eCMS Payroll

eCMS CLOUD ERP FOR ALL YOUR CONSTRUCTION BUSINESS NEEDS

Key Features

- □ Construction-Specific Payroll
- Payroll Automation & Workflows
- Payroll Dashboard, Reporting & Analytics
- □ Fully-integrated Payroll Data
- □ U.S. and Canadian Payroll
- Complex Tax Calculations (system-wide data changes)
- □ Payroll Tax Tables
- □ Union, Non-union Payroll
- Multiple Job, Department,
 Union, Trade & Pay Rate Capabilities
- ☐ Full Federal, State & Local Tax Calculation & Reporting Compliance (FICA, FLSA, FUTA, FMLA)
- Certified Payroll Processing & Reporting (Davis-Bacon Act)
- □ Accurate EEO Minority & ACA Compliance & Reporting
- □ Automated W2, Direct Deposit, Paycheck Processing & Delivery leveraging ESS/HRSS
- Support for Companies Unique Contractual Payment Terms
- ☐ Reciprocity for Taxes & Unions
- □ Intercompany Processing
- Direct Deposits
- □ Retroactive Rate Changes & Payroll (Over & Under Payment)
- □ Web-based Field Time Entry
- □ Employee Self Service/HRSS
- Automated Pay Rates & Fringes by Employee, Job, Location & Trade
- Benefits Enrollment, Deductions & Worker's Compensation Management



Application Overview

Computer Guidance Corporation's eCMS Payroll meets even the most complex payroll processing, reporting and labor costing requirements with an easy-to-use, web-based application. Fully integrated with other eCMS modules, eCMS Payroll keeps decision makers across the enterprise informed and productive while conducting any payroll-related tasks. This advanced application simplifies commercial contractors' end-to-end payroll operations no matter their size, specialty or worker type.

Users access eCMS Payroll on demand through a highly secure Web portal as part of the broader eCMS ERP suite of applications. eCMS Payroll leverages information input or captured from Benefits, Human Resources, Time & Labor, and Vacation & Sick Time Management, and provides real-time, complete and accurate data back to accounting, job costing, HR and other interested parties. The end result is a streamlined digital workflow connecting decision makers to actionable information and more productive processes.

Detail and summary labor cost analysis, unit cost reports, and unit productivity reports from eCMS Payroll help construction companies maintain tight control of direct labor costs. Advanced, intuitive reports on taxes, insurance, EEO, ACA, labor costs, certified labor, employee history, unions and more ensure that not only are historical and current payroll expenses completely







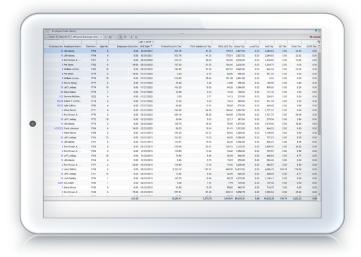




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Tangible Benefits

- Flexible and scalable to support the fluctuations in your payroll needs, ongoing compliance changes and workforce size
- ☐ Reduced administrative costs as a result of eliminating paper timesheets and standalone spreadsheets
- ☐ Heightened employee satisfaction by paying your employees accurately and on time anytime and anywhere
- Decreased risks by meeting various compliance, reporting and payroll laws and regulations
- □ Automated payroll processes for greater efficiency and productivity
- □ Improved auditing capabilities
- □ Smarter decision-making and advanced forecasting through eCMS BI&A functionality
- ☐ Significant productivity gains due to streamlined field workforce time entry, collection, processing and distribution



visible and understood, but that they are able to be proactively forecasted and projected as part of bigger picture corporate financials through eCMS Payroll.

eCMS Payroll provides all of these benefits as well as the ability to carry out comprehensive calculations through automated retroactive calculation tools that are easily configurable without complex coding or IT support. And, this powerful application within the eCMS ERP suite helps contractors stay compliant with government agencies and other institutions.

eCMS Payroll helps eliminate compliance mistakes by automatically calculating and withholding the right amount of taxes from employee wages. eCMS Payroll application is known for helping businesses successfully manage complex, employment-related compliance requirements, including employment taxes, Form W-2 management, wage payments, wage garnishments, tax credits, and employment verification. The individual features provide default options for simplistic calculations and processing but they are also customizable and easily scale with an organization as it grows.

eCMS Payroll also allows users to easily maintain payroll schedules and accounts, and the Field Time Entry and Labor Time Entry functions can be accomplished in multiple ways, including leveraging eCMS Time Entry functionality and various mobile apps. Field time/labor time information can be seamlessly captured and processed with advanced automation and data import scheduling eliminating duplicate data entry, delayed payroll processing, inaccurate payroll calculations and manual labor-intensive administrative processes.

As part of the broader suite of eCMS ERP solutions, eCMS Payroll is designed to simplify even the most complex payroll with advanced out-of-the-box capabilities, integration with other apps and vendors, and the fluidity to shift and grow with your business or new regulatory requirements as they arise. With eCMS Payroll, the bottom line is enhanced productivity and seamless digital processes that deliver a positive impact on your organization's bottom line.









