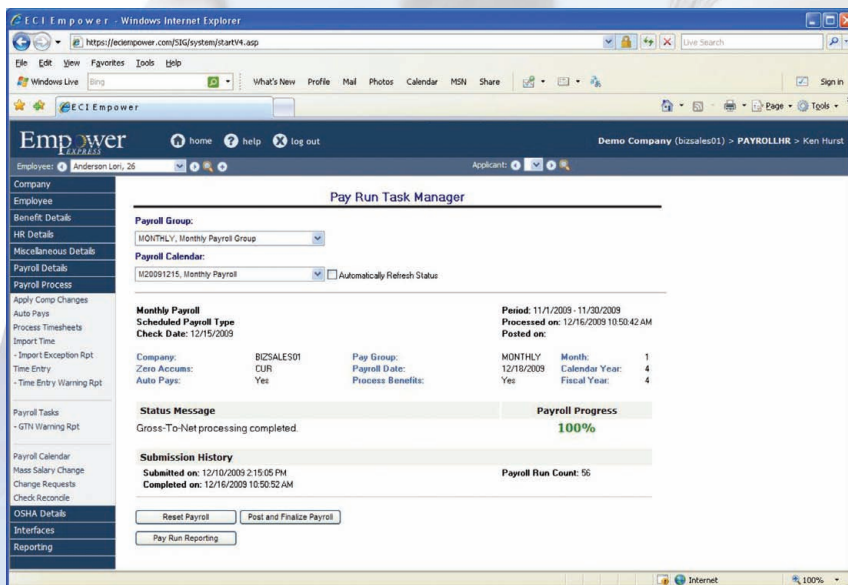


Payroll Administration Solution

Feature Highlights:

- Unlimited Direct Deposits
- Paperless Payroll Processing
- Global Deduction Management
- Gross to Net in real time
- Unlimited Earnings and Deduction Codes
- FLSA Overtime Calculations
- New Hire Reporting to States
- Unlimited OBC Services
- Garnishment Processing Services
- Inactive employee tracking and reporting
- Per Payroll Tax filing for Federal, State and Local jurisdictions
- W-2 Printing & Reconciliation
- Electronic W-2 Filing to Federal & State jurisdiction



Empower offers an array of payroll management tools, error trapping devices and other stop gaps to ensure an accurate and confident payroll process.

Users begin by gathering and entering employee hours and dollar information by using pre-defined interfaces and data imports. Reports are then generated to assist in the balancing process. Salaried employees are then activated using Empower's auto-pay feature. Once balanced, your gross payroll is then processed to net in real time. During this step, PTO accruals are run, checks are calculated, hours balances are verified, GL allocations are made, etc. Users are then free to verify system totals, review error reports that highlight payroll anomalies and perform any last verification before posting to ECI. If any corrections need to be made to the net payroll, simply reset, make any necessary adjustments and then re-process. Once completed, simply post your payroll to ECI and we'll take care of the rest.



Solutions in Human Resource Information

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ECI - A SAS 70 Level II Audited Company



Paperless Payroll Processing:

By utilizing Direct Deposit and / or payroll debit cards printing and delivery fees are eliminated. ECI's ESS (*Employee Self Service*) role allows employees on-line access to payment vouchers eliminating the need to send and distribute paper forms.

General Ledger Reporting / Interface:

During ECI's analysis process, we request source documents for General Ledger files. ECI reviews and creates a general ledger report or extract file that can be imported into your corporate accounting package or ERP system. This value added service eliminates cumbersome formatting and keying of critical data allowing accounting users to manage the process electronically.

Global Deduction Management:

Due to Empower's integrated design, global deduction management is achieved organically without the assistance of cumbersome interfaces. Benefit Codes are linked directly to Deduction Codes which allows users to assign new costs with payroll effective dates and have those changes automatically update those employees who are assigned.

On-Line Reporting:

Empower provides hundreds of standard reports that are highly flexible offering custom date ranges, filtering, and more. All reports are archived for future use eliminating the need to maintain binders, files, or remote storage facilities when it comes to storing critical payroll and HR data.

Complimentary Services:

Absorbed into our core Per Active Employee Per Month (PAEPM) pricing model ECI includes the following services at no additional cost:

- *Unlimited Direct Deposits*
- *New Hire Reporting Services*
- *Garnishment processing services*
- *Per payroll Federal State and Local tax filing and resolution services*
- *Inactive employee tracking and reporting*
- *ECI does not "Purge" any data. As history accumulates, it will be "Live" and reportable for years to come.*
- *Unlimited Official Bank Check (OBC) services*

ECI's Official Bank Check (OBC) Service:

ECI's OBC Service allows accounting and payroll departments to eliminate the time and expense related to check reconciliation of the corporate payroll account. ECI issues the checks off of our account and manages the entire process including:

- *Check Reconciliation*
- *"Positive Pay" Verification*

ECI's OBC service also eliminates the client liability should there be any fraud associated with employee check cashing activities.

The Process:

- *ECI will sweep 1 day prior to check date for your net pay liabilities.*
- *Checks can be delivered based upon customer's preference and will be written off of our national financial institution bank account and have the signature of an ECI officer. (Your Logo will remain on the check)*
- *Employees cash their checks in their typical manner.*
- *Checks are reconciled and run through our financial institution's Positive Pay process.*
- *ECI reviews account activities and can answer client questions regarding employee activities.*

Stale dated check funds are returned to the client with reconciled reports to ensure that our clients manage those funds appropriately.

