

**Heartland**

# **Payroll+**

People and pay the easy way



# Why outsource payroll?

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Spread thin and strapped for time, savvy entrepreneurs know it's a poor use of limited resources to handle tedious back-office tasks like payroll and HR in house.

## Doing payroll yourself is riskier than you realize

From navigating complex tax codes to remaining in compliance with ever-changing federal, state and local labor law requirements, managing payroll and HR on your own requires significant cost, time and effort — and comes with additional challenges to boot:

**15**

The average organization makes **15 corrections** per payroll period<sup>1</sup>

**\$7b**

In 2020, the IRS charged employers with about **\$7 billion** in penalties<sup>2</sup>

**77%**

**77% of small businesses** feel burdened by income taxes<sup>3</sup>

**33%**

**33% of all workers** report experiencing paycheck errors<sup>4</sup>

As your business grows, so do the demands on your time. And the busier you get, the easier it is to make mistakes. Whether it's hefty fines or losing good employees after too many paycheck errors, the consequences of even minor payroll mistakes can really cost you.

# Invest in a solution that pays off

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A payroll provider should do more than make running error-free payrolls easy. And it shouldn't cost a fortune, either. With the right people management tech, you can ditch the stress, reduce the time you spend on manual tasks and get back to the important work of growing your business.

**A single solution for people management:** Don't let disconnected systems hold you back. Eliminate friction with integrated payroll and HR tech, so you can quickly and confidently run payroll while staying on the right side of labor laws.

**Support when you need it:** Say goodbye to generic call center support. Access a solution backed by a team of payroll and HR experts who have the training and know-how to answer tough questions and help protect your business from fines.

**Enhanced insights:** Don't operate your business in the dark. Improve your employee data collection with an all-in-one solution that produces rich profiles of employees' personal data, certifications, trainings, reviews and more.

**A better employee experience:** Employees are demanding more from employers every day. To compete for top talent, you need a thoughtful payroll and HR provider that's built to keep up with evolving expectations for an enriching work experience.



# An all-in-one payroll and HR solution

Get the services and resources you need online, any time

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Meet the secure people management solution designed with people in mind. Payroll+ offers easy access to support, transparent pricing and flexible plans to cover everything you need to manage your workforce now and into the future.



## Heartland Payroll

Make payroll processing and tax management a breeze



## Heartland Time

Track, schedule and protect your profits



## Heartland Hire

Find and onboard great employees — fast



## Heartland HR

Sign up for hassle-free human resources



# Features at a glance

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Hire the best applicants, create smarter schedules, keep up with HR requirements and so much more with integrated people management backed by VIP support.



## Heartland Payroll

Put your payroll on autopilot with cloud-based payroll processing and tax management.

- Spend less time calculating and paying out wages
- Access prebuilt, real time reports
- Give employees controlled access to their data
- Trade guesswork for full-service tax management
- Integrate with partners you trust



## Heartland Time\*

Make smarter labor decisions in real time with automated time tracking and scheduling tools accessible via mobile app.

- Estimate labor costs and overtime expenses
- Build schedules faster and approve time off requests in-app
- Prevent time theft with mix-and-match punching options
- Enhance employee safety using geofencing and geotagging
- Track employee labor by cost centers, jobs, projects and more



## Heartland Hire

Speed up interviewing, onboarding and collecting tax credits with powerful recruiting software.

- Easily track and screen top applicants all from one spot
- Create job postings in 60 seconds using smart templates
- Electronically onboard new hires before day one
- Give your budget a break with tax credit management



## Heartland HR

Unlock a custom-built solution full of templates and tools designed to help you stay in compliance and away from fines.

- Receive an annual labor law poster backed by a \$25,000 “We Pay The Fine” guarantee
- Share updates with staff via a customized company landing page

### Choose the support that works best for your business:

- HR Support Center: Rely on a single resource hub for HR materials
- HR On Demand: Get one-on-one HR support from SHRM-certified professionals
- HR Complete\*: Rest easy with a dedicated, full-time HR advisor

\*Heartland Time is not included in Heartland's Payroll+ plans and must be purchased separately.

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# Make every day **work better**

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Over 50,000 business owners trust Heartland to simplify and automate payroll, onboarding, taxes, hiring and more. With our powerful Payroll+ software suite, you can:

**Stay focused and compliant:** Avoid manual errors and reduce administrative costs with streamlined, standardized payroll and HR processes. Timely, automatic alerts about regulatory changes that affect your business (including suggested next steps) keep you aware and in control.

**Reduce the risk of penalties:** Take the stress out of compliance and rely on a team of specialists who will keep you up to date with the latest requirements.

**Simplify operations:** Make your life easier and your business run smoother by integrating all your people management activities.

**Work on more important things:** Offload headache-inducing desk work, so you can focus your energy on leading your business.

**Improve employee productivity:** Use data to make informed decisions that improve the employee experience — and productivity.

**Get the customer care you deserve:** Lean on your sales rep and dedicated team of payroll and HR experts as they work together to solve even the most complicated problems.



# Explore our plans

Tired of one size fits all? Payroll+ is available in three robust plans that offer you flexibility and choice, from 'just the basics' to 'bells and whistles.'

## Essentials

Simplify your payroll operations with Essentials. Calculate and remit wages and payroll taxes from any internet-connected device, and speed up onboarding with tools that keep the process rolling.

- Payroll
- Onboarding

## Advanced

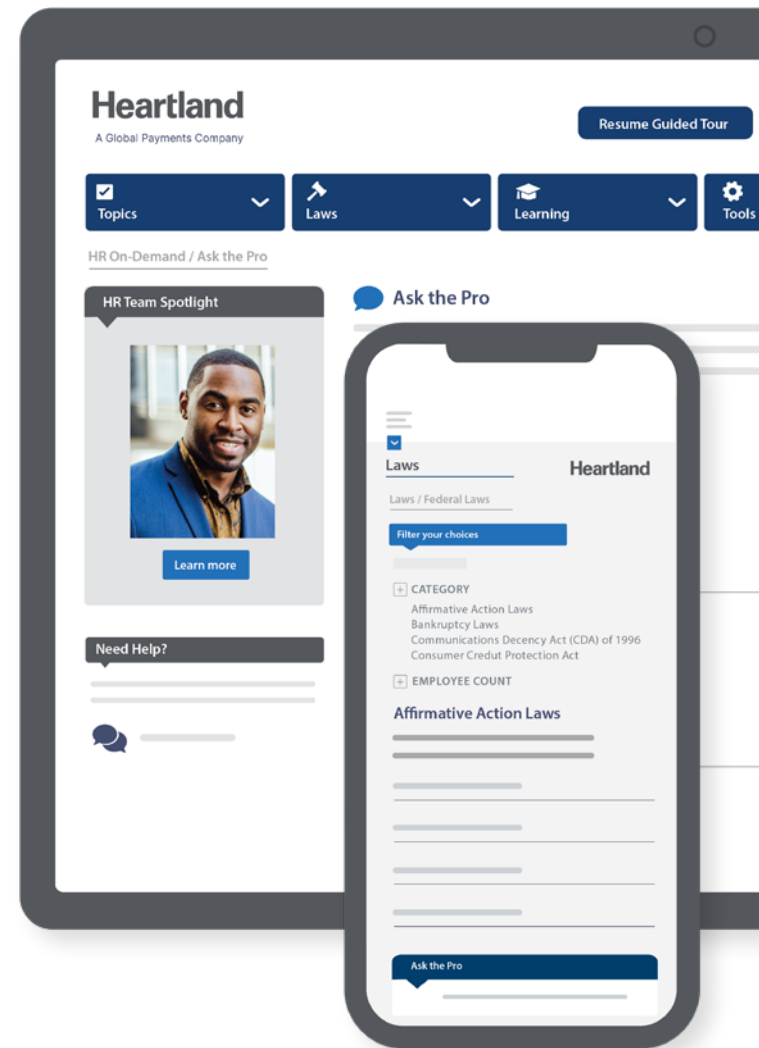
Enjoy everything Essentials has to offer, plus powerful recruiting and hiring tools that make staffing a breeze.

- Payroll
- Onboarding
- Applicant tracking

## Complete

In addition to Advanced plan features, rest easy knowing you have tools and a team of pros on hand to help you stay compliant and manage employee issues with confidence.

- Payroll
- Onboarding
- Applicant tracking
- HR with On Demand support



# Heartland

Point of Sale | Payments+ | Payroll+

Contact your sales rep to discuss  
**which plan is right for your business.**

<sup>1</sup> <https://www.businesswire.com/news/home/20221222005093/en/EY-survey-Payroll-errors-average-291-each-impacting-the-economy>

<sup>2</sup> <https://www.irs.gov/statistics/collections-activities-penalties-and-appeals>

<sup>3</sup> <https://assets.nfib.com/nfibcom/NFIB-Tax-Survey-Full-Report.pdf>

<sup>4</sup> <https://www.businessdit.com/payroll-error-statistics/>