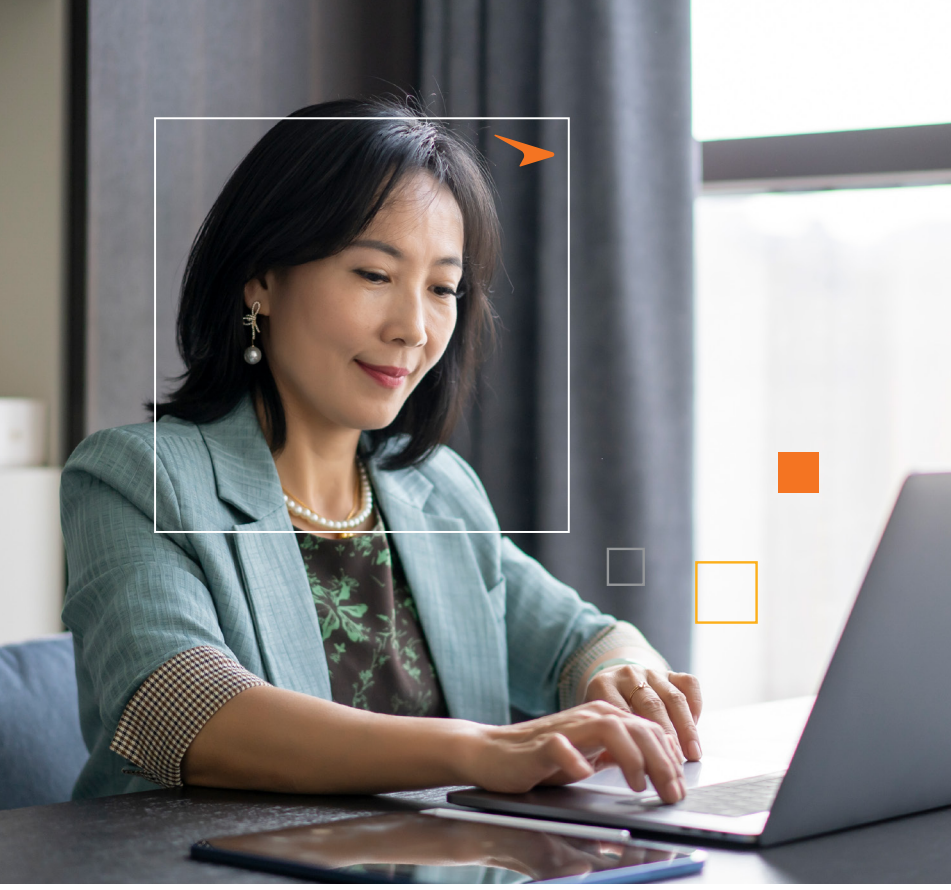




HR PLAYBOOK:

# How Paycor Helps You Manage Compliance Risk





## Compliance is a Moving Target

**Headline-grabbing changes at the federal level make HR leaders and business owners uneasy**, and with an influx of new requirements handed down by states and municipalities, keeping up with everything compliance is a full-time job.

**That's why more than 29,000 customers depend on Paycor** to help them mitigate risk and stay ahead of regulations.





## Talent Acquisition

**Recruiting, especially in a tight labor market, is a fast-paced game.**

Recruiters help companies make sensitive yes/no decisions rapidly, so the pre-hire phase can be a risky time for employers. And your compliance headaches don't end there.

Federal law requires certain forms to verify the employment eligibility and identity of all employees hired to work in the United States.

**Discover how Paycor helps mitigate risk every step of the way.**





### Recruiting Documentation

We build compliance and reporting into Paycor Recruiting, from job posting through resolution, so that **you automatically have documentation to support a hiring decision.**



### EEOC Reporting

Customers rely on our pre-built EEOC compliance reports to **eliminate tedious paperwork and potential errors.**



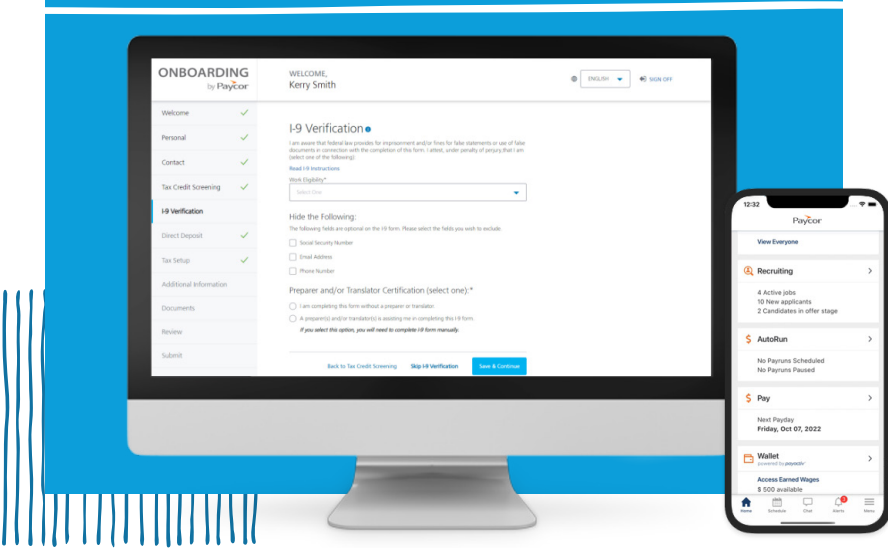
### Hiring Practices

Paycor Recruiting offers **standardized job postings**, interview questions, pre-selected reasons not to move forward with a candidate, and self-assessment reports.



### Employee Verification

Paycor Onboarding prompts new hires to complete **Form I-9 electronically**, and then stores the signed documentation to their employee record.





### Work Opportunity Tax Credits

Paycor and HIREtech have established an automated payroll feed that **makes implementing a tax credit solution simple.**



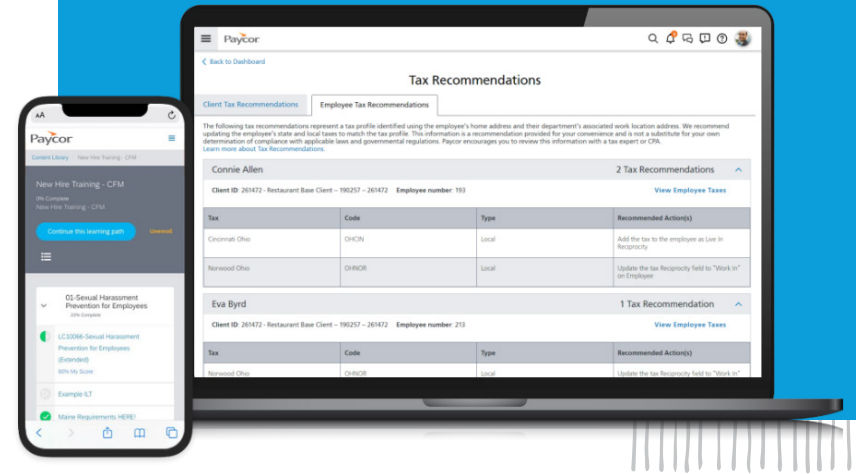
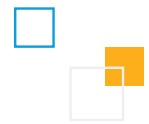
### Law Alerts

Paycor's HR Center of Excellence and HR Support Center **keep you current on need-to-know best practices,** including employment law by state, how to remove bias in interviewing, EEO protected classes and more.



### Training

Paycor's Learning Management System offers **pre-built, always up-to-date courses** on recruiting law and compliance. Our LMS combines virtual, classroom, mobile and social learning modules on one platform.





## Workforce Management

**You thought monitoring the various recruiting and hiring compliance mandates was tricky.** Hide your eyes. Between FLSA, wage garnishments, workers' comp, and more, you have many federal laws to keep track of to help ensure your payroll stays compliant. State and local taxes only add complexity.

**Now for the good news:** payroll and tax compliance is our bread and butter. Paycor's compliance features are constantly updated to help you meet local, state, and federal requirements.





### Payroll & Tax Compliance

All U.S. tax codes already exist within the system. You just select which ones apply to your business when you process payroll. **Our system helps alert you of changes to tax rates and tax codes.**



### Tax Compliance Dashboard

Get proactive alerts and compliance warnings directly on your Paycor homepage, including missing or invalid tax IDs, tax recommendations, and unverified or invalid addresses.



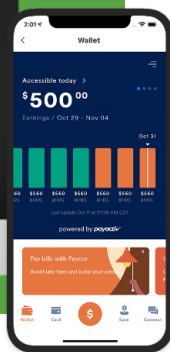
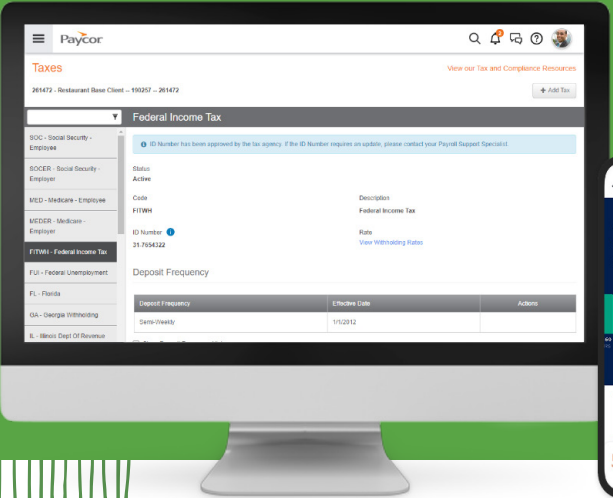
### Electronic Forms

Paycor HR automates remote compliance with e-signature and acknowledgment forms for remote workers.



### Earned Wage Access

Paycor's OnDemand Pay gives employees timely access to money they've already earned prior to payday.





### Paycor Wallet

Offers a single secure location to access earned wages, pay card information, and financial wellness resources like budgeting tools, goal-based savings, a discount marketplace, and direct bill pay.



### Streamline Garnishments

We deduct employee garnishments from paychecks and submit timely payments, so you don't have to.



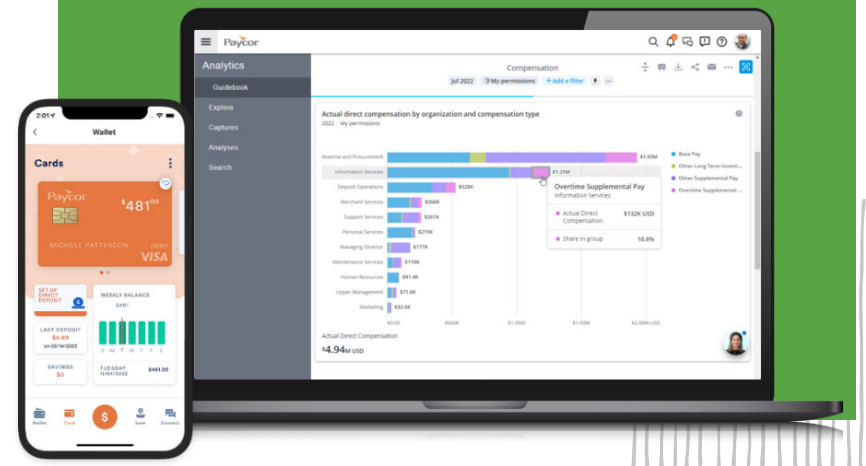
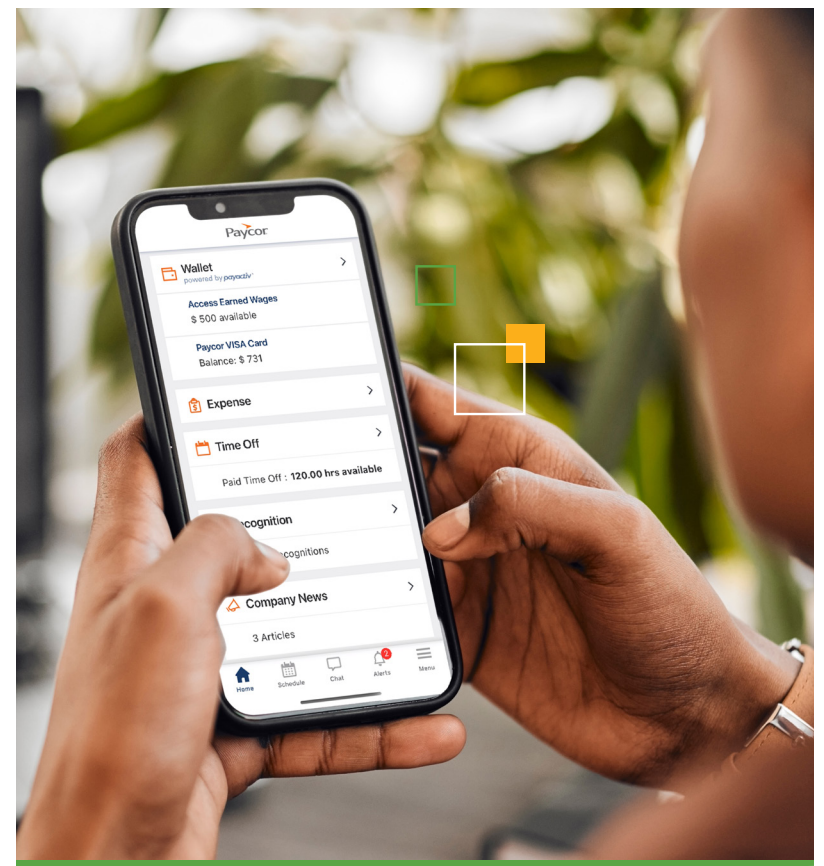
### Analytics & Reporting

With Paycor Analytics you can view employees by exemption status to get a visual representation of classifications across your organization.



### Benchmarks

Paycor's Compensation Planning gives leaders benchmarking capabilities so they can compare how their pay rates stack up against others.







## Benefits Administration

**Tax regulations, hiring practices, and wage and hour classifications** always top the list of compliance concerns, but don't overlook benefits compliance.

From ERISA and FMLA to ACA, avoiding pitfalls can be a tall order if you don't know what to look for or have the right partner.

**Learn how Paycor's compliance solutions can help your business stay ahead.**





### ACA Compliance

Our full-service ACA reporting solution offers **proactive alerts to help you stay ahead of the latest regulations.** Plus, our online ACA resource center offers guides, checklists, calculators and more.



### Automated Alerts & Reminders

With notifications, alerts, and reminders, Paycor Benefits Advisor **eliminates manual recordkeeping** and duplicate entry.



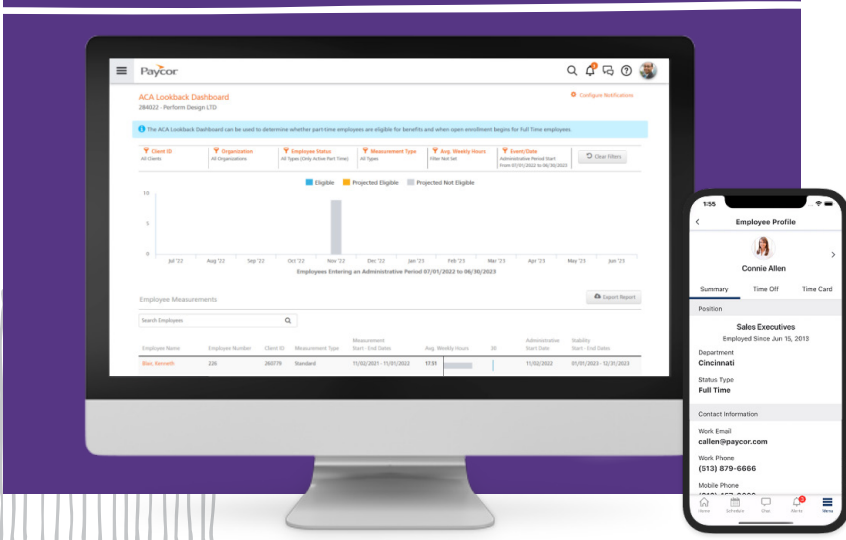
### Customized Reporting

Paycor Benefits Advisor **drives efficiencies by offering customized reporting** for your benefits compliance needs.



### FMLA Compliance

Paycor's HR and timekeeping solutions can **alert you to absences that may qualify for FMLA leave.**



# Action Plan

## EXPLORE PAYCOR COMPLIANCE RESOURCES:

### Webinars

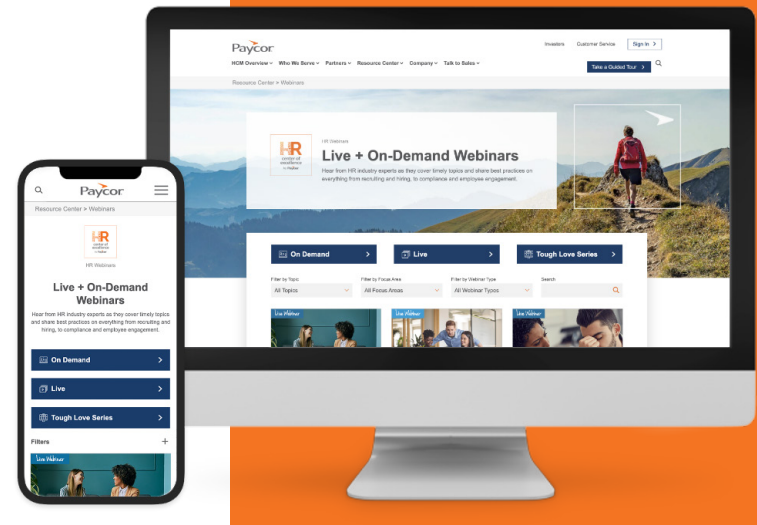
It's no surprise that HR compliance is our most requested webinar topic so each month, we invite legal experts and compliance professionals to join a webinar and share best practices on protecting your business. I-9, ADA, wage and hour, FMLA, you name it, we have it covered.

[Explore our monthly calendar](#) and register for the topics you care about the most.

### Compliance Solutions

Go in-depth on our [compliance solutions](#) and even take a product tour to see how we can help you stay ahead.

\*This information is not intended to serve as legal advice, only as information your organization should consider when reviewing compliance regulations. We recommend that you consult with an attorney to discuss specific compliance questions that may affect your organization.





## About Paycor

Paycor's human capital management (HCM) platform modernizes every aspect of people management from recruiting, onboarding and payroll to career development and retention, but what really sets us apart is our focus on leaders. For more than 30 years, we've been listening to and partnering with leaders, so we know what they need: a unified HR platform, easy integration with third party apps, powerful analytics, talent development software, and configurable technology that supports specific industry needs. That's why more than 29,000 customers trust Paycor to help them solve problems and achieve their goals.

**LEARN MORE AT PAYCOR.COM**

**CALL 844-981-0040**

