



Why choose UKG Pro Pay?

As the leader in cloud-based payroll technology, UKG Pro Pay is helping to simplify the complex for all.



Introduction

UKG is championing the HR software industry, leading the pack in the modern-day age of simplicity and convenience. With the evolving and ever-changing workforce, organizations need a payroll solution they can always rely on. Whether it's for day-to-day tasks, shifts in work environment, or ensuring business continuity, UKG Pro™ Pay is there to support you so you don't skip a beat. Not only is UKG Pro Pay recognized as an award-winning payroll solution, but our people-centered culture and “Partners for Life” service philosophy set us apart as we help you deliver the perfect pay, every time.

With the robust capabilities of Pro Pay, your organization can feel confident knowing that we can support your business needs no matter the industry — your people are what's important and will always be at the center.

Why UKG Pro Pay?

Unlike many providers, UKG Pro Pay is flexible enough to support the complexities of running payroll operations within multiple industries for employees located anywhere within North America. Here are top reasons why customers choose Pro Pay.



Why UKG Pro Pay

1. Innovative

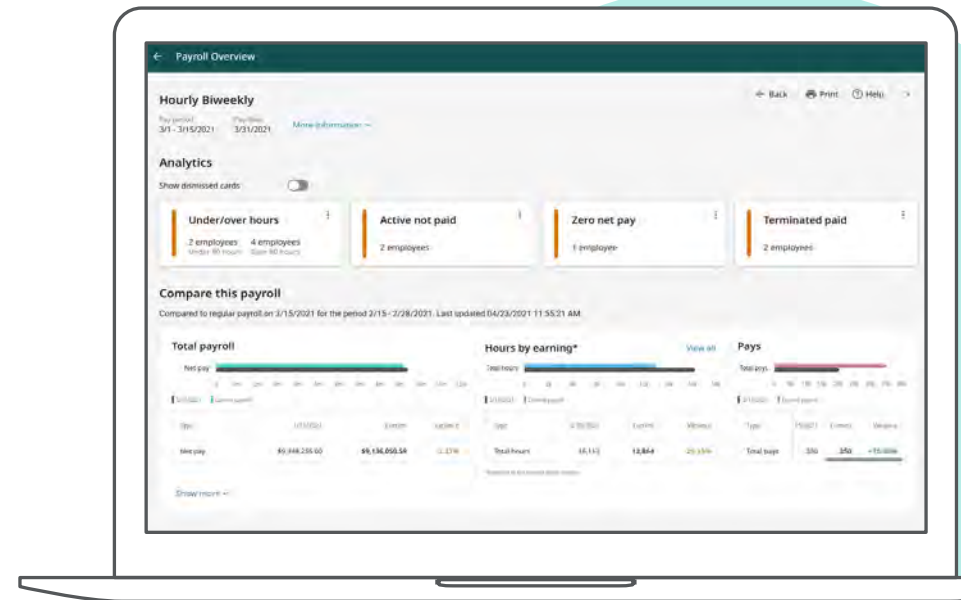
UKG is a pioneer in constantly listening to our customers' needs and actively working to respond with a solution. At UKG, we are committed to innovating and changing the concept that payroll is a multiple-action process that has to take several days. Pro Pay is streamlining those typical day-to-day tasks so you don't spend valuable time reviewing reports and looking for inefficiencies. Pro Pay handles the most complex configurations while saving you time and removing daunting manual processes.

Some of the features UKG Pro Pay has implemented:

- Enhanced Pay Summary for administrators to view detailed employee pay data by qualifiers
- Modern and intuitive Payroll Gateway with easy access cards to save time and mitigate exceptions while processing payroll
- Smart Pay Analytics that provide advanced analytics for your payroll in real time, eliminating the need to search for functions or spend time on reviewing reports while avoiding penalties.
- Pay Insights for employees to receive notifications on new earnings, deductions, bonuses, or any other changes that might affect their pay.
- Capability to download and save multiple pay statements at once for your convenience
- Accessibility updates for pay statements and history pages for non-sighted users in compliance with WCAG2.1 AA standards
- Continuous compliance and tax updates to save your company from risk of penalties

UKG offers a strong portfolio of next-generation capabilities to digitize and modernize payroll, e.g., AI-driven UX, NLP-enabled virtual assistants, on-demand pay, predictive error detection, contextual insights, analytic reporting, integrated within its broader HCM technology offering which spans the full employee lifecycle

[NelsonHall NEAT Evaluation for UKG: Payroll Services April 2021](#)



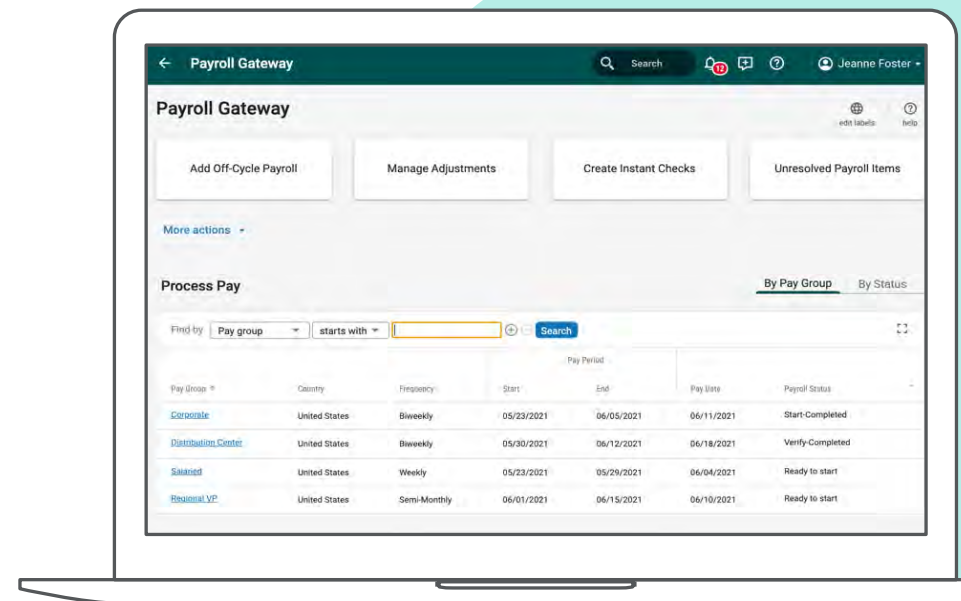
Why UKG Pro Pay

2. Agile

When searching for a payroll solution, an important consideration is whether it is able to keep up with your changing workforce and their environment. Pro Pay can support your industry and its unique payroll challenges — whether you need to configure tip-based pay models, rely on integrations, or are facing high employee turnover. Pro Pay also has the capability to hire and process for employees working in multiple companies under the same FEIN, making it easier to reward workers working in multiple locations and partner businesses. Employees on-the-go working off-site, in multiple locations, and more can also view their pay summary, upcoming pays, and pay insights around bonuses or supplemental pays on-the-go, all within the UKG Pro mobile app.

With Pro Pay, payroll professionals can:

- Configure their own pay cycles, including multiple groups, separate pay calendars, live gross to net
- Generate Direct Deposit Files, paychecks, and direct deposit advices for U.S. and Canadian Banks
- Void pays instantly or manage off-cycle payments
- Calculate and Track Retroactive pay
- Process instant checks and managed adjustments
- Configure Pending Pays to add into payroll



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3. Compliant

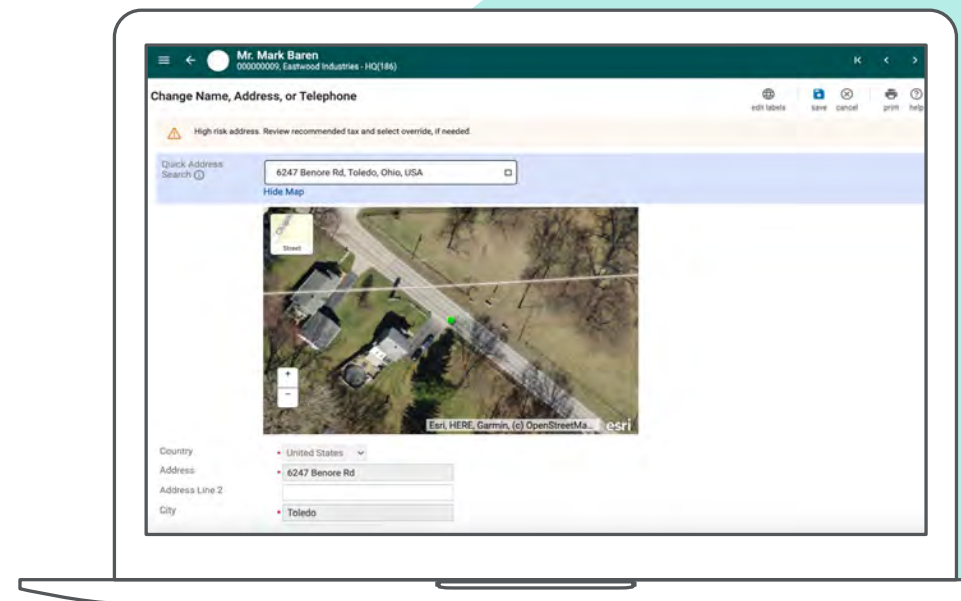
With so many risks in running a business, there's also changing legal compliance and regulatory landscape to be mindful of. Unless your organization is equipped with the right technology and expertise to meet them, you could be hit with penalties or lawsuits and potential damage to your employer brand. Attempting to maintain tax compliance manually can be a cumbersome task depending on the demographics of your workforce. With Pro Pay, we are proactively delivering the reports and indicators needed to check for these errors so that you are quickly made aware and can take action instantly.

The Smart Tax Search tool within Pro Pay allows you to:

- Automatically search through the plethora of tax updates in the U.S. and Canada to ensure employees are taxed according to their location
- Meet strict pay statement mandates by state to avoid penalties
- Save your administrative team hours of time previously used to manually research and configure tax localities

We use Smart Tax Search — and we have a lot of local taxes — so that helps us when an employee changes their address, for example. It knows which local tax should be applied to that employee. Before, we were doing it all manually. We were hopeful that it would be a time-saver for us, but I think it went beyond our expectations in how accurate it really is.

Justine Belt, Payroll Manager at RMH Franchise, Inc.



Why UKG Pro Pay

4. Resilient

In the Human Capital Management industry, it is imperative to have a streamlined business and payroll process that can withstand anything that comes its way — whether it be a natural disaster, a crisis, or a shift in workforce. Having a resilient, cloud-based payroll solution can not only save your business, will also let your employees know that they are cared for and supported. What would it mean for your organization to have accurate and on-time paychecks during a major snowstorm? How would your administrators handle payroll while mitigating inefficiencies and remain compliant? This is where UKG's most robust payroll engine can step in and continue business as usual, with no hiccups or manual errors throughout the process.

Some enhancements that we made to support customers' business continuity plans in 2020:

- New comprehensive reporting for Employer-Related Legislation and leave requests
- Configurable Earnings codes for paid and sick leave
- Options to allow employers to defer their portion of Social Security payments under the CARES Act
- Supporting new types of leave as they become available, with the ability to configure pay codes



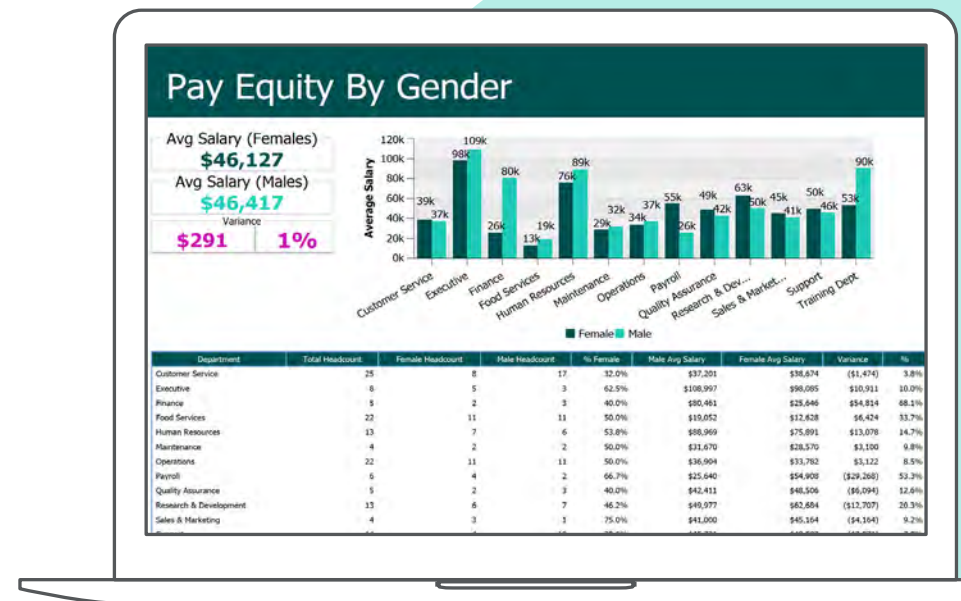
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5. Accurate

Payroll is ever-changing when it comes to deduction, like taxes and distributions, and additions, such as bonuses and salary increases. For organizations with hundreds or thousands of employees, it can end up being difficult to properly manage without the right technology — this is where our powerful insights come in to complement UKG Pro Pay. By providing cohesive and advanced reporting and analytics with our Pro People Analytics, payroll specialists can gain a deeper understanding and drive business results to favor operational performance, financial equity, and the overall state of the workforce.

With Pro Pay, Payroll and HR specialists can unlock meaningful insights on:

- **Overtime by location:** a comprehensive view of employee overtime spending broken down by location and department
- **Pre-check exceptions:** easily identify payroll exceptions encountered during processing and quickly update the exception prior to finalizing
- **Payroll impact from job changes:** view the net change in salary for employees who experienced a job change or promotion
- **Pay Equity Dashboard:** dive deep into your pay analytics to ensure your employees' pay is fair and equitable.



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6. Financial Well-Being

When thinking about a payroll solution, it's not just about a paycheck. UKG Pro Pay also helps foster a workplace culture that engages, motivates, and retains employees by prioritizing their financial well-being so they are confident to look after what matters most at home, at work, and in their communities. Customers can rely on the strong foundation of UKG's reputation, expertise, support, award-winning culture to protect the financial well-being of their people, and time spent both on and off the clock.

Key features to improve financial well-being and foster a culture of caring include:

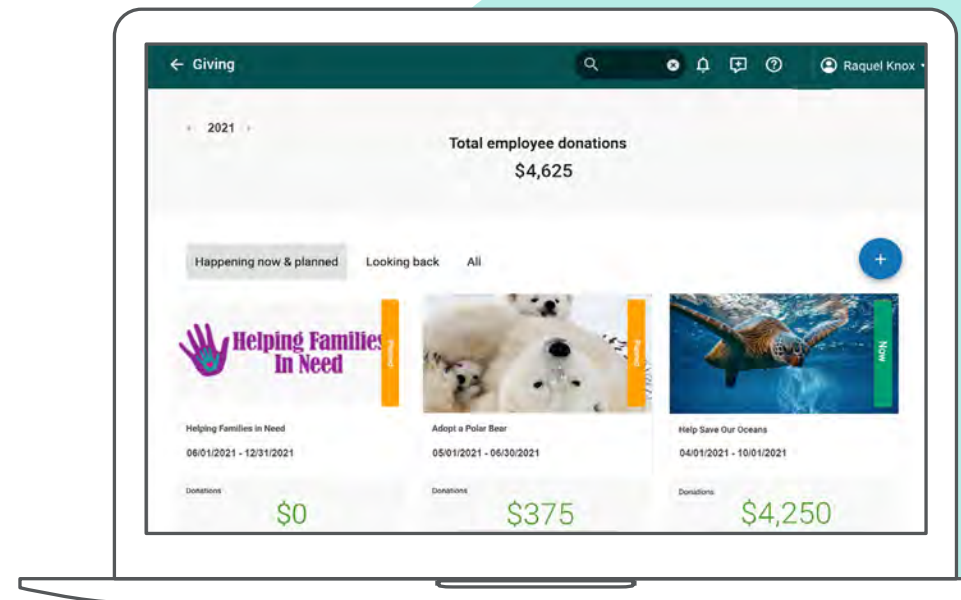
- **Earned Wage Access:** build employee trust by empowering them to access wages in advance so they can better meet needs at home and come to work with greater confidence
- **Model My Pay:** prepare employees for changes in deductions or taxes and review “what if” scenarios so that employees remain confident that they know exactly what their pay will look like
- **Giving:** encourage employees to donate to charitable campaigns that are near to their hearts via the employee pay cycle, with employees knowing what their contributions made a difference

Since launching **UKG Pro Giving** in April 2020, the solution has led to:

277,000+
individual donations
processed

\$3 Million+
in employee donations

\$500,000+
in company matches



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7. Partners for Life

At UKG, we Partner for Life with our customers. With the help of our award-winning Payment Services, your team can also rest easy knowing that they have help along the way. From wage attachment disbursements to configuring garnishments, and even generating and filing forms W-2, W-2C, and 1099, our team can assist you with the heavy lifting to ensure a smooth and stress-free experience.

UKG offers collaborative services to keep your business running smoothly, alleviate stress, and ensure you are supported.

- **UKG Pro Employee Pay:** Partner with payroll experts to allow them to process prompt and accurate payments to your employees on your behalf, all while handling banking relationships.
- **Named Executive Relationship Manager:** Our dedicated ERMs are there for you to help meet your long-term strategic goals by conducting ongoing executive reviews, guiding you through industry trends, and more.
- **Account Manager:** This tenured and experienced partner provides proactive support and helps you prepare for future events such as year-end closing and solution optimization.
- **Collaborative Account Support Cast:** We're always here, ready to work with you 24/7. Our CAST model drives our unique approach to serving and supporting our customers and creates a more engaged and impactful service experience for you and your people.
- **Lifelong Learning:** Your business can take advantage of all the advanced tools we have to offer with flexible and unlimited learning delivery options that make it easy for your people to expand their knowledge for a greater return on your investment.



UKG is your Partner for Life.

Building on years of experience, we bring our decades of knowledge as people and workforce experts to help you along the way. Our love for all things payroll, HR, and workforce management is matched only by our people-centered culture. We are committed to making sure all our customers get the most value from Pro Pay and continue to offer industry-leading implementation and customer service, including unlimited training for all customers.

Discover how people-focused solutions can help transform your workforce experience.

[Schedule a demo of UKG Pro Pay today](#)

About UKG

At UKG (Ultimate Kronos Group), our purpose is people™. Built from a merger that created one of the largest cloud companies in the world, UKG believes organizations succeed when they focus on their people. As a leading global provider of HCM, payroll, HR service delivery, and workforce management solutions, UKG delivers award-winning Pro, Dimensions, and Ready solutions to help tens of thousands of organizations across geographies and in every industry drive better business outcomes, improve HR effectiveness, streamline the payroll process, and help make work a better, more connected experience for everyone. UKG has more than 13,000 employees around the globe and is known for an inclusive workplace culture. The company has earned numerous awards for culture, products, and services, including consecutive years on Fortune's 100 Best Companies to Work For list. To learn more, visit ukg.com.



Our purpose is people

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