



# HCM PROPOSAL

## PREPARED EXCLUSIVELY FOR:

US Dental Industry

## PREPARED BY:

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Powered by:



# DELIVER A BETTER WORK LIFE & TRANSFORM YOUR COMPANY!

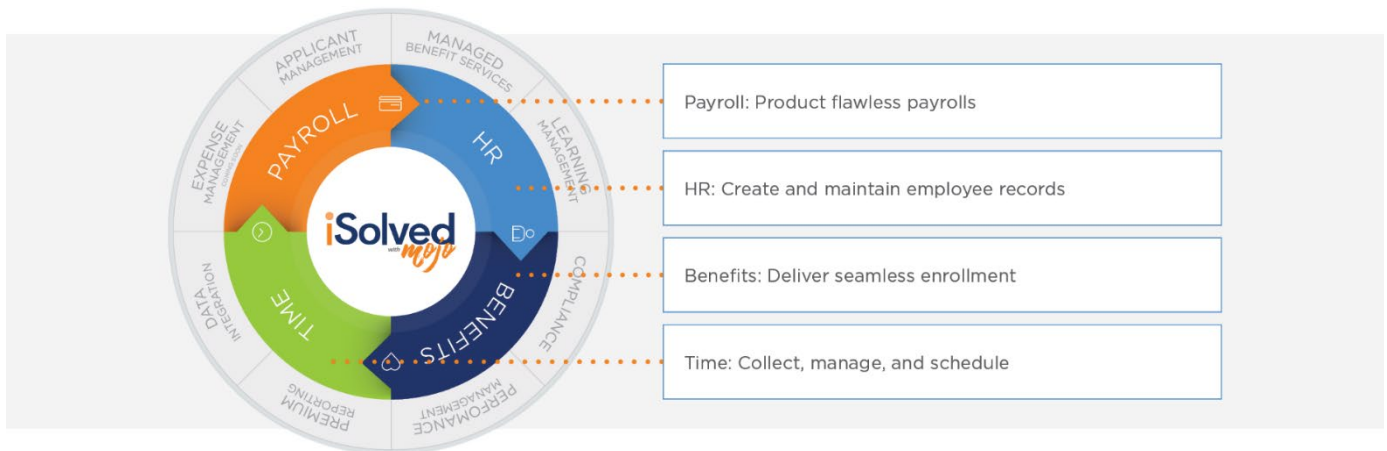
DTSS Payroll Services is powered by iSolved and provides you with a unified solution for all your Human Capital Management (HCM) and is all the HCM you need.

Build connections, unleash innovation, and transform your organization – it's easy with DTSS. Energize your culture and improve how your teams work together. It also delivers the power of one solution for your mission critical functions of payroll, HR, time and benefits. Extend the solution as your business grows or changes, ensuring the perfect fit for years to come. Add features to attract and retain talent, improve learning and development, maintain compliance, and manage benefits administration.

DTSS's integration of iSolved's cloud-based, solution means DTSS is ready when you are, helping you to make smart business decisions, faster while energizing your company culture.

DTSS offers an extraordinarily different experience:

- **Access your data anywhere.** Being in the cloud gives you total control of data and maximum accessibility – anytime, anywhere.
- **Get your employee mojo going.** Build connections. Unleash innovation. Stay connected.
- **Enables complete reporting.** With DTSS reports, you can easily determine employee types, hours worked, full-time status and more to confirm compliance.



# Payroll

Payroll is a core component of the mission-critical functionality within DTSS. The intuitive technology ensures your payroll is processed efficiently and accurately. DTSS's full payroll preview puts you in control and allows you to catch errors before you process. Plus, DTSS offers



a multi-layered security strategy to ensure that system access is limited to the right people. It's easy for you and your employees to use. It also includes the DTSS GO mobile app, giving employees and managers access to the information they need, when they need it. View pay stubs and accrual balances, clock in and out, and request time off, all from the app.

- Real-time payroll preview
- Anywhere, anytime access
- Garnishment management
- Standard payroll reports
- Year-end administration services including W-2/1099 processing
- Automated tax filing
- Employee and manager self-service
- No-fee direct deposit
- Complete payroll-related tax service
- Check, direct deposit or pay card payment options
- Employee and Manager self-service

# Human Resources Light

You can input, store and report all types of employee data with DTSS. Whether you want to set up alerts, pull compliance reports, view an employee's accrual balances, or track certifications,



DTSS is the answer for all your HR needs. Easily track mandated training or review the ROI associated with training. Have the information you need to make promotion decisions or disciplinary moves. In addition, with DTSS, you can track awards company assets such as company vehicles, keys, and even laptops.

- New hire reporting
- PTO/vacation accrual management
- Job and salary management
- Certifications management
- Job history

## Benefits Enrollment

Offering an online employee benefits enrollment will not only save you time, but will also result in improved employee engagement. Employees receive consistent communication and can navigate enrollment with ease, comparing options and making educated choices.



- Streamlined open enrollment
- Real-time integration
- Carrier-specific reports
- Automated process
- Improved employee satisfaction with benefit-cost analysis and life-event wizard

## Time and Attendance

Accurately track, manage, and process time and attendance for your entire workforce, even if you have remote employees, multiple locations or mobile employees. With DTSS Time, you can choose the data collection that works best for your business – online, with a time clock or with the DTSS GO mobile app. DTSS Time also has a built-in feature to track and manage comp time, which can reduce the costly burden of overtime pay by offering paid time off for overtime hours worked.



- Time clock options, including NXG clocks with optional biometric scanner
- Rules-driven pay policies
- Shift differentials
- Self-service punching
- Labor allocations
- Crossing midnight boundaries
- Comp time management
- Overtime and premiums
- Flexible time-rounding rules
- Meal and break tracking
- Error alerts
- Geofencing (set location boundaries for clocking in/out)

## Custom Payroll & HR Plans Built for You

Don't see what you need here, DTSS can tailor a plan that fits your needs, just ask!

## People Services

Take your organization's HR to the next level with DTSS People Services. This exciting new offering is a collaborative approach, providing you with a team of HR experts for an all-in-one HR solution.

**DTSS People Services** is a real human solution for managing the time-consuming yet vital HR function. Staying current with ever-changing regulations, handbook revisions, and answering employee relations support are all part of our People Services solution. You will have access to dedicated HR professionals who provide compliance solutions, and getting the answers you need.