

RECRUITING · HR · TALENT · TIME · PAYROLL · ANALYTICS



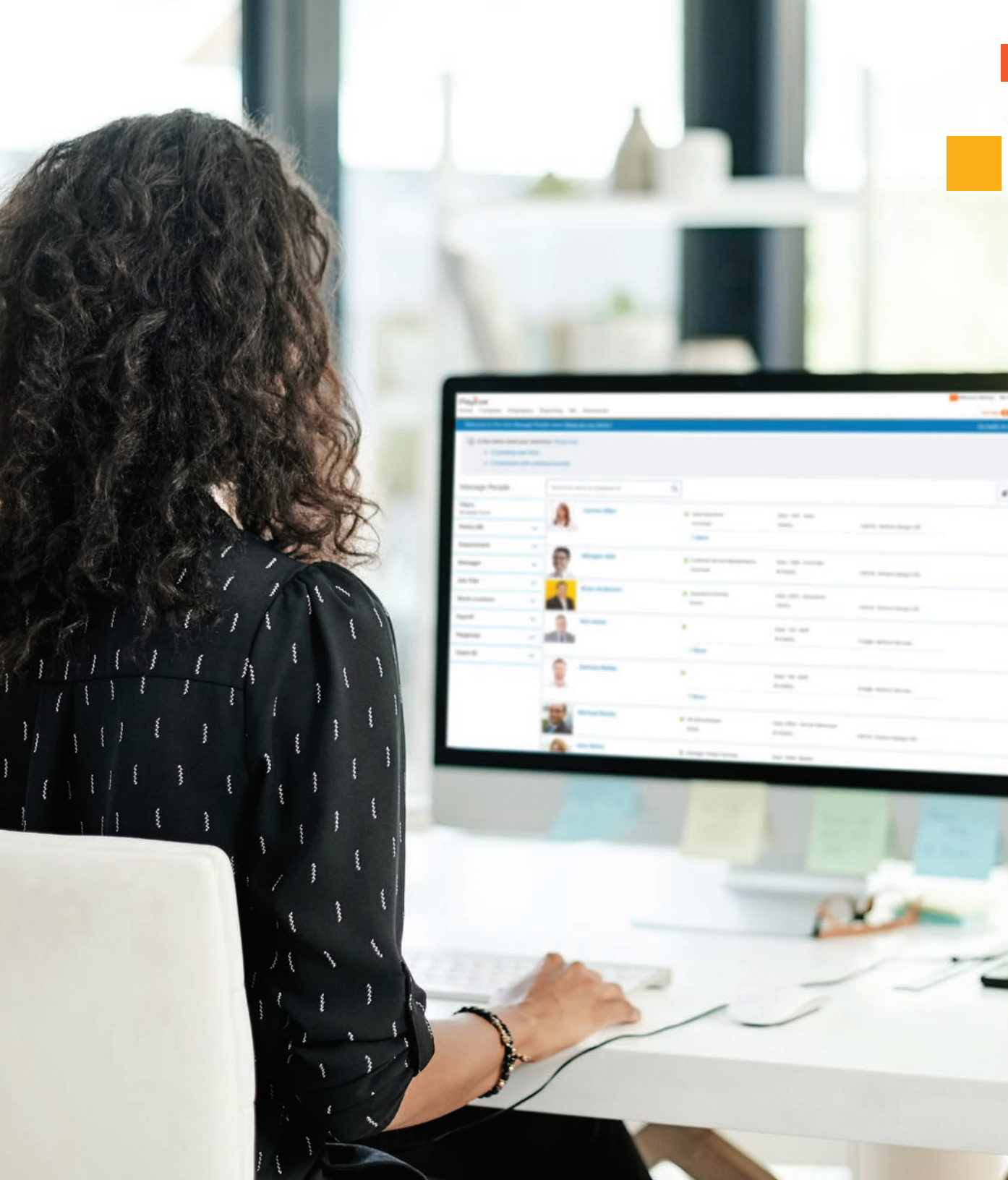
## We are *inspired* by our customers.

Every day, we work with HR and finance leaders who are making a difference. They're recruiting talent and building teams. They're designing competitive benefits. They're tracking compliance in a rapidly changing environment. They're building companies that are great places to work.

If you're a business leader, everyone depends on you.  
Who do you depend on? Paycor.

Paycor offers the best HCM platform for medium and small business. Our team of recruiting, HR, tax, payroll, and compliance experts is dedicated to customer satisfaction and success. From personalized support to industry-leading thought leadership, we provide leaders with the tools you need to make a difference.

*You need a partner who can help you and your organization get to the next level.*



# What's Inside

- 4 RECRUITING
- 6 ONBOARDING
- 8 TALENT DEVELOPMENT
- 10 BENEFITS ADVISOR
- 12 HR
- 14 LEARNING MANAGEMENT
- 16 TIME
- 18 SCHEDULING
- 20 PAYROLL
- 22 EXPENSE MANAGEMENT
- 24 ANALYTICS
- 26 REPORT BUILDER
- 28 COMPENSATION PLANNING
- 30 PULSE
- 32 CAREER MANAGEMENT
- 34 MOBILE
- 36 WHO WE ARE



## RECRUITING: Recruiting *Made Simple*

Why are so many recruiting platforms more of a problem than a solution? Because the vast majority of them were built by people who have no idea how to actually recruit top talent. **Paycor Recruiting is the simple, smart, modern solution designed by recruiting professionals to help you hire.**

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### Candidate Texting

Instantly communicate with prospects, reconnect with candidates, and send follow-up info and timely reminders.



### Employee Referral Program

Tap into current employees to expand reach and attract high-quality candidates quickly.



### Branded Careers Page

Easily create a fully-branded career site, that matches your website, without IT help. Branded career sites convey a unified, trustworthy impression to candidates who might not know much about your company. First impressions matter!



### Recruiting Analytics

Gain valuable insights into your hiring process and track important metrics, such as time-to-hire, lead sources, employee referral rates, and more.



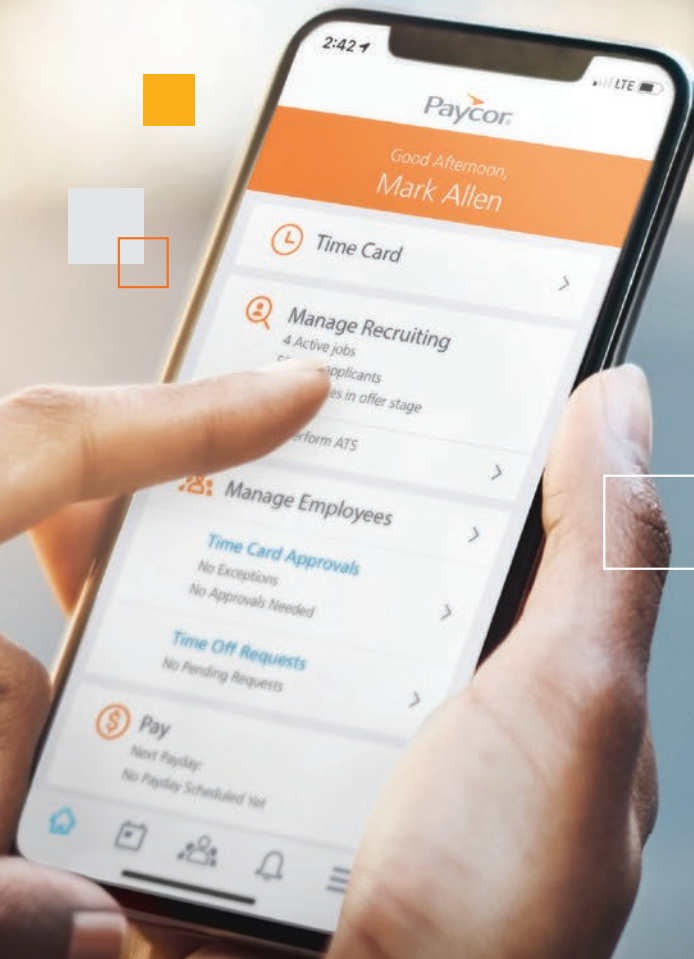
### Remote Hiring

There's no reason virtual recruiting should be any less effective than in-person interviews. Streamline your hiring process with Video Interviewing and Interview Scheduling.



### Seamless Integration

Save time with HR technology that offers seamless integration with payroll, onboarding, and HR so you don't have to enter employee information multiple times.



“

When we first started using this platform, I kept thinking that we were doing something wrong but I realized, no it's just that easy! It's much more user-friendly for the hiring managers. Plus, our application is now simpler, which has encouraged more candidates to apply.”

- Summer M., Recruiter, Hospitality Provider



## ONBOARDING:

### Make a Lasting *First Impression*

Recruiting and hiring is a hot topic these days, but it's only half the battle. What's the point of attracting talented people if they don't stick around? New employees who receive an excellent onboarding orientation are 69% more likely to remain at a company for up to three years.\* **Engage new hires right away and dramatically reduce paperwork with Paycor's Onboarding solution.**

“

Onboarding has taken so much *off our plate*. We're able to train managers to perform routine hiring tasks, which creates a win-win situation. ”

- Jeff W., Director of HR, Zoo



### Increased Employee Engagement

Engage employees before their first day with company information, handbooks, and other policies.



### Reduce Manual Paperwork

Forget spending time printing and chasing down employee paperwork; employees complete their information and keep track of important new hire documents in one online solution.



### Identify Hiring Tax Credits

Find credits that can dramatically impact your federal tax liability.



### Easy Compliance

Federal and state compliance forms like I-9s and W-4s are completed and reviewed electronically to ensure the highest level of compliance.



### A Unified Experience

Ensure your processes feel seamless and integrated with your other HR systems to avoid redundant and tedious administrative work.



### Increase Efficiency

With Bulk New Hire actions, HR leaders can onboard large groups of employees at once including sending automatic new hire invites.



**TALENT DEVELOPMENT:**

Create a Culture of *Continuous Development*

When done right, performance reviews are critical to improving productivity and engagement across an organization. Yet, traditional performance management no longer offers the resources and support employees need. Infrequent conversations riddled with biases and information gaps aren't inspiring employees to improve. Companies must shift to continuous development and coaching conversations that increase engagement and inspire employees.



**Ongoing Conversations**

Streamline conversations between managers and direct reports with a 1:1 tool that offers customizable, preloaded templates.



**Progress Tracking**

Automated workflows, prompts, tasks, and notifications remove the manual burden on admins, managers, and employees to keep everyone on track.



**Performance Reviews**

Gather feedback and goals from 1-on-1s to conduct time-efficient reviews based on historical performance data to reduce bias.



**Employee Ratings**

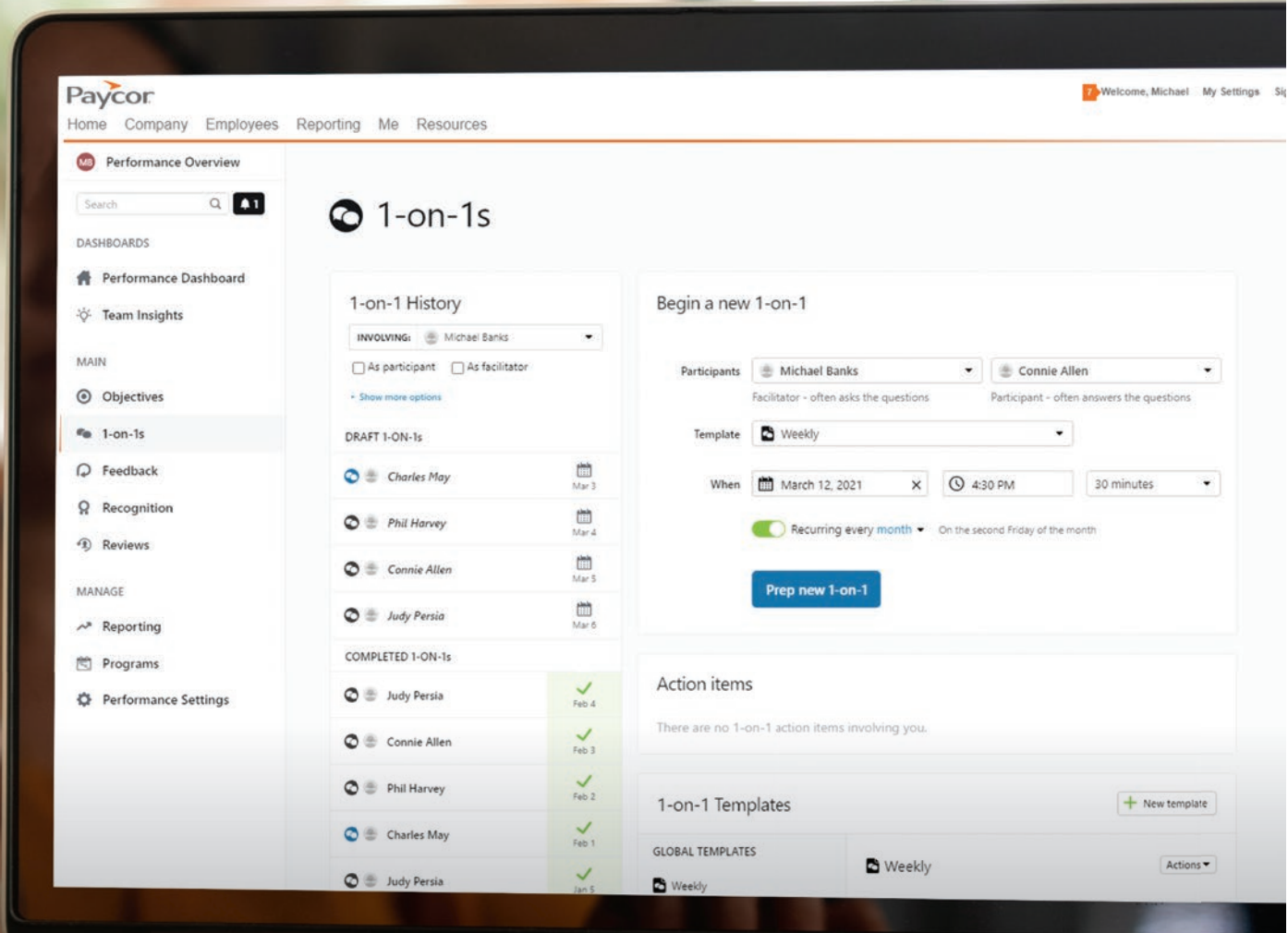
Use a 9-box grid to visualize individual employee performance and develop coaching strategies so they can better achieve their potential.



**Align Goals**

Work toward the same goals with transparent Objectives + Key Results (OKRs) and eliminate wasted hours spent on unproductive work.





Only 14% of organizations  
are happy with their current performance management system.

Assoc. of Talent Development



## BENEFITS ADVISOR:

# Unlock the True *Power of Benefits*

A great benefits package your employees understand and appreciate can be a powerful recruiting and retention tool. But if HR spends most of their time printing out benefits documentation, distributing it by hand to employees, manually checking each completed form for accuracy, entering information into a carrier site and manually entering deductions into payroll, they can't offer a complete benefits experience to attract new talent and retain top employees.



### Employee Satisfaction

Self-service functionality allows employees to easily adjust their profiles for major life events which trigger workflows through the platform and even to carriers.



### Automated Workflows

Our rules-based platform streamlines common business processes. We remove tedious admin by simplifying open enrollment, optimizing the new hire/rehire process and providing automated alerts and reminders.



### Actionable Insights

Our robust reporting engine and interactive dashboards take data analytics to the next level. Benefits Advisor helps you better understand what employees value and enables you to develop a comprehensive benefits strategy which addresses the needs of your employees and stakeholders.



### Drive Efficiency

With a robust collection of existing EDI connections, Benefits Advisor can quickly and accurately deliver enrollment and change data to virtually all major insurance carriers. Managing benefits is easier for administrators through our partnership with WageWorks, a consumer-directed benefits provider.



### Platform Flexibility

The user-friendly platform was designed to meet the unique needs of businesses by offering greater flexibility and a better employee experience.



### Streamline Open Enrollment

Our simplified Open Enrollment process guides administrators through the design, set-up, and execution of the event.



“

Paycor's Benefits Advisor has been a *lifesaver* since we started using it for our open enrollment events. Prior to using the tool, we had a paper open enrollment process, and a different form to complete for each employee benefit. It was quite a lengthy process that Paycor helped to streamline. ”

- Whitney B., HR Generalist, Financial Organization





## HR:

# Get Out of the Weeds and Focus on the *Most Important Things*

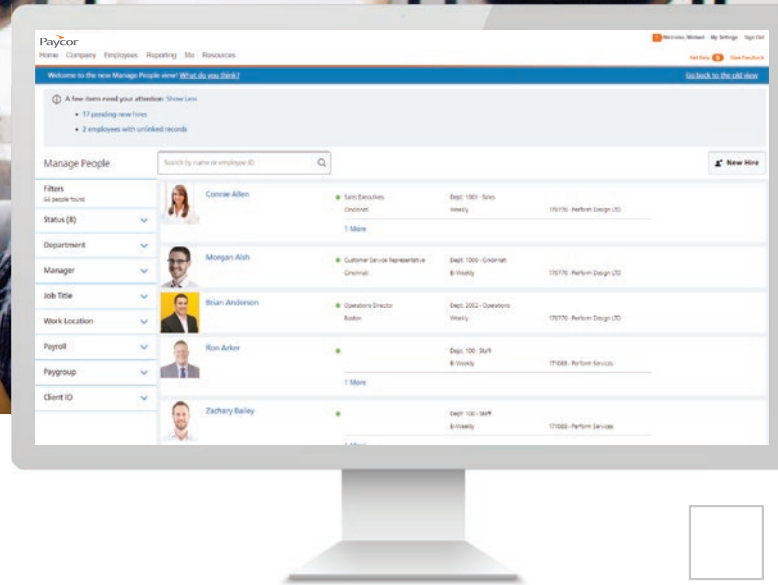
We've conducted hundreds of user groups and interviews with HR leaders, scoured third-party research and analyzed our own data to discover: HR teams spend nearly 70% of their time on inefficient (sometimes paper-based) administrative tasks.\* To make a difference in your organization, you need to streamline and become more efficient with automated workflows. Don't spend time re-keying employee data multiple times—**get time back in your day to focus on what matters most, your people.**

“

Paycor's HR solution is *a terrific product*. It's better than what I've experienced with other programs.”

- Peggy S.

*HR Administrative Assistant*  
Nonprofit Organization



### Employee Recordkeeping

Manage all employee tasks and information in one solution.



### Unlimited, Automated Workflows

Simplify the way you manage everyday requests and updates through our unlimited workflows, which allow you to automate almost any task.



### Paperless Document Management

Streamline the entire document management process by allowing HR leaders to easily create, assign share, and store digital forms and documents all in one place. HR leaders will also have the ability to create notifications, require e-signatures, and even schedule the delivery.



### Engaging Employee Self-Service

From signing documents to completing performance reviews, to updating personal and professional goals, the power is in the hands of your employees.



### Modern Performance Management

Create and maintain employee reviews with customizable online forms, weighted scoring and side-by-side feedback.



### Analytics

Get high-impact, easy-to-consume, real-time insights about your workforce and transform complex data into trends, predictions and powerful benchmarking to pinpoint problems and take action.



## LEARNING MANAGEMENT: Recruit. Retain. *Engage.*

One of the least explored and most effective ways to drive recruiting, retention, and overall employee engagement is to establish a learning culture. **Paycor's Learning Management solution combines virtual, classroom, mobile, and social capabilities on one platform.**



### Reach Employees at Any Time

Make it easy to learn with modular, self-paced training on-demand, and on-the-go from a desktop or mobile device.



### Maximize Engagement and Retention

Deliver a visually intuitive and interactive experience that's engaging from any device. Employees can easily search for courses and consume content at their own pace.



### Easily Organize, Manage, and Track Training

Personalize training without adding administrative overhead. Organize training programs by groups, teams, departments, or individuals and track course completion.



### Introduce Compliance Training

Protect your organization and offer employees ongoing training on industry regulations and compliance requirements. Easily update content to ensure courses are current, track completions, and provide detailed reporting if you're audited.



### Make Learning Accessible for Anyone

Offer a streamlined, intuitive interface accessible to learners of all abilities. System language can be changed with one click. Native integrations with popular apps embed learning into everyday tools.

“

Paycor's Learning Management helps us provide the personalized learning courses our employees need to be better trained and engaged. We no longer have to rely on manual processes, which allow our trainer to focus on rolling out *robust training plans* for the entire company.”

- Ursula L., *HR Manager*  
Food Processing Company



**TIME:**

*Make Better Decisions* on Labor Costs

Forty-one percent of CEOs say labor costs is the most important metric organizations should measure.\* The first step to monitoring, measuring, and eventually predicting labor cost trends is to fully and accurately automate your time-keeping systems. Paycor's Time solution allows you to collect, monitor, and stay in control to make better decisions about labor costs through automated and accurate time-keeping processes.

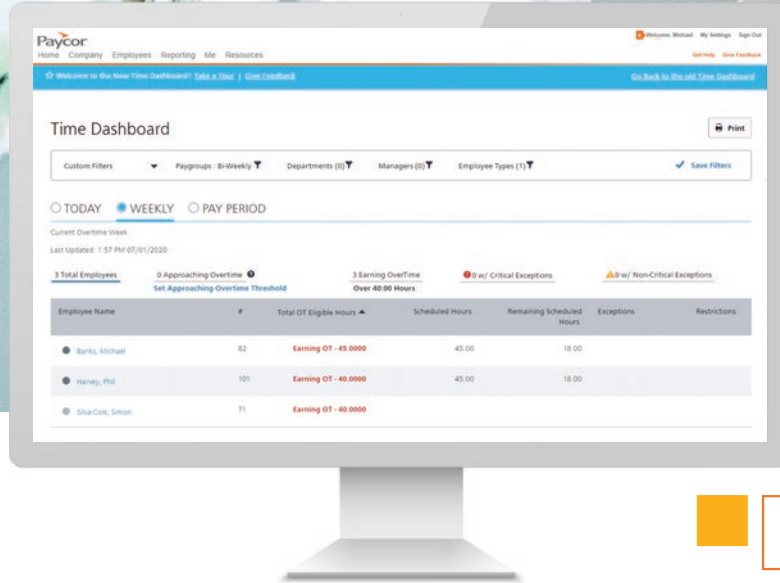
“

We have been able to save a significant amount of time partnering with Paycor. Now, we have *real-time access* to employee information and insight into hours worked and time off.”

- Nancy F.  
CFO, Nonprofit Organization

\*Paycor SMB HR Teams Survey, 2017





### Unified System of Record

Eliminate costly errors by offering one single source of truth across Time, Payroll, and HR. Records every hour worked to maintain compliance.



### Best-in-Class Scheduling

Streamline managing and communicating schedules. Monitor budgets, communicate with group chat, and receive text alerts on changes.



### Employee Self-Service and Mobile Punching

Allow employees to manage their time and schedules efficiently and easily by mobile, web, kiosk, or clock.



### Time Dashboard and Overtime Insights

Easily view and manage all time off and vacation requests in one place. Break down your overtime spend by department, manager, location, and more. Predict your expected labor spend for the rest of the year.



### Attendance Management

Easily identify potential timecard issues and make changes in one place. Proactive alerts and messages instantly notify users and admins of any errors or discrepancies.



### Insightful Tracking and Reporting

Powerful data enables administrators to visualize where they can gain time and labor distribution efficiencies and cost savings.



## SCHEDULING:

# Take Control of Labor Costs & *Improve Productivity*

As a manager, a quick and effective scheduling process is key to making the right business decisions, optimizing your staff, and increasing efficiency. **Paycor Scheduling allows you to organize your team and communicate information in real time.**



### Automated Scheduling

Improve employee scheduling by automating the process. Copy and paste shifts between days and weeks, create weekly templates, and set shifts to repeat daily or weekly.



### Interactive Dashboards

Get access to daily shift coverage maps and view employee availability so you can compare scheduling budgets with labor costs.



### Flexible, Powerful, Customizable

Establish company-wide break rules, assign staff to unlimited locations and third-party work sites, and create open shifts to fill at a later date.



### Set Scheduling Rules

Simplify how you configure rules for different positions by limiting the number of hours employees work and establishing minimum rest times.



### Engage and Empower Employees

Employees can manage their own schedules by trading and swapping shifts, set their availability and drop or pick up open shifts with manager approval.



### Proactive Communication

Instantly communicate with employees through group chats and enable them to receive updates, alerts and reminders via text.

Paycor Scheduling's intuitive design offers *clear visibility* into the scheduling process, so staff is informed of shifts well in advance. Keep your teams up-to-date and reduce tardiness and unexplained absences with push notifications and email reminders.





## PAYROLL:

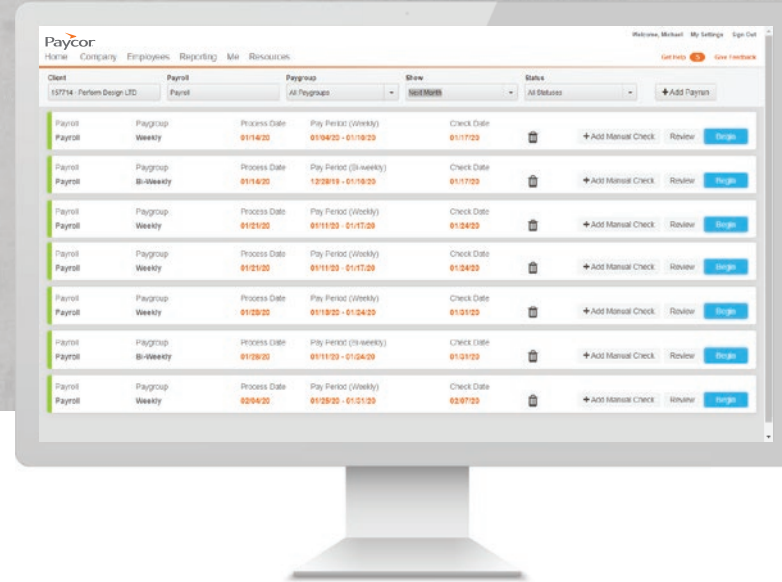
# Payroll Made *Easy*

Payroll can be a time-consuming, administrative task for your HR team. Our solution is an easy-to-use yet powerful tool that gives time back to your team. Quickly and easily pay employees from wherever you are and **never worry about tax compliance again.**

“

The feeling I get when working with Paycor is I'm their only client, and they're working for me no matter what comes up. I know that's not the case, *but it's a great feeling to have.*”

- Lori P.  
Office Manager  
Food & Beverage Provider



### Payroll Perfection

Intuitive and easy-to-use software makes inaccuracies easy to catch and the entire process as effortless as possible. AutoRun lets you automatically process payroll on a specific day and time without having to log in.



### Engaging Employee Self-Service

Reduce administrative processes and employee questions about paystubs, pay history, and tax forms by empowering employees through self-service access.



### Smart, Optimized Processes

Intuitive workflows and processes make processing payroll easier than ever before.



### Flexible Pay Options

Engage and retain your workforce with flexible pay options to meet their unique needs.



### Stress-Free Tax Compliance

Tax experts who work in some of the most challenging geographies help ensure compliance at every turn.



### Powerful Real-Time Reporting

Experience ultimate payroll accuracy with our pre-post reporting and exporting tools.



### Analytics

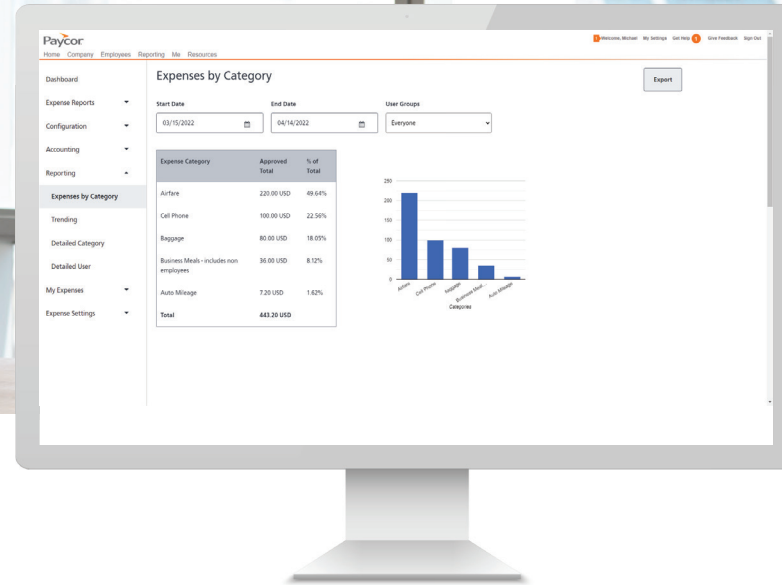
Get high-impact, easy-to-consume, real-time insights about your workforce and transform complex data into trends, predictions, and powerful benchmarking to pinpoint problems and take action.



**EXPENSE MANAGEMENT:**  
*One Unified System*  
 for Expense Management

The average expense report takes 20 minutes to complete and costs a company nearly \$60 in resources. And this doesn't include the cost of errors that result from manual reporting or switching between multiple systems. Paycor's unified expense management solution **provides leaders with one location to easily review, reimburse, and report on employee expenses.**

Unlike some competitors, Expense Management is part of Paycor's *fully unified HR and Payroll platforms.* Administrators and employees aren't tasked with learning new software or logging into multiple systems.



### Easy to Use

Employees submit expenses from the same web and mobile apps they use every day to view their paystubs and schedule.



### Seamless

Reimbursements flow to Paycor Payroll, eliminating the need to switch between third-party providers.



### Customizable Policies

Build expense policies into the system. Create rules for categories and select users. Employees get real-time alerts on policy violations so they can fix errors before submitting expenses.



### Robust Reporting

Track expenses with easy-to-read reports. Create reports by category, department, and even project, so you can see where your money is going and make more informed decisions.



### Submit Expenses Anywhere, Anytime

Capture and upload receipt images and submit expenses from your phone.



### Sync Corporate Cards

Corporate credit card data flows automatically into Expense Management, eliminating manual work for employees while helping you manage the process.



## ANALYTICS:

# Solve Your *Most Important* Business Problems

Eighty-two percent of mid-market organizations say data analytics is important to their growth, and 56% are currently mining their HR data to optimize business processes.\* Why? Because data analytics is becoming a critical competitive advantage, not just a “nice to have.” Paycor’s Analytics enables you to gain deeper insights into important data like turnover, headcount, and gender pay equity. You can also gain a holistic understanding of your organization by extracting and compiling key data points across your HR and payroll solutions. **And if you’re an HR leader, Analytics arms you with the data you need to show the true value your department brings to the organization.**



### Answer Your Most Pressing Questions

Who is at risk for resigning? Who should be considered for a promotion? With visualization tools, we help you answer the right questions about your workforce by transforming complex data into clear, direct answers.



### Plan for the Future

From analyzing headcount to monitoring turnover and even predicting resignations, gain a deeper understanding of what’s driving changes across your business. Armed with this data, leaders can get ahead of trends before they become problems.



### Ensure Data Integrity

Our data visualization tools display the calculation and methodology behind the output in clear, easy-to-understand language so you can speak with confidence, eliminate potential errors, and improve leadership trust in you and your team.



### Get Deep Insights into Your Company

Analyze the makeup of your staff by age, gender, and ethnicity and then slice and dice that data in a variety of ways (e.g., filter by department, job family, job type, location). You can also benchmark the diversity of your company against more than thousands of other Paycor customers, as well as government data.

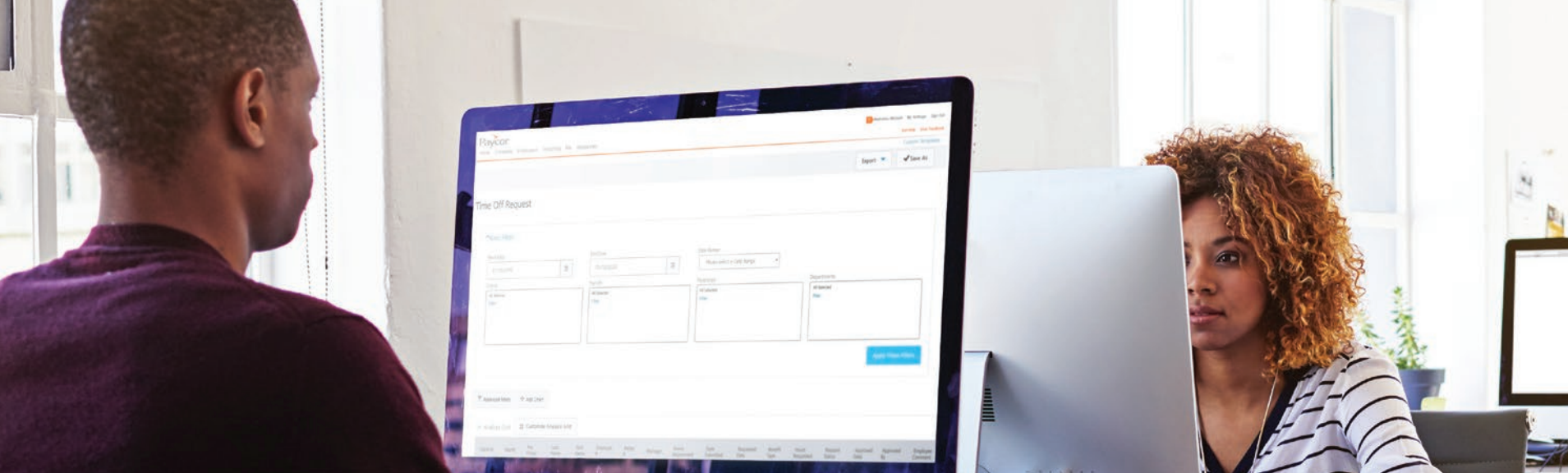




“

People analytics is now the fastest growing domain in HR. Solutions like Paycor Analytics bring the power of analytics to smaller organizations with very easy-to-use tools that can quickly enhance the value of workforce data. ”

- Josh Bersin, *Global Industry Analyst*



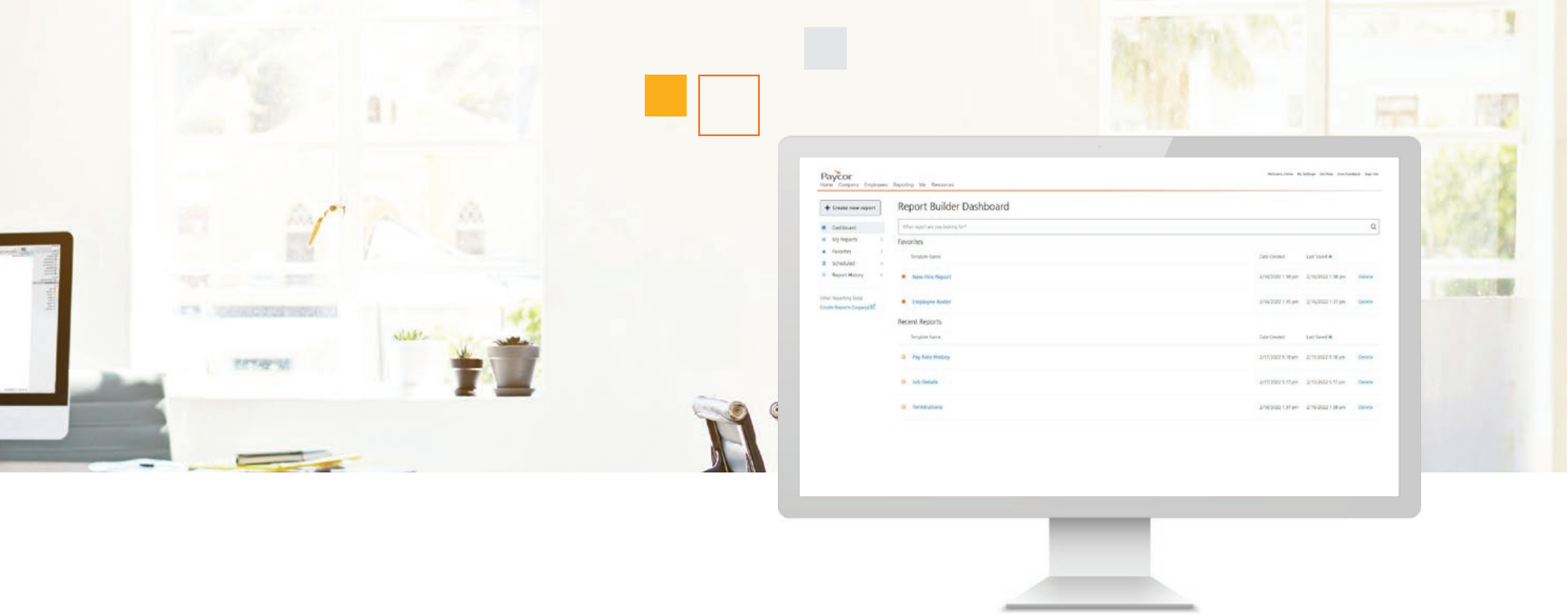
**REPORT BUILDER:**  
*Gain More Visibility* into Your Data

**Business strategy thrives on data, but only if the data is easy to access.** Report Builder enables you to quickly summarize data, report across calendar years and use your own formulas, all in an effort to make reportable data easily accessible in one place.

“

I've created five custom reports in one hour. This would have taken me five days with my previous payroll provider's tool. *I love Reporting!*”

- Christa B.  
 HR Specialist  
 Manufacturing Organization



### Reporting Made Easy

Pull fields from Payroll, HR, and Time solutions to build your complete report once and only once.



### Save Time with Intuitive Scheduling

With an innovative design and powerful, time-saving features, reporting is quicker and easier than ever before. And configurable reporting helps you schedule your most important reports to be sent to you and others in your organization at any frequency.



### Get True Insights into Your People Processes

Reporting makes it easy to capture and report on employee information, including total labor costs, 401(k) enrollment, employee birthdays, and more.



### Pre-built Templates at Your Fingertips

Stop wasting time building multiple reports. We offer a catalog of pre-built templates you can modify to meet specific requirements.



## COMPENSATION PLANNING:

# Manage Compensation in One System

Get out of the weeds of admin and recordkeeping, once and for all. When you automate compensation events in one system, it takes the complexity out of planning, **so you can focus on building effective compensation programs to help drive recruiting and retention — eliminating workforce challenges like high turnover and missing out on top talent.**



### Eliminate Tedious Admin

With one single source of truth to manage all aspects of compensation like merit increases or bonus payments, you'll never have to rely on spreadsheets or enter data in multiple places again.



### Intuitive Workflows & Notifications

Automated workflows, approver and event notifications and robust collaboration tools help you evaluate salaries, increases and bonuses to ensure they are competitive and equitable so you can attract and retain talent.



### Mitigate Risk

When you pair Compensation Planning with our robust Analytics tool, you can monitor pay equity while analyzing compensation trends across your workforce.



### Stand Out from the Crowd

By focusing more on making your pay practices competitive, you'll significantly increase your chances of landing great candidates and motivating your top performers.



### Get Strategic

Create multiple "what-if" scenarios for employees so you can see the impact and distribution across the team before committing to actual pay increases.



### Reward & Retain Your Top Performers

Compensation Planning and Analytics allow you to drill down into roles, departments or locations so you can have more productive conversations with your managers about pay increases and bonuses.



When it comes to managing compensation, there’s no one-size-fits-all strategy. With so many types of awards and pay options to recruit and reward employees, HR leaders need a solution that offers customization. Paycor Compensation Planning is the flexible solution you need to *build an effective program* to recruit and retain top talent.



## PULSE:

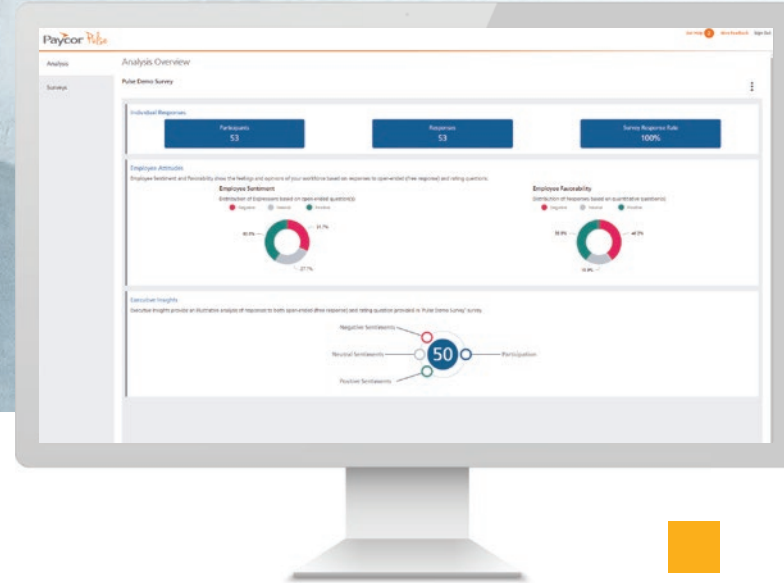
# Build Trust Based on Employee Sentiment

Paycor Pulse empowers leaders to go beyond the average employee engagement survey and gauge what employees are thinking and feeling, so you always have “your finger on the pulse” of your organization. **With sentiment analysis and Natural Language Processing, you can gather and convert employee feedback into real insights, so you can get ahead of potential problems like turnover and low morale.**

“

Paycor Pulse is a fantastic way to keep in contact with your employees and see how they are feeling about the company overall—and the best part: answers are confidential, so employees are more likely *to give their honest opinion.*”

- Adrienne H.  
 HR Specialist  
 Retail



### Enhance the Employee Experience

Paycor Pulse lets managers regularly gauge what employees are feeling at any given moment. It's the best way to gather current signals from your workforce.



### Drive Business Performance

Access the data and analysis you need to build and maintain a high-trust culture that directly impacts performance.



### Offer Benefits That Really Matter

Collect employee sentiment and signals on various benefit options so you know what offerings are most impactful.



### Survey Tools & Technology

Natural Language Processing (NLP) uncovers valuable insights including variances and concerning outliers that can turn raw data into action planning and more informed decisions.



### Empower Your People

Investing in employee pulse strengthens the feedback loop between leaders and associates. When employees trust decisions are grounded in reality and with their feedback in mind, they feel valued and heard.



**CAREER MANAGEMENT:**

**Give Employees the *Career Development They Crave***

Paycor Career Management provides a clear path to help employees better understand how to advance to the next level. With this tool, organizations can create career strategies, define responsibilities, set expectations, facilitate internal movement, and identify talent risks. By supporting future advancement, leaders can develop a team-oriented organization that helps future-proof their workforce and drives business success.



**Role & Growth Profiles**

Leverage role responsibility profiles to ensure employees are meeting expectations and understand where they can improve.



**Talent Attributes**

Compile employee insights to make proactive decisions and track the career progression of your workforce.



**Determine Competencies**

Add expected assessments to indicate where an employee stands relative to their existing role or future roles.



**Role-based Reviews**

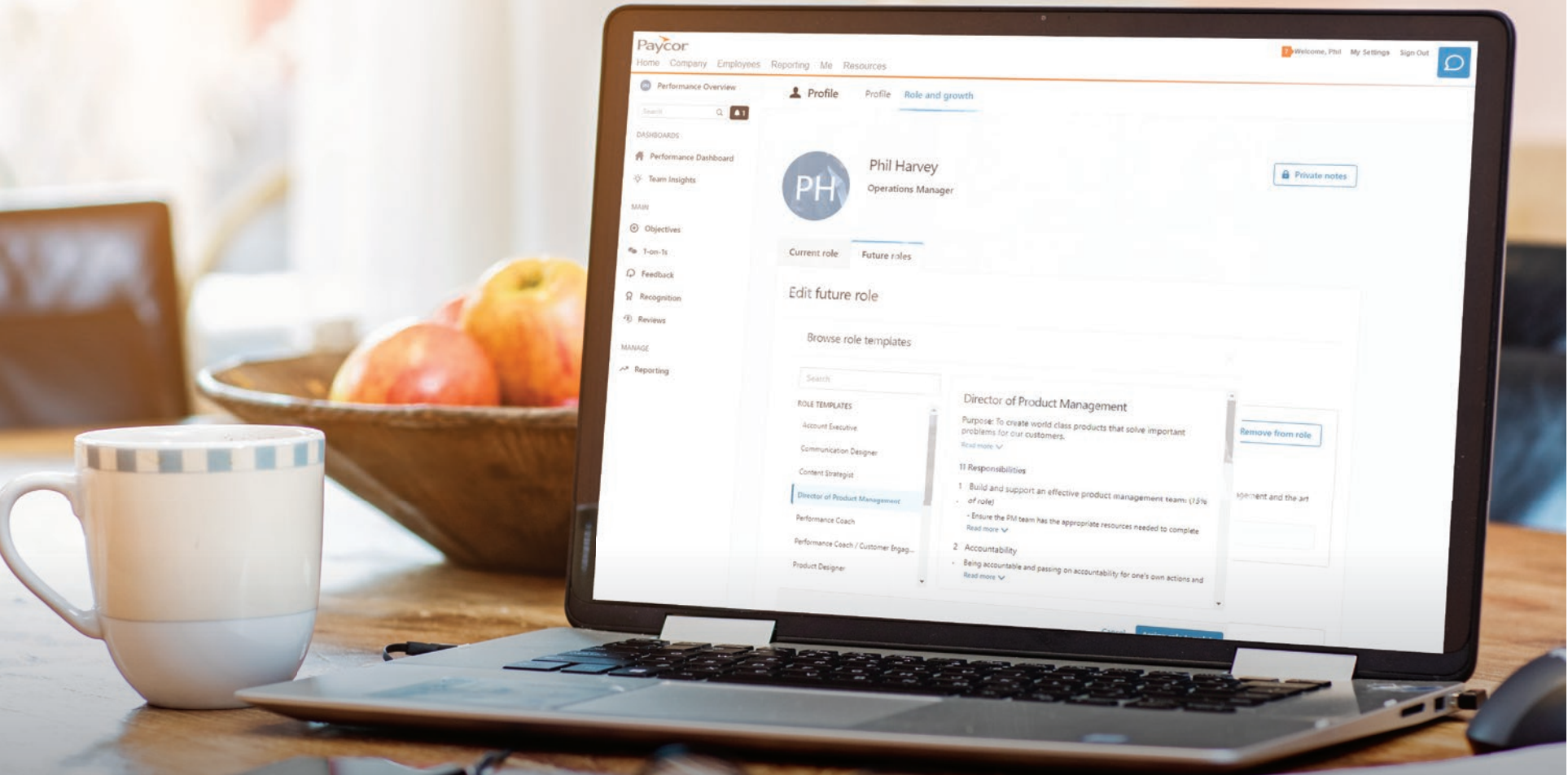
Responsibilities can be assessed directly in a review, making for one simple workflow during the review cycle.



**Job Assessments**

Evaluate responsibilities in an assigned role to make sure there is alignment in expectations.





Paycor's Career Management helps you reduce employee turnover and stay competitive when it comes to hiring top talent by providing career pathing and succession planning for your entire workforce.





## MOBILE:

# Go Further with Mobile *Technology*

Connect to your employees via the devices they use the most.

Give them the tools they need to take care of important tasks themselves. This freedom from the same day-in/day-out requests enables HR departments to focus on more strategic opportunities.



### A Single Location for Important Information

Provide your most important payroll, time and benefits information all in one place, enabling employees to access their important information anytime, anywhere.



### Stop Answering the Same Questions Over and Over Again

Common HR requests, such as questions about benefits information or requests for recent pay stubs, are all available to employees within Paycor Mobile at the tap of a screen.



### Recognize Employees

Focus on employee engagement and wellbeing with Shoutouts. Shoutouts allow employees and managers to quickly and easily recognize their peers or subordinates directly from the app.



### Empowerment for Employees

Employees can complete a number of tasks such as punching in and out, reviewing schedules, requesting time off, and selecting benefits.



### Reach Employees Anytime, Anywhere

Approve requests, send company-wide communications, and post updates at any hour. Have breaking news or an emergency message? Administrators can push information to employees using the Paycor Mobile.

“

Amazing! Paycor's Mobile app is the best I've ever used. I never have to worry about contacting someone if I need to reset my password. With multi-factor authentication, I can reset it on my own. I can also access recruiting while I'm on the go and send notifications to my employees. Love it!”



- User Melanies93  
10/14/2020



# Paycor builds HR software for *leaders* who want to make a difference.

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For 30 years, we've been listening to and partnering with leaders of medium and small businesses, so we know what they need.

## **A Core HR Solution**

First, leaders need to get out of the weeds. Paycor's core HR solution for all employee data dramatically reduces admin—you'll never have to switch platforms, log-in to multiple systems, or re-key information.

## **Powerful Analytics**

Paycor Analytics is the most powerful platform on the market—we're the only ones bringing enterprise-level insights to the SMB market.

## **Expert Advice**

We deliver expert advice at every stage of the process, from our consultative sales approach that seeks to understand your business before we recommend solutions to ongoing guidance in the form of a dedicated customer success team.

**Paycor's technology saves you time. Our expertise helps you solve problems and achieve your goals.**





*Experience* the Paycor Difference

visit us at:

[Paycor.com/HCM-Software](https://www.paycor.com/HCM-Software)

*Contact us at:* 844-653-6029

