



isolved™

Pulse Deck

December 2023

- Training and Information Videos
- isolved Announcements
- Compliance Corner
- isolved People Cloud 3-Year Strategic Roadmap
- Get a Jump on Year-End!
- isolved Newsletter
- isolved People Heroes
- isolved Surveys
- How can isolved help?

Agenda



Check out live training and informational videos

Check out The LIVE webinar schedule: [FREE Live Training Webinar Calendar](#)

[HR Planning for FY24: Business as Usual](#)
[Thursday, December 7, 2023 from 1:00 pm – 2:00 pm EST](#)

It's time to pause to think about the year ahead. What changes do you want to see and, more importantly, what are the results you (and your organization) need to experience as a result?

Whether it's a people-strategy change, a structural change, a technology change or an experimental change, the processes to be agile in the way you plan, bring everyone onboard and get the organization ready for it, remain the same. And there is absolutely no better time to start than right now.

Join this Q&A session to hear from organizational agility expert and industry analyst, advisor and influencer Steve Goldberg on how to enact, enable and embrace change at your company – regardless of size or type.

Moderated by isolved VP of Brand & Customer Marketing, Amberly Dressler, Steve will also be joined by isolved's VP of Solution Strategy Geoff Webb to complement this live Q&A with findings from conversations, insights and research from thousands of HR, benefits and payroll professionals. Prepare for FY24 HCM changes now with proven tactics and peer findings too.

Don't miss out on this informative webinar.

[isolved IRL: Better HR System Usability for Better Employee Experience](#)
[Tuesday, December 12, 2023, from 1:00pm - 2:00pm EST](#)

As an HR Leader, it can be difficult to find a user-friendly platform for you and your employees. Many job seekers are looking for better experiences and the opportunity to grow within their careers.

Attend our upcoming isolved In Real Life (IRL) webinar to learn about isolved's boomerang customer that left to explore different platforms.

Andy Brown, HR Supervisor of A-Team Security & Event Services, Inc. will discuss the decision to come back to isolved to grow the business and simplify processes. He'll detail how the organization has moved toward their vision of providing excellent employee experience – from hiring to delivering the first paycheck.

Hear how isolved helped A-Team reach their business goals of moving from a paper and in-person process to an automated, easy experience for both their employees, their HR team and more!

Isolved Announcements

Missed Connect 2023

Announcing Connect 2024
October 7 – 9, 2023

Gaylord Palms Resort, Orlando, Florida

Register Now For Discounted Rates

Quick Links (on landing page)
Year-End Guide is **HERE**



QUICK LINKS

- [NEW! isolved 2024 Payroll Calendar](#)
- [NEW! isolved 2023 Year End Guide](#)
- [Tax Quarter-End Schedule 2023](#)
- [TAX ALERT! Tax Quarter-End Spotlight 3Q 2023](#)

Black Out Period

January 3, 2024 – February 29, 2024

We will not be making any adjustments during this time to ensure timely reporting (printing and e-file process) for all of our customers.
We are not able to make exceptions.

Holiday – Banks Closed

December 25, 2023: Christmas

TAX ALERT: FUTA Credit Reduction States 2023

The U.S. Department of Labor (DOL) has announced the states that are subject to a FUTA credit reduction for tax year 2023.

Employers in California, New York, and the US Virgin Islands are subject to a credit reduction for the 2023 Tax Year, which results in additional FUTA tax.

Starting **December 1st, 2023**, the additional FUTA tax **calculation** and **impound** will occur with payrolls processed in isolved. A higher liability is expected if your company is in a FUTA Credit State.

FUTA and the FUTA Rate

The **Federal Unemployment Tax Act (FUTA)** is an employer paid tax that provides unemployment compensation to workers who have lost their jobs.

The standard FUTA tax rate is 6% on the first \$7,000 of wages subject to FUTA. Generally, employers receive a credit of 5.4% for timely FUTA payments. The **reduced** FUTA tax rate is 0.6% [6.0% - 5.4% = 0.6%], which totals to \$42 in FUTA tax per employee, annually.

| State | Final 2023 FUTA Credit Reduction |
|----------------|----------------------------------|
| California | 0.6% |
| New York | 0.6% |
| Virgin Islands | 3.9% |

How do I prepare for this in isolved?

- Starting **December 1st, 2023**, payrolls that run for the 4th quarter will calculate and collect the additional FUTA tax due. The FUTA Credit additional tax and impound amount will appear on your **Payroll Summary Report**.
- You can use the **FUTA Credit Wages By State Report** to calculate an estimate of the tax increase. From the report, take the total **YTD FUTA Wages By State** for all Credit Reduction States, then multiply by the FUTA tax increase.
- If you do not have a payroll left to run this year after **12/1** and are in one of the FUTA credit reduction states, please contact Customer Support to schedule a payroll for the extra tax to be collected.
- If you have been running zero payrolls and have YTD wages/tax for a FUTA Credit Reduction State, your payrolls processed after **12/1** will include the additional tax liability, as well as payroll processing fees.
- If your company has SUI exemptions, you may be liable for the additional FUTA. Take a look at this [IRS reference](#) (pages 3 and 4) for more information. Common scenarios are listed below.
 - Businesses with all employees exempt to state unemployment (SUI).
 - Businesses with a combination of employees that are contributed for state unemployment as well as exempt to state unemployment.
 - Businesses that paid state unemployment tax late may be liable for additional FUTA tax, up to the max 6% rate. isolved will calculate that all state unemployment tax was paid on time.

isolved People Cloud 3-year Strategic Roadmap

2022 Wave

- AI HR Service Management (Chat Bot)
- Recognition & Rewards (Store)
- On-Demand Pay (Earned Wage Access)
- Advanced PEO Vertical (industry)
- People Heroes University (LMS)
- Benefits Reconciliation (incl. PEO)
- AI Predictive Guide & Analysis (PPA)
- Healthcare, Manufacturing, QSR (industry)

2023 Wave

- Compensation Management
- Benchmark Insights (Industry Index)
- Talent Intelligence (Compensation)
- Leave Management (State Administration)
- DEI&B Analytics (PPA)
- Learning Curriculumms (People Heroes U)
- PEO Vertical Sophistication (Industry)
- AI Recruiting & Candidate Matching

2024 Wave

- Career & Succession Planning
- Benefits Administration (reimagined)
- Comprehensive Carrier Feeds
- Candidate Relationship Mgmt. (ATS)
- AI Personalized Learning Experience (LXP)
- AI Always-On HR (CVA in the flow of work)
- AI Benefits Recommendation Engine
- Advanced ATS Insights



**Intelligently
Connected Platform**

ODATA Data
Aggregators

REST API
Enhancements

isolved
Marketplace

AI-ML
Algorithms

Work Tech
Integration

isolved Analytics
Everywhere™

Low-code PaaS
Platform



**Employee Experience
By Design**

Angular PWA/
SPA Support

Touch: Visual
Data Collection

.NET Core
v6.X

Industry-specific
Solutions

Clock Facial
Recognition

Voice & Geo
Activated Time

isolved AEE
Workspaces



**Energize and Engage
Talent**

Learn Pro Course
Marketplace

Voice of the
Employee

Conversational
Virtual Assistant

Employee
Marketplace

People Heroes
World™

Learning Experience
Platform (LXP)

Global Payroll
(GEOR)



**Your Most Trusted
Partner**

401(k)
MEP & PEP

HR Services

Optimization
Services

Recruitment
Marketing & RPO

Partner Tax
Services

Employer Benefits
Marketplace

isolved Perfect
Payroll™

Expense Management

Eliminate unnecessary workload with a simple and seamless tool.

To comply with regulations and ensure employees are spending within budget and according to expense policy, expense management technology provides visibility into what funds are coming in and out of the business.



Streamline the expense reporting process with a system that seamlessly integrates with isolved Payroll

This easy-to-use system simplifies the expense report process and shortens work. This also increases employee satisfaction by allowing for a quick turnaround for the employee's funds.

Using the Adaptive Employee Experience, employees and managers can submit, oversee, and approve single entry expenses whether they are at their desk or on the road. isolved uses Google Maps inside the Expense product to accurately calculate the route and miles for mileage Expenses. The map can be easily saved as the receipt for the users convenience. Employees will have access to their expense status, pay history and any documents needed for their personal tax statements. Meanwhile, administrators can get what they need quickly to ensure accurate processing with a single view of automated approval workflows, reporting and more with the configurable system to meet the requirements of each organization's expense policy.

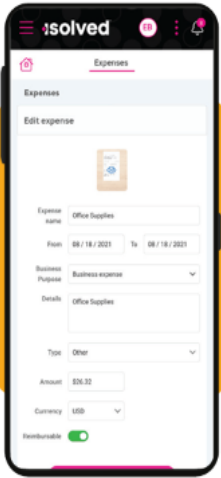
47%

of companies use a dedicated expense management software

Improve your organization's financial health by identifying opportunities to save costs and avoid potential risks.

Benefiting from a single system of record, administrators can keep control of expenses and tax reporting to enhance employee compliance. They can track expenses by business category, purpose, subcategories, departments and other drill-down reporting - including integration into their finance general ledger all in one place.

isolved customers benefit from the highest security and compliance standards of Microsoft Azure and isolved People Cloud. By eliminating another third-party application and bringing expense management into a company's single HR system, potential weak spots are reduced, eliminating entrances for hackers to access.



35%

of companies don't know what they spend per Expense Report

46%

of companies achieve positive ROI in less than one (1) year after switching to a cloud-based expense system



10 Benefits of Expense Management

Expense management is a system deployed by a business to process, pay, and audit employee-initiated expenses such as travel and entertainment.



1

Automate your workflow

Build custom expense fields and assign delegates to simplify the expense reporting process for employees and managers.



Reimburse employees faster

Streamline the expense process by empowering employees to manage their own expenditures and offering a tool that can be accessed anytime and anywhere.

2



3

Boost employee satisfaction

Create a positive and purposeful culture through a better employee experience to increase productivity and engagement across your organization.



Improve financial health

In less than one year of switching to a cloud-based expense system, 46% of companies have achieved a positive ROI.

4

5

Reduce administrative burden

Eliminate paperwork by removing the manual expense process and providing administrators full visibility of expenses in one place.



Increase operational efficiency

Encourage team collaboration by providing a fast and accurate expense processing with simplified dashboard and reporting to provide real-time insight.

6

7

Enhance fraud prevention

Digital expense reports are required to have a receipt and all pertinent information to support submitted expenses, providing a centralized location to manage employee expenses.



Reduce errors

The automated workflow will alert employees when expense reports are incomplete or incorrect and highlight the items that need to be updated.

8

9

Improve and maintain compliance

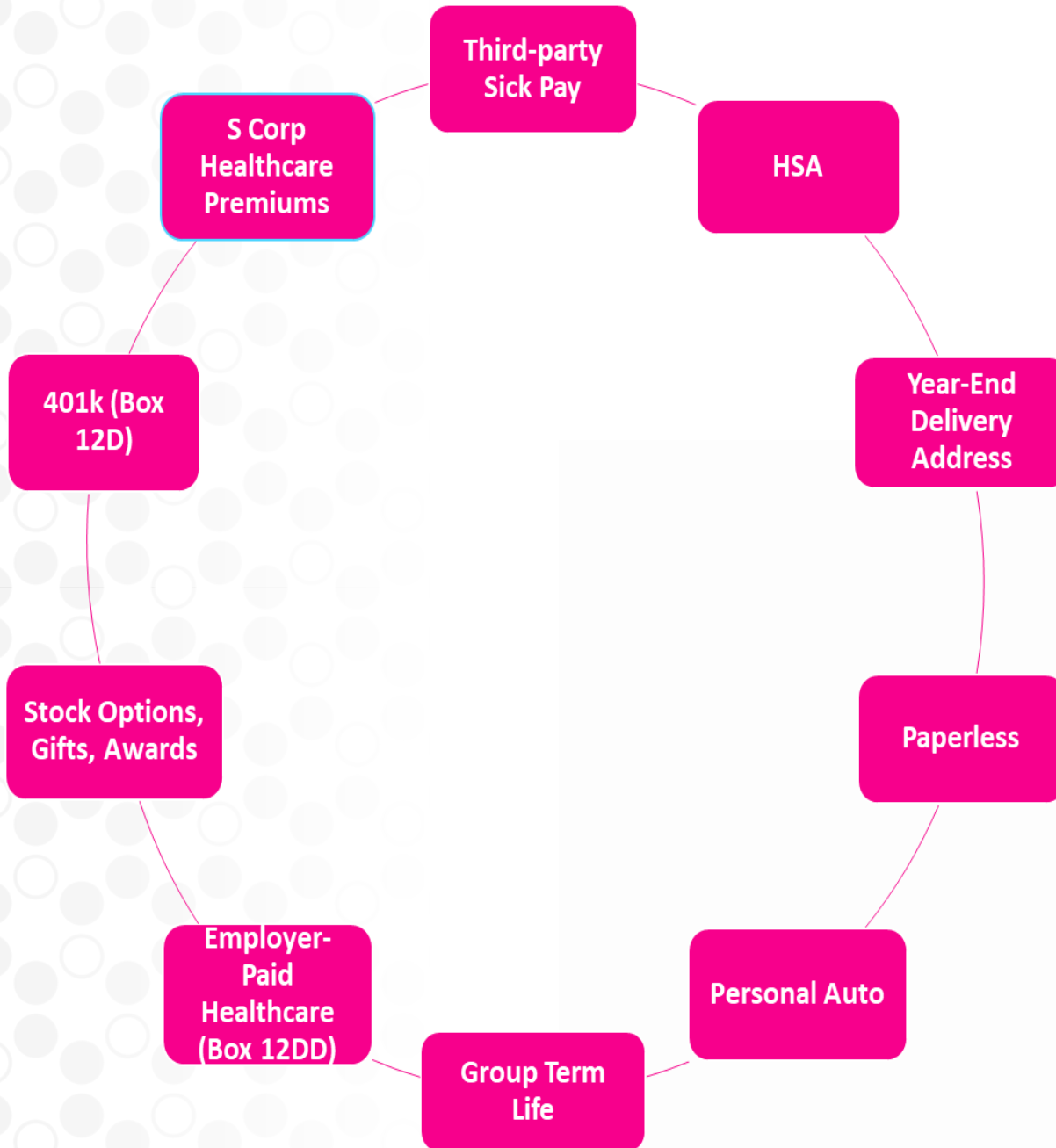
Build and update customized expense fields to ensure employees are always following the latest T&E rules in accordance with compliance laws.



Enforce expense policy

Expense Management tools are customized to follow a company's travel and expense policies with built-in alerts to notify employees of any non-compliant expenses.

10



Year End Best Practices:

Apply these items to employees' records throughout the year

Consider going paperless with paystubs and year-end documents

Reach out to Customer Support with any questions!



Year-End Checklist

Now through early December:

- Review Processing Deadlines and identify your last payroll **check date** of 2023.
- Review 'Dates to Remember for Year-End', page 7.
- Review payroll run schedule for 2024 and contact your Customer Support team for any necessary changes.
- Confirm the Delivery Address for your W-2s. If you have changed mailing addresses, reach out to your support team **BEFORE** your last payroll of 2023 processes to ensure proper delivery.
- Call your Customer Support team with any year-end payroll questions so that there will be sufficient time to resolve any questions. Items that should be considered as being a priority include but are not limited to: third-party sick pay, taxability issues, HSA Contributions, employee SSN updates, name changes, and employee address updates.

Items you should do before your last scheduled payroll of 2023:

- Perform an audit of employee data related to SSN, name and mailing address and make any updates in isolved **before** you process the last payroll with a 2023 pay date.
- Ensure any employee benefit plan start dates/status/hire dates are current.
- Include any fringe benefits to be reported on 2023 W-2s.
- Reach out to Third-Party Sick Pay providers and request information to be included, if available.
- Enter any additional, manual, and/or voided checks that need to be recorded in 2023.

If NOT included in last regular payroll with 2023 date, request a special payroll with 2023 check date (if applicable):

- Third Party Sick Pay information should be processed by December 31, 2023. Fees will apply for amendments/adjustments after the deadline.
- Process any Bonus and Fringe Benefits amounts to be included in 2023 W-2.
- Enter any missed additional, manual, and/or voided checks that need to be recorded in 2023, If entering manual checks/voids contact your support team to make sure it's recorded in 2023.

This CANNOT be done after January 3, 2024

Important Year-End Dates

November

| | |
|--|-------------|
| Veteran's Day – Federal Reserve Holiday (Offices Open) | November 10 |
|--|-------------|

| | |
|--|-------------|
| Thanksgiving –Federal Reserve & isolved Holiday (Offices Closed) | November 23 |
|--|-------------|

| | |
|---|-------------|
| Day After Thanksgiving – isolved Holiday (Offices Closed) | November 24 |
|---|-------------|

December

| | |
|---|-------------|
| Christmas Observed – Federal Reserve & isolved Holiday (Offices Closed) | December 25 |
|---|-------------|

| | |
|---------------------------------------|-------------|
| Last Day for Regular 2 Day Processing | December 27 |
|---------------------------------------|-------------|

January

| | |
|---|-----------|
| First Day to Approve ACA Forms for 2023 | January 1 |
|---|-----------|

| | |
|--|-----------|
| New Year's Day Observed – Federal Reserve & isolved Holiday (Offices Closed) | January 1 |
|--|-----------|

| | |
|--|-----------|
| Last day to process payroll adjustments for 2023 | January 3 |
|--|-----------|

| | |
|---------------------------------|------------|
| Year-End Forms Available Online | January 15 |
|---------------------------------|------------|

| | |
|---|------------|
| Martin Luther King Day – Federal Reserve Holiday (Offices Open) | January 15 |
|---|------------|

| | |
|--|------------|
| Last day to approve ACA Forms for delivery prior to January 31 | January 17 |
|--|------------|

| | |
|---|------------|
| Deadline to distribute ACA forms to residents of California | January 31 |
|---|------------|

February

| | |
|--|------------|
| Last day to approve ACA Forms for a guaranteed delivery prior to March 2nd | February 5 |
|--|------------|

| | |
|--|-------------|
| Presidents' Day – Federal Reserve Holiday (Offices Open) | February 19 |
|--|-------------|

March

| | |
|--|---------|
| Deadline to distribute ACA forms to meet Federal and remaining state deadlines | March 2 |
|--|---------|

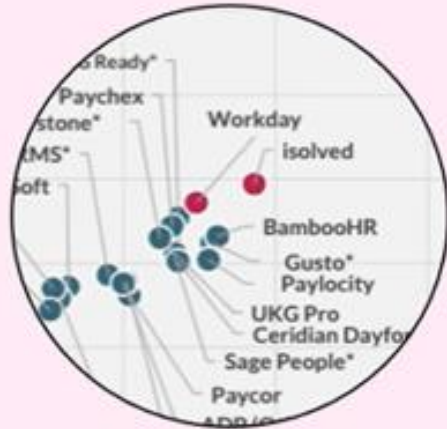
| | |
|---|----------|
| Deadline for ACA electronic transmission to the IRS | March 31 |
|---|----------|

Strengthened Thought Leadership

Continue to build momentum in the market



SAPIENT
INSIGHTS GROUP
Longest-Running
HR Tech Survey



#1

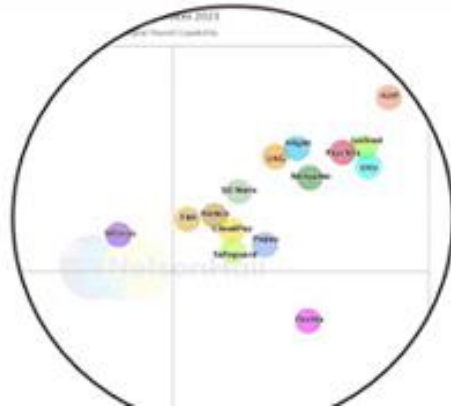
Payroll, HRMS, Time, & Onboarding for SMB

Top 5

HRSD, Learning, Recruiting for SMB



Leader for Digital
Payroll Capabilities



Independent 3rd-party ROI study

7.2 Months Payback period

201% ROI over 3 years

November Newsletter

- **Preparing for your Year-End:** The end of the year is in sight! We've created a People Heroes University course to educate you on the need to review earnings, employee information, and much more. Administrators-don't miss out!
- **Accurate, Award-Winning Payroll:** We've been named a leading in Nelson Hall's NEAT Vendor Evaluation of Payroll Providers. Discover how digital payroll capabilities can benefit you.
- **Are you Ready for FY24?:** We're in the final stretch of 2023-are you prepared for the new year? Industry analyst Steve Goldberg joins us on 12/7 at 1:00pm EST to help you prep for a successful FY24 and beyond.
- **Get your W2's Online:** Did you know that your employees can access their W2s online as of January 15th? Want to learn more? Ask your support team about Year-End Tax Form delivery today!
- **New IRS Tax Minimums Are Here:** isolved is updated to reflect the new 2024 IRS maximums. Those who have completed Open Enrollment can manually add increases through Employee Management.
- **Applicable Large Employer Status:** Has your company reached **APPLICABLE LARGE EMPLOYER** status? Reach out to your Customer Support Team for more information on isolved's ACA Reporting Service
- **Get PTO Ready:** Your employees are gearing up for PTO in the New Year! Now is a great time to review setup to ensure a smooth carryover in January. Contact your support team today!

[Sign Up!](#)

isolved
A Helpful Newsletter Resource for the People of isolved People Cloud

Monthly Newsletter - November 2023

isolved

Thank you People Heroes for rating isolved number one in HR Management Systems, Payroll, Time and Onboarding for the small business category

See why your HCM is top-rated by HR leaders just like you!

[View the Report](#)

New Products & Resources

[Year-End Preparation]
Crush Your End-of-Year Tasks

Hoping for a smooth end of year? We've put together top resources to help HR leaders and their organizations succeed far beyond the end of 2023. From tips on staying compliant to crushing open enrollment, we've got you covered!

[Check It Out](#)

[Did You Know?]
HR Augmentation to the Rescue

Did you know 25 percent of HR leaders are planning to leverage a third-party to handle essential tasks? isolved HR Services provides you the resources required to achieve simple, secure and seamless business value.

[Learn More](#)

Stay up to date with isolved People Heroes World!

Get the latest details on new isolved product features, updates and industry news!

[Sign up for our newsletter](#), so you never miss out on what is happening not only with isolved but within People Heroes World.

[Here are some great perks you'll receive:](#)

- Stay informed about isolved product updates.
- Be the first to know about product tips and industry news.
- Gain access to exclusive training content.
- Learn about isolved's upcoming events!

[Click here](#) to sign up for our newsletter today and stay in the know.



We value your feedback

Customers that complete both reviews will earn a \$15 Amazon gift card.

All you need to do is complete these 2 steps:

Step 1: Complete the reviews below

Step 2: Send your Customer Success Manager a confirmation of completion of the surveys.

Links:

Capterra Link - [Here](#)

TrustRadius Link - [Here](#)



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CONNECT is heading to Orlando, FL!

Oct 7-9
2024

isolved Connect is back next year with new professional development opportunities to sharpen HCM skill sets, including:

- **Discover** isolved People Cloud hacks
- **Attend** intensive learning sessions with HRCI credit
- **Network** with isolved partners and customers
- **Meet** one-on-one with isolved experts
- **See an** exclusive in-depth look at product roadmaps
- **Browse** the Marketplace Village to discover useful integrations
- **Experience** keynote presentations covering top industry challenges

Register Today at isolvedconnect.com!



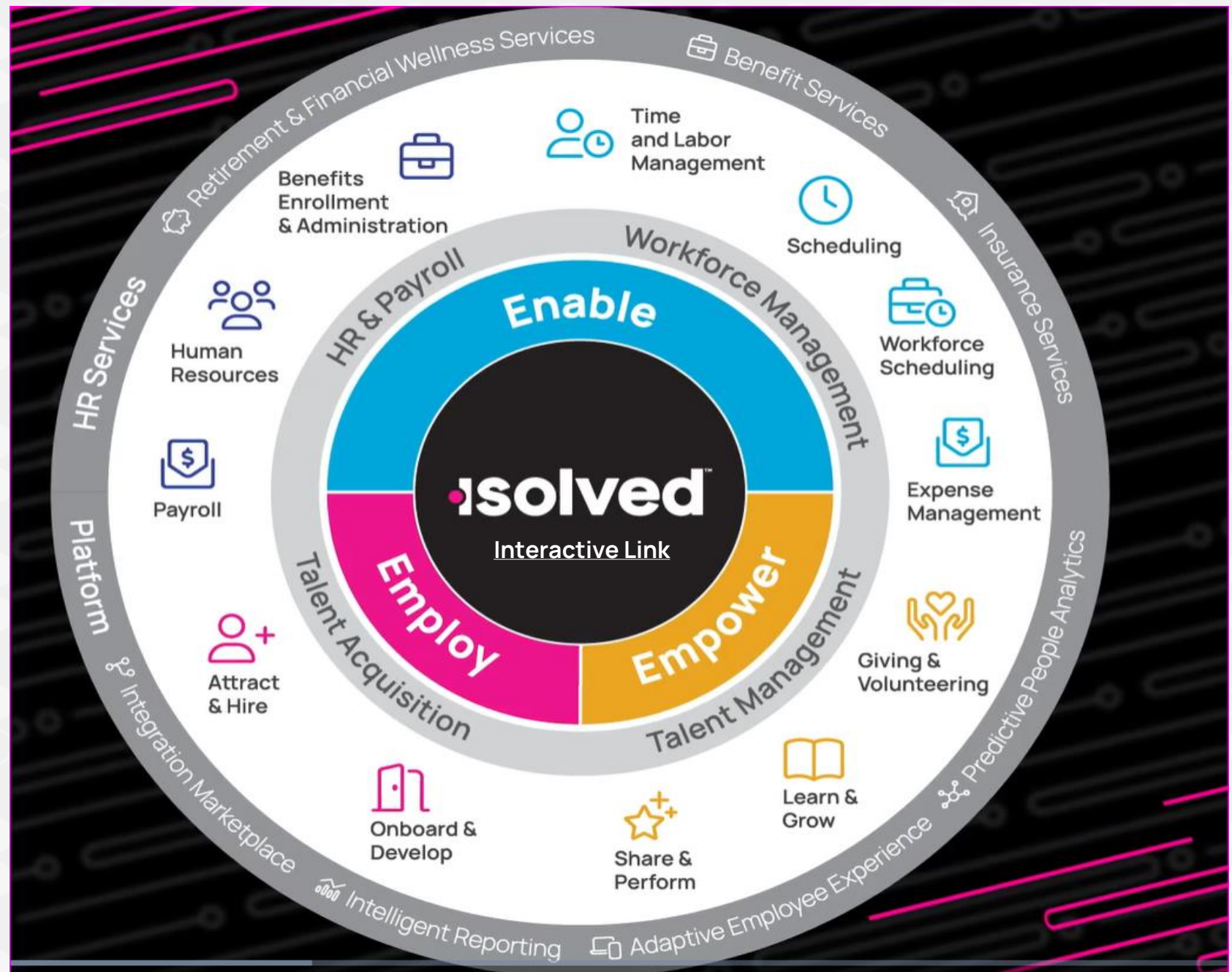
How can isolved help?

Learn more about
what we do.

isolved



3-minute video





isolved™

**What's New?
Tell me about your
strategic goals for
2024?**