

Your people. Our priority.

Great payroll experiences begin at the top

How company leaders show employees they are truly valued



Your people. Our priority.®



CEO

Meeting today's challenges with tomorrow in mind

For the CEO, looking beyond the day-to-day operations to focus on the strategic direction of the business is a constant challenge. Sorting through the details to spend time on the issues that will impact the future takes experience and usable business intelligence.

With accurate, understandable information, the CEO can weigh the options, ask the questions and make the decisions that build a brighter future for employees and the company.

The balance between the health of the company and the well-being of the employees is a delicate one that weighs heavily. Data that is current, accurate and understandable gives me the confidence to make the best decisions possible.

Integrity Data GP Payroll & HR Solutions

- ACA Compliance solution ensures proper tracking and reporting
- Benefits Management tools allow you to support flexible leave and retirement plans
- Payroll Accounting tools allow you to understand the full budget impact of benefit and payroll decisions
- Payroll Productivity tools support “what-if” scenarios to plan for the future

How CEOs ensure great payroll experiences

Accurate record-keeping for ACA (Affordable Care Act) tracking and reporting requirements

Compliance with the burdensome IRS reporting requirements of the Affordable Care Act demands close attention and prompt response. HR/Payroll teams must fully understand the new IRS rules and carefully plan for year-end reporting that is more detailed than any submission ever required. To ensure compliance, find software that accurately keeps the monthly records now required and which automates the internal reporting needed to make workforce decisions in time to avoid or minimize the risk of significant penalties.

Attract and retain the best

Ensure that your business offers optimal benefits as cost effectively as possible by automating processes to:

- Manage benefit costs dynamically
- Evaluate options realistically
- Reduce errors in complex calculations

Insight into payroll costs

As the business becomes more complex, employees work across departments and business units. Tracking the true costs of profit centers is critical to the long-term success of the business. With centralized human resources and payroll information, decisions can be based on:

- Accurate budgeting that reflects the true cost of employees for every department
- Efficient payroll processing with fewer errors and corrections
- Timely reporting that provides high-level insight as well as the ability to dig into details



CFO

The buck stops here

In terms of payroll, the buck really does stop with the CFO. The livelihood of the people who work for the organization is tightly linked to their paychecks. According to the 2018 [“Getting Paid in America” survey](#), over 70% of employees report that their lives would be difficult if their paycheck was delayed a week.

In addition to that very personal obligation is the responsibility to understand and adhere to regulations that apply to the organization. A task that has become much more complicated with the implementation of the Affordable Care Act’s employer mandate.

To master those responsibilities, CFOs today must make the most of the data and systems at their disposal—putting the processes in place that can handle the complexities of payroll and mitigate the risks of non-compliance.

When it comes to payroll, as CFO my responsibility is twofold. I need to minimize the risk of non-compliance for the company and, at the same time, ensure that our employees are paid accurately and on time.

Integrity Data GP Payroll & HR Solutions

- Payroll Accounting tools allow you to easily manage complex posting requirements
- Payroll Processing tools automate complex mid-period adjustments
- Benefits Management tools automate complex leave types and retirement contributions
- ACA Compliance solution ensures proper tracking and reporting

How CFOs ensure great payroll experiences

Ensure efficient, accurate and timely payroll processing

As an organization grows, the complexities associated with payroll mount. Automation simplifies the application of complex rules across payroll challenges, including:

- Allocation of costs across multiple departments or projects
- Setting and enforcing of overtime rules
- Electronic distribution of direct deposit statements and W-2s and 1095-Cs

Plan precisely

Budgeting and planning can take a huge investment of time from the CFO's team. Simplify planning and budgeting by tapping data to:

- Allocate FTEs by fiscal year, department and position
- Forecast the impact of benefit changes with automated hypothetical payroll calculations

Fulfill the recordkeeping and reporting requirements of the ACA

ACA changes to IRS reporting rules have added a new level of complexity to regulatory compliance. In order to manage that complexity, every reporting employer needs to enhance their payroll systems to:

- Control the cost of accurately coding and tracking employee data to maintain detailed reporting for each month
- Manage the risk of penalties resulting from cursory record keeping and delayed decision making



Payroll Manager

Payroll management is not for the faint of heart

Being a Payroll Manager takes guts. Taking responsibility for the amount of money that each person in the company receives to support a family is a tremendous responsibility.

In addition, the record keeping demands of new IRS reporting requirements under the ACA are taking more and more time. Understanding the requirements to track the right employee information is only the first step in a complicated reporting process.

To fulfill their responsibilities, Payroll Managers need to automate processes and put data to work to get the payroll right and out on time—all while ensuring compliance with regulations.

Changes to government regulations, like the Affordable Care Act and overtime laws, are pushing our teams to the limits. The stakes are high for the company and I take that very seriously.

Integrity Data GP Payroll & HR Solutions

- Payroll Accounting tools automate complex posting to split costs and expense distributions across multiple cost centers
- Benefits Management tools automate complex leave types and retirement contributions
- Payroll Processing tools simplify managing pay rate changes, corrections and adjustments
- ACA Compliance solution ensures proper tracking and reporting

How Payroll Managers ensure great payroll experiences

Improve efficiency and accuracy of payroll processing

Instead of spending time with manual calculations, use payroll automation that applies complex rules uniformly and streamlines processing of:

- Wage changes in the middle of a pay period
- Negative payroll transactions and deductions
- Overtime hours rules to meet changing regulations

With centralized information, payroll staff can answer employee questions quickly.

Manage benefits

Simplify benefits management by tapping data to:

- Track different types of leave, including mandatory sick leave, FMLA, comp time and more
- Track retirement plans
- Automate group term life insurance income tax calculations

Simplify record keeping for ACA tracking requirements

IRS rules for Affordable Care Act reporting have added a new level of complexity to record keeping and regulatory compliance. To ease the burden and ensure compliance, use software that supports the reporting intricacies of the ACA by:

- Populating, generating and sending (via email or print) IRS Form 1095-Cs to employees
- Populating, generating and e-filing the transmittal, Form 1094-C, to the IRS
- Tracking eligibility and testing affordability, if needed
- Dashboards that monitor deadlines and compliance KPIs



Compliance Officer

The loneliest job

A thick skin should be the top prerequisite on every Compliance Officer's job description. Those hardy souls willing to take responsibility for the company's regulatory compliance know that it's not a popularity contest—just a tough job that requires attention to detail and lots of patience.

The Compliance Officer must establish, monitor and enforce the recordkeeping and reporting that will keep the business from incurring fines and penalties that could be ruinous. To fulfill his or her responsibilities, the Compliance Officer needs to have a clear understanding of the regulations that apply to the company and identify the data needed to meet reporting requirements.

The level of complexity of the ACA makes the role of the Compliance Officer even more important to protect the company.

“If you haven't already implemented a monthly process, you should consider doing so as your organization can benefit significantly by avoiding ACA penalty assessments from the IRS... By the year 2026, the amount of ACA penalties issued by the IRS is expected to reach \$228 billion.”

Joanna Kim-Brunetti, Esq., Vice President of Regulatory Affairs for Trusaic.

Integrity Data GP Payroll & HR Solutions

- ACA Compliance solution ensures proper tracking and reporting
- Benefits Management tools automate complex leave types and retirement contributions
- Payroll Processing tools enforce overtime rules and limits
- Workflow and Alerts automate processes to ensure consistent record keeping

How Compliance Officers ensure great payroll experiences

ACA: compliance with the letter of the law, not just the spirit

The ACA takes compliance recordkeeping and reporting to a whole new level. To meet the letter of the law, you need technology that works continuously, keeping accurate records and automating reports that will:

- Measure eligibility all year round
- Automate forms creation and filing
- Provide dashboards to monitor KPIs

Planning and budgeting

With a clear understanding of the total costs associated with workforce changes, the Compliance Officer needs to ensure that:

- Accrual schedules include all pertinent costs
- Benefits reflect ACA considerations, with alerts when changes could affect compliance

Support efficient, accurate and timely payroll processing

To meet the ACA requirements without impacting employees' paychecks requires a higher level of workforce data management and automation. Simplify the application of complex rules across payroll to:

- Ensure accurate cost allocations
- Improve the efficiency of the HR and payroll department
- Eliminate the cost of manually handling notifications, direct deposit statements and W-2s and 1095-Cs



Your people. Our priority.®

www.integrity-data.com



Master the data to manage the complexities of payroll and compliance

Most organizations have a wealth of data that they are not using efficiently to manage the complexities of payroll and compliance. In today's regulatory environment, data is the key to reducing the risks of non-compliance.

At Integrity Data, you and your people are our priority. We want to make payroll work exactly the way you want it—from the CEO to the Compliance Officer to the paid employee. Let us help you have confidence in your company's compliance.

Creating Great Payroll Experiences in Microsoft Dynamics® GP with the Comprehensive GP Payroll & HR Expansion Pack

Reliable Software

We make sure your payroll process runs accurately, swiftly and timely.

Expert Services

Our 25+ years of experience allows us to create solutions that best fit your specific needs.

Top-Notch Support

Call, email or browse our Knowledge Base. We set the standard for customer care and support.

Let's talk about simplifying your payroll processes.

Email sales@integrity-data.com or call 888.786.6162.