

Heartland

Payroll+

Hire-to-retire people management tools

Stuck handling the back-office grind, wishing you had time to *really* lead your business? There's a better way. From recruiting to retirement, Payroll+ is a secure, reliable software suite that makes you more efficient, profitable and prepared to take care of your workforce.

Payroll, hiring, time tracking, HR and integrations are accessible via your phone, tablet or laptop, so you can work from anywhere and knock out tasks faster. Remove yourself as the middleman in company processes so you can get back to doing what you love.

Experience the Heartland difference

- **Explore the user-friendly interface**

Built specifically for small business, a straightforward design makes Payroll+ effortless to navigate for owners and employees alike. Beyond easy-to-use technology, having a single point of data entry reduces mistakes to protect your bottom line.

- **Make better business decisions**

Exchange data with accounting services, workers' compensation, 401(k), point of sale systems and more. Use real-time data from your integrated solutions to hire the best applicants, automate employee onboarding, create smarter schedules, run better benefits programs and forecast upcoming expenses.

- **Manage compliance with care**

Abide by employment and labor laws — and avoid huge fines in the process. Verify US employment eligibility with E-Verify, get automatic alerts about employee health coverage eligibility, track employee overtime and collaborate with SHRM-certified HR experts to tackle tough employee issues, get policy advice and more.

- **Protect your sensitive data**

Rest easy knowing sensitive payroll data is safe with our regularly updated security measures. Managing data access is simple with user rules and security levels. Enabling multi-factor authentication adds another layer of protection by verifying your identity with a unique passcode when you sign in, use a new device or download sensitive data.

- **Choose tech with a human touch**

Buy what you want, when you're ready for it, with the option to change your mind at any time. When you need a helping hand to run a report or fix a problem, your dedicated payroll specialist is just an email or call away.



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Heartland

A software suite that moves at the speed of your business

Heartland Payroll

Payroll processing and tax management

- **Payroll processing:** Stress less, quickly and confidently submitting on-time, error-free payrolls. Pay employees via direct deposit, check or reloadable paycard.
- **Payroll taxes:** Trade guesswork for full-service tax management, including tax calculation, tax filing and automatic tax payments.
- **Integrations:** Exchange information with a variety of partners to manage 401(k), oversee workers' comp, update your general ledger and more.

Heartland Hire

Applicant tracking, onboarding and WOTC

- **Applicant tracking:** Post to job boards, share open jobs via text, email or social media, collect applications, track and identify top candidates and send offer letters.
- **E-Verify:** Ensure new hires are eligible to work in the US with a simple screening process, protecting your business from violating federal hiring regulations.
- **Onboarding:** Send new hires a customized onboarding packet via email. Get required documentation, like Forms I-9, W-4 and direct deposit information, before their first day. Once approved, the data is automatically sent to and stored in Heartland Payroll.
- **WOTC:** Get a boost with Work Opportunity Tax Credits (WOTC), which provide up to \$9,600 per eligible new hire in tax credits. If candidates or new hires are eligible, you'll see a flag in the system and can easily have credits certified and processed.

Heartland Time

Time tracking, scheduling and PTO management

- **Tracking:** Capture employee work times using mobile, GPS and facial recognition. Record late arrivals, early departures and unplanned absences.

- **Scheduling:** Use drag-and-drop technology to build employee schedules while your estimated payroll costs are automatically calculated. Employees can view and swap shifts in our mobile app with approval from supervisors.
- **PTO:** Review paid time off (PTO) from anywhere, including vacation, state-mandated sick days, time accrued, used and available, as well as requests and approvals.

Heartland HR

Human resources support and compliance

- **Human Resource Information System:** Store employee data and files securely in the cloud, including emergency contacts, certifications, training and employee reviews.
- **HR support:** Stay up to date with laws in your state. Lean on an extensive library of customizable HR templates, up-to-the-moment resources and training materials.
- **HR On-Demand:** Talk to a SHRM-certified HR professional when you need to understand labor laws, ensure policies are accurate and overcome employee issues.
- **Labor law posters:** Receive current state and federal labor law posters backed by our \$25,000 "We Pay The Fine" guarantee in the event of a government penalty.

Integrated Solutions

Additional options to choose from

- **Benefits integrations:** Don't live in fear of duplicate entries, manual keying errors or incorrect paychecks. Thanks to our partnership with Ease, you can add new hires, update employee info or sync benefit-related payroll deductions in a snap.
- **Affordable Care Act (ACA):** Track employee eligibility for health insurance and your ACA status. Get automatic alerts when employees become eligible for health care coverage. Never prepare, print or file required 1094-C and 1095-C forms for the IRS again — the system does it all for you.

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