**
Connected payroll, hiring, time and HR solutions to streamline back office operations. Seamlessly exchange data with accounting services, workers' compensation, 401(k), point of sale and more.
-  **Easy-to-Use**
Intuitive and easy-to-navigate. A single point of data entry reduces mistakes. View all of your activities and generate re-built reports from any internet-connected device.
-  **Keeps You Compliant**
A personal service representative who understands your business, serves as an extension of your team and your single point of contact for payroll-related needs. Additional services can include access to SHRM-certified HR professionals who can provide guidance on HR issues, labor laws and compliance with federal, state and industry regulations.
-  **Protects Your Data**
Top-notch security technology protects your sensitive data from breaches. Managing data access is simple with options like user rules and security levels.

Heartland

One Integrated Suite of Available Options

- Heartland Payroll

Simplifying payroll processing, tax management and integration.

- Payroll Processing: Pay employees by direct deposit, check or paycard. Employees can receive an automatic email notification when their pay information is available.
- Payroll Taxes: Provides full-service tax management, including tax calculation, tax filing and automatic tax payments.
- Integrations: Exchanges information with 401(k), Pay As You Go Workers' Comp, General Ledger and more.

- Heartland Hire

Simplifying recruiting, onboarding and WOTC.

- Recruiting: Applicant tracking system allows you to post to job boards, collect applications, track and identify top candidates and send offer letters.
- E-Verify: Quickly verifies new hires are eligible to work in the U.S. to comply with all federal hiring regulations.
- Onboarding: Electronic onboarding enables you to send new hires an onboarding packet in seconds so they can complete required documentation, such as Forms I-9 and W-4, direct deposit information, signatures for policy documents and more. Once approved, the data is automatically entered into the payroll system.
- WOTC: New employees are screened to determine Work Opportunity Tax Credit (WOTC) eligibility that can provide you up to \$9,600 per new hire in tax credits. When eligible, they are flagged so you can elect to have credits certified and processed.

- Heartland Time

Simplifying time tracking, scheduling and PTO management.

- Tracking: Capture employee work times using mobile, GPS and facial recognition. Records late arrivals, early departures and unplanned absences.
- Scheduling: Use drag-and-drop technology to build employee schedules while your estimated payroll costs are automatically calculated. Employees can view and swap shifts in our mobile app with approval by supervisors.
- PTO: Easily manages Paid Time Off (PTO), including vacation, state-mandated sick days, time accrued, used and available, as well as requests and approvals.

- Heartland HR

Simplifying human resources and personnel management.

- Human Resource Information System: A built-in electronic employee file system securely stores employee data in the cloud, including emergency contacts, certifications, trainings and employee reviews.
- HR Support: The HR Support Center serves as your single source for critical materials, such as customizable forms, employee handbook templates, company policies, training materials and more.
- HR on Demand: Talk to a SHRM-certified HR professional when you need help understanding labor laws, ensuring your policies are compliant or addressing tough employee issues.
- Labor Law Posters: Receive current state and federal labor law posters, and alerts when new versions can be downloaded.

- Heartland Additional Services

Simplifying integrated services.

- Ease: Data from Ease's benefits administration system syncs with Heartland Payroll to make sure both are up-to-date with employee benefit additions or updates, new hire information and more.
- ACA: Tracks employee eligibility for health insurance and employer Affordable Care Act (ACA) status. Lets you know when employees become eligible for health care coverage, and automatically prepares, prints and files required 1094-C and 095-C forms for the IRS.

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Member FDIC