PEOPLESOFT PAYROLL FOR NORTH AMERICA

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Payroll processing, administration and management shouldn't be tedious, laborious or stressful for your information systems managers or your payroll staff. Oracle's PeopleSoft Payroll for North America combines an innovative approach to payroll processing with a full-featured system designed to ensure that you're always in control, on time and processing payrolls with maximum efficiency. Whatever the size and diversity of your workforce, PeopleSoft Payroll for North America provides all the tools you need to run an efficient payroll operation.

KEY FEATURES

- Define and manage diverse payroll requirements for United States and Canada
- Performs complex calculations
- Capture and correct errors prior to finalizing payroll
- Timely tax updates

KEY BENEFITS

- Pay employees with ease
- Assists you in staying in compliance
- Reduce administrative costs
- Optimize your payroll operations

Take Control of your Payroll

PeopleSoft Payroll for North America is a pure internet payroll application that you can design to meet your organization's specific requirements. You need to provide the system only with some basic information about the types of balances that you want to maintain, how you want to group the workforce and when you want to pay them. In addition you can define and establish earnings, deductions and taxes, to fit your unique business needs and manage employee level data with ease.

With PeopleSoft Payroll for North Americas, you can:

- Maintain payroll calendars online.
- Define and use any number of balance year types—such as calendar, fiscal or benefits plan year.
- Define unlimited codes and definitions for earnings and deductions.
- Designate shift schedules and shift premium calculation rules.
- Track deduction arrears.
- Determine the types of payroll accumulator balances that you want to maintain and use.
- Handle garnishments, child support orders, tax levies, bankruptcy orders and wage assignments.
- Process multiple direct deposit items for each employee.

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- Give employee additional pay earnings that will be paid on a regular basis *in addition* to regular pay.

- Manage employees who are concurrently working in more than one job.

- Adjust balances online.

- Access unlimited payroll history online.

Complex Paycheck Calculations

PeopleSoft Payroll for North America performs complex paycheck calculations and payroll processes.

The system will:

- Calculate gross-to-net and net-to-gross pay.

- Calculate, view and print online checks.

- Create final checks based on user defined set of rules.

- Support multiple payroll frequencies.

- Support U.S. and Canadian rules, regulations and processing requirements.

- Handle multi-organizational processing, including a common paymaster.

- Highly configurable contract pay calculations for employees in educational organizations.

- Calculate taxes for nonresident aliens including 1042 taxes for education and government organizations.

- Manage and process tip reporting including the ability to process an electronic 8027 form.

- Prorate mid-period pay increases, hires, terminations and other transactions automatically.

- Calculate retroactive ray with total control through user defined retro processing triggers.

- Calculate Fair Labor Standards Act (FLSA) overtime rates.

- Alternative overtime calculation for the States that require different overtime calculations than those managed by the Federal Fair Labor Standards Act (FLSA) regulations.

- Issue a single check that covers all of an employee's FLSA calculations, taxes, benefits and general deductions for multiple jobs in the same organization.
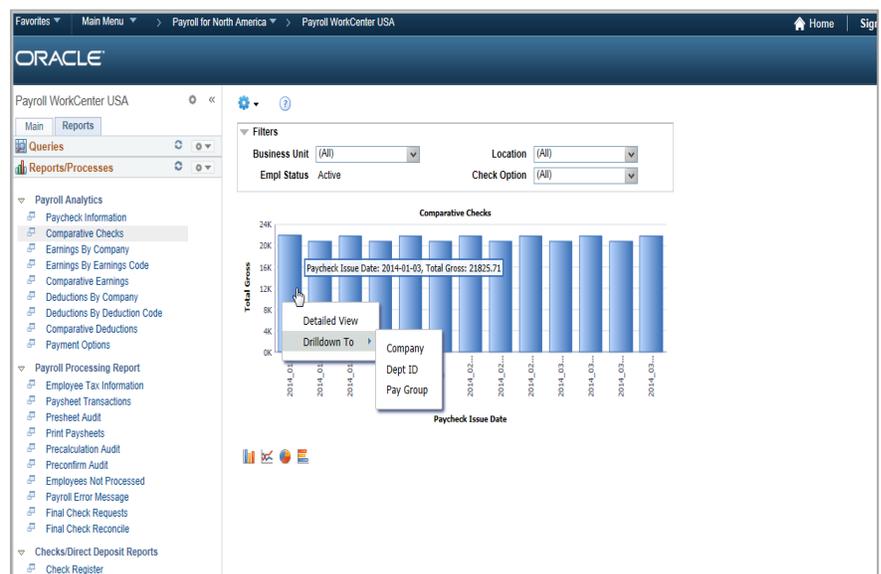
Gain Confidence in Tax Calculations

PeopleSoft Payroll for North America fulfills your federal, state, provincial, and local tax requirements by providing a complete, up-to-date set of tax tables that store all tax data, including state and local reciprocity rules. You also receive timely tax regulation updates.

Flexible Garnishment Handling

PeopleSoft Payroll for North America provides a set of flexible rules to meet the regulatory requirements for garnishment calculations. The set of garnishment tables also allow you to create and update garnishment rules based on your unique requirements. You can control garnishment calculations by specifying earnings subject to garnishment, specifying exemptions and building your own formulas for calculating disposable earnings and maximum amounts available for garnishment.

Role-based Single Point of Entry (Payroll WorkCenter)

The WorkCenter combines transactions, analytics, worklists, alerts and reports into a configurable framework that can be tailored to each role-based user. This new WorkCenter provides a single interface that will increase productivity by streamlining and simplifying work and providing access to all needed information in one place. Using the HR Notifications Framework, payroll administrators and managers can easily notify other impacted products of payroll deadlines and processing changes. The role-based WorkCenter directs the user to common exceptions, possible error and alerts which may need to be addressed prior to payroll going out the door. Users can quickly access cross-module pages and run reports, processes and queries directly from the WorkCenter. Leveraging PeopleTools pivot grids, the new payroll transactional analytics provide insight into your payroll data.

Payroll WorkCenter: A "one stop shop" for the Payroll Administrator to process payroll.

Load Payroll Data with Ease

You can quickly add basic payroll data such as exception time reporting (illness, vacation and so on), overtime, commissions and bonuses into the Rapid Entry Paysheet.

In addition, you can load your additional earnings and deduction override data from other PeopleSoft and third-party applications, directly to the online paysheets using an Excel spreadsheet by way of component interface technology.

Multifaceted Payroll Reporting

Oracle's PeopleSoft Payroll for North America provides a set of standard payroll reports that you can use as is or customize and copy to fit your organizational needs. These reports include deductions register, payroll register, cost centers report, other earnings register, deductions in arrears, deductions not taken, employees not processed, payroll error messages for employees, employee earnings, check reconciliation activity and payroll summary.

Tax reports include a W-2 error listing, W-4 exemptions; tax deposit summary, quarterly, state and local employee wage listing, and employee detail federal and state tax summary.

Canadian specific payroll reports and processes include Record of Employment (ROE) forms and ROE web interface, workers compensation assessments, health insurance premiums, Employment Insurance (EI) rebates, Northwest Territories and Nunavut payroll taxes, employer contribution to CNT (Commission des Normes du Travail), business payrolls survey, overtime bank and T4, T4A, RL-1 and RL-2 slips.

U.S. Federal Government

We offer a variety of unique functions to meet the needs of U.S. federal government agencies. For example, you'll be able to:

- Administer federal pay limits and caps for Basic, Premium (biweekly), Aggregate (annual) Overtime and Danger Pay limitations.

- Meet the federal government requirements for processing leave, benefits, retirement and other contributions.

- Make disbursements by Electronic Funds Transfer (EFT) to meet the federal government requirement – that all third-party payments made on behalf of employees be made by EFT.

A Fully Integrated Enterprise Solution

Because PeopleSoft Payroll for North America is fully integrated with other PeopleSoft applications, you have a direct link to all personnel, benefits, time and labor, pension, stock administration, general ledger, accounts payable and expenses information.

PeopleSoft Payroll for North America

PeopleSoft Payroll for North America is a fully integrated solution that works seamlessly with other PeopleSoft products. For more information on related applications, refer to product datasheets on the following:

- PeopleSoft ePay
- PeopleSoft Human Resources
- PeopleSoft Compensation and Benefits
- PeopleSoft Time and Labor
- PeopleSoft Absence Management.

Visit PeopleSoft Information Portal for further updates and announcements on PeopleSoft products

You can track encumbrances over multiple years to avoid overspending on your budget as well as manage commitments and expenditures automatically by checking them against predefined, authorized budgets.

You can also take advantage of automatic benefits deduction calculations. PeopleSoft Payroll for North America enables you to build a centralized payroll operation or develop a highly decentralized processing environment, whichever best suits your payroll requirements.

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Hardware and Software, Engineered to Work Together

Oracle is committed to developing practices and products that help protect the environment