

# **Proliant**<sup>®</sup>

## ReadyPay Today



Summer 2019

## **A Path to Paying Your Employees Daily**

Things to consider before making the leap to pay your employees daily.

### **Daily Pay is here to Stay!**

Technology has penetrated the payroll landscape in recent years, innovating time reporting and flexibility in pay. Payroll professionals and their approach to payroll processes are being forced to adapt to a workforce of millennials and Gen-Z workers who require immediate income. Daily pay options aren't a fad or a temporary perk, this fundamental change in payroll processing is here to stay and businesses must respond accordingly. Daily pay also has the potential added benefit of displacing batch payroll approaches with real-time processes when implementing daily pay solutions.

But before you jump into a commitment of paying your employees daily, there are many workforce and business implications to consider including finding partners that can help you transition from traditional payroll to more modern approaches to compensate your employees.



## 60% of hourly employees can not afford an unplanned expense!

Employees who require immediate income are part of the 78% of Americans who are living paycheck to paycheck and who are financially unprepared for an unexpected expense. They are often hourly employees in service-based industries such as healthcare, hospitality, quick service restaurants, retail or nursing. For these employees something unexpected, like car trouble and/or a medical emergency, means missing work causing them to lose that day's wages.

Today's diverse workforce is also heavily comprised of millennials and Gen-Z workers who are demanding a memorable experience from their employers because they see their friends getting paid daily from the likes of Uber and Lyft. Burdened with the weight of student loan debt, these generations are also facing an uphill battle when it comes to saving and reaching financial security.

## Before you leap into setting up daily pay...

It's always fun to offer something new to your employees such as daily pay options. However, there are a number of important workforce situations and business processes to consider before you jump in to this new way of delighting your employees.

## Important Workforce Considerations

- Would certain employees or independent contractors be eligible?
- How do I manage employee deductions?
- What if an hourly employee forgets to clock in or out?
- Would hourly employee time cards need to be approved daily prior to payment by a front-line manager?
- Would employees be able to adjust their time and would funds be retroactively adjusted for over or under payment?
- How would bonuses or one-time payments be administered?
- How do I handle garnishment administration?

## Important Business Process Considerations

- How do I manage cash flow and predict what I need and when?
- Are there changes to my payroll accrual processes?
- What are the tax implications?
- What do I do if/when minimum wage rises in my state?
- What happens if my company's cash position changes?
- Would a company be required to keep funds in a separate bank account strictly for payroll?
- How can I effectively limit my daily exposure?

## Look for a partner who knows Payroll

Proliant has been helping companies with their HR and payroll processes for over 25 years. We give our 4000+ clients across the US all the tools they need to pay their people accurately, on time, and without risk from the IRS. Imagine a world where everything just works – tax filings, contractor payments, unlimited payroll runs, and more. That's the power of Proliant Payroll. Proliant has leveraged this deep knowledge of payroll to innovate on a daily pay product that will be the standard in the industry.



### **Introducing Proliant ReadyPay Today**

Built from our deep experience and knowledge of payroll processes, we are launching ReadyPay Today, the most flexible daily pay solution in the industry. According to the Bureau of Labor Statistics (BLS), the US unemployment rate has now dipped below 4%, the lowest it's been this decade. In this hyper-competitive labor market, businesses are struggling to find and keep qualified workers.

Solutions like ReadyPay Today have shown to decrease employee turnover by 40% and increase recruitment results by 30%. In addition, employees who are more empowered financially tend to be happier and stay longer, saving you 100s of hours of recruitment, training and HR processing time. ReadyPay Today can be offered as a perk to your hourly and salary employees.

### **ReadyPay Today Benefits for your employees**

- No deductions or enrollment fees
- Available to hourly and salaried employees
- Set daily thresholds on daily payments to manage cash flow
- Provide financial security and keep your employees happy, productive, and by your side

To learn more about Proliant ReadyPay Today, visit  
[proliant.com/readypaytoday](https://proliant.com/readypaytoday)