



Working Together to design **HR solutions** and offer **exclusive perks** that exceed your expectations.



Best-In-Class Partnership

Relationships mean more now than ever before. Which is why we've partnered with Paycor to help you solve problems, seize opportunities, and grow your business. **You don't need generic, one-size-fits-all software**, but rather HR and payroll partners who understand your unique needs and can match you with exactly the right solution or resource.

From the first moments of discovery through implementation and ongoing customer service, our **preferred partnership** with Paycor offers you top-notch technology, industry expertise and a best-in-class experience.

A Preferred Partnership with Exclusive Benefits for You

Discounted Pricing

As a newly referred client, our partnership with Paycor gives you exclusive pricing on their solutions.

Prioritized Support

If you have a question, you'll receive prioritized phone queue service as needs arise.

Unrivaled Implementation Experience

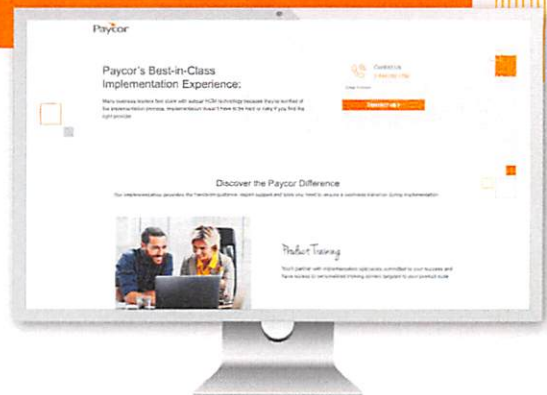
Paycor's implementation model is designed to eliminate the stress and frustrations of implementation by pairing you with advocates who provide the guidance and resources needed for a smooth transition.

Waived Third-Party Integration Fees

We want you to have a frictionless experience, so we're waiving any third-party integration fees.

For more information, contact:

Hannah Jones
828.772.0839
hjones@paycor.com



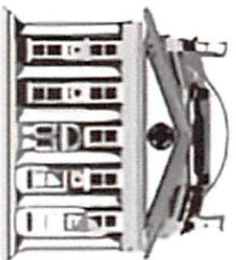
Recruiting • HR • Talent • Time • Payroll • Analytics

Paycor Technology Alignment:

- ✓ 1 single database that includes ATS/Recruiting, Onboarding, HR, Time & Attendance, Performance Management & Payroll under a **single sign-on**.
- ✓ Employee mobile app to request PTO, access paystubs/W2's, built-in timeclock with Geofencing options.
- ✓ Employee Navigator full 360 integration
- ✓ National partnership with USI (*see attached*)
- ✓ 100% Fully electronic database to store all employee documents in employee profile. As well as, options to add/change positions with one click and track job history in one place.
- ✓ Talent Development feedback tool improves the communication loop between peers, teams, and the company as a whole. You can quickly pull 1:1s, include feedback and goals to conduct time-efficient reviews based on historical performance data & reduce bias.
- ✓ Paycor's analytics for real time data insights that will benchmark the results with your competitors using EEOC government data. As well as, point in time reporting on Absenteeism, retention, resignation, diversity & inclusion etc.
- ✓ A Streamlined recruiting process with one-click option for social media posts, faster application process by omitting the log in process, & ability to increase word-of-mouth recruiting by Paycor's Gravity app.
- ✓ Easy-to-use and deploy LMS system that allow seamless integrations with homegrown content, with options to upload your own content.
- ✓ Compliance dashboard to show any potential risk and make recommendations on tax withholdings.
- ✓ Wage Garnishment service handled 100% by Paycor on your behalf.
- ✓ Custom report builder- Enter parameters to compile data to view trends in overtime, benefits paid etc.
- ✓ ACA and EEO-1 reporting with downloadable excel file.
- ✓ Payroll with **real time** changes. No batch payroll.
- ✓ Custom GL build out.
- ✓ Labor budget forecasting & reporting.



Effingham County & Paycor Executive Summary



County
Effingham
Georgia
Board of Commissioners

Paycor  Empowering leaders™



Pricing – Per Employee Per Month (PEPM)

Service	Unit	Qty	\$ Cost Per	\$ Total
HCM Cor	Per Active Employee	450	\$10.00	\$4,500.00
ACA Per EE Fee			Included	0
Check Stuffing			Included	0
Electronic Custom Data File			Included	0
Employee Import			Included	0
General Ledger Report			Included	0
HR Support Ctr			Included	0
HR Support Ctr On Demand			Included	0
Labor Distribution			Included	0
Labor Law Poster			Included	0
New Hire Filing EVS			Included	0
Off-Cycle Payrun Fee			Included	0
Onboarding			Included	0
Online Check Stub			Included	0
Online Reporting			Included	0
Pay Options			Included	0
Paycor Analytics Plus			Included	0
Paycor Analytics Pro			Included	0
Paycor Compensation Planning			Included	0
Paycor Expense Management			Included	0
Paycor HR			Included	0
Paycor Pulse			Included	0
Paycor Report Builder			Included	0
Payroll and Tax Service			Included	0
Reporting Options			Included	0
Talent Management Bundle	Per Active Employee	450	\$5.00	\$2,250.00
Paycor Career Management			Included	0
Paycor Paths Upgrade			Included	0
Paycor Recruiting Pro			Included	0
Paycor Smart Sourcing Upgrade (avail. Spring 2023)			Included	0
Paycor Talent Development			Included	0
Workforce Management Pro Bundle	Per Active Time User	450	\$3.00	\$1,350.00
Paycor Scheduling Pro			Included	0
Paycor Time			Included	0
Paycor Time Geovalidation			Included	0
Paycor Time Points & Incidents			Included	0
Electronic GL Monthly	Per Active Employee	450	\$0.00	\$0.00
Electronic GL Per Run	Per Active Employee	450	\$0.00	\$0.00
Employee Navigator	Per Active Employee	450	\$0.50	\$225.00
Job Costing Electronic GL	Per Active Employee	450	\$0.00	\$0.00
OnDemand Pay	Per Active Employee	1	\$0.00	\$0.00
The Work Number	Per Active Employee	1	\$0.00	\$0.00
Time Off Manager	Per Active Employee	450	\$0.00	\$0.00
			Subtotal:	\$8,325.00



Pricing – PT (PEPM)

Service	Unit	Qty	\$ Cost Per	\$ Total
HCM Cor	Per Active Employee	150	\$5.00	\$750.00
ACA Per EE Fee			Included	0
Check Stuffing			Included	0
Electronic Custom Data File			Included	0
Employee Import			Included	0
General Ledger Report			Included	0
HR Support Ctr			Included	0
HR Support Ctr On Demand			Included	0
Labor Distribution			Included	0
Labor Law Poster			Included	0
New Hire Filing EVS			Included	0
Off-Cycle Payrun Fee			Included	0
Onboarding			Included	0
Online Check Stub			Included	0
Online Reporting			Included	0
Pay Options			Included	0
Paycor Analytics Plus			Included	0
Paycor Analytics Pro			Included	0
Paycor Compensation Planning			Included	0
Paycor Expense Management			Included	0
Paycor HR			Included	0
Paycor Pulse			Included	0
Paycor Report Builder			Included	0
Payroll and Tax Service			Included	0
Reporting Options			Included	0
Talent Management Bundle	Per Active Employee	150	\$5.00	\$750.00
Paycor Career Management			Included	0
Paycor Paths Upgrade			Included	0
Paycor Recruiting Pro			Included	0
Paycor Smart Sourcing Upgrade (avail. Spring 2023)			Included	0
Paycor Talent Development			Included	0
Workforce Management Pro Bundle	Per Active Time User	150	\$3.00	\$450.00
Paycor Scheduling Pro			Included	0
Paycor Time			Included	0
Paycor Time Geovalidation			Included	0
Paycor Time Points & Incidents			Included	0
Electronic GL Monthly	Per Active Employee	150	\$0.00	\$0.00
Electronic GL Per Run	Per Active Employee	150	\$0.00	\$0.00
Job Costing Electronic GL	Per Active Employee	150	\$0.00	\$0.00
The Work Number	Per Active Employee	1	\$0.00	\$0.00
Time Off Manager	Per Active Employee	150	\$0.00	\$0.00
			Subtotal:	\$1,950.00



Per Processing Fee:

Service	Unit	Qty	\$ Cost Per	\$ Total
Pro Wage Garnishment	Each	1	\$3.00	\$3.00
			Subtotal:	\$3.00

Pricing – End of year

Service	Unit	Qty	\$ Cost Per	\$ Total
ACA YE 1094 Fee	Each	1	\$75.00	\$75.00
ACA YE 1095 Fee	Each	800	\$2.00	\$1,600.00
W2 Base Fee	Each	1	\$75.00	\$75.00
W2 Processing	Each	800	\$6.95	\$5,560.00
			Subtotal:	\$7,310.00



Paycor Implementation Fees

County of Effingham Implementation

Implementation Fees	Qty	\$ Cost Per	\$ Total
ACA Setup Fee	650	\$0.00	\$0.00
Electronic GL Setup Fee	1	\$0.00	\$0.00
Employee Navigator Setup Fee	1	\$0.00	\$0.00
Onboarding Setup Fee	650	\$0.00	\$0.00
Paycor HR Setup Fee	650	\$7.69	\$5,000.00
Paycor Recruiting Pro Setup Fee	650	\$0.00	\$0.00
Paycor Time Setup Fee	650	\$0.00	\$0.00
Payroll Setup Fee	650	\$7.69	\$5,000.00
ACA Setup Fee	650	\$0.00	\$0.00
Onboarding Setup Fee	650	\$0.00	\$0.00
Paycor Recruiting Pro Setup Fee	650	\$0.00	\$0.00
Paycor Time Setup Fee	650	\$0.00	\$0.00
			\$10,000.00



Pricing Summary

Pricing Summary



One Time Fees	
Setup Fees	\$10,000.00
Clock Purchase	\$0.00
Net One Time Fees	\$10,000.00



Annualized Fees	
Service Fees	\$123,456.03
Year End Fees	\$5,670.00
Net Annualized	\$129,126.03



First Year Investment	
One Time Fees	\$10,000.00
Annualized Fees	\$129,126.03
Net Total	\$139,126.03

Per Employee Per Year cost: \$215

Streamline Onboarding Process

Paycor Onboarding:

Make the onboarding process more engaging and meaningful. Significantly reduce manual administrative processes, so you can focus spending time with your new hire.

FEATURES:

- Tax Credits (WOTC) embedded into the onboarding process
- I-9 verification
- Compliant Tax Form Completion
- New Hire Document Signature on each page of the document
- New Hire Analytics & Progress Reporting

The screenshot displays the Paycor Onboarding interface for a user named Kerry Smith. The interface is titled "ONBOARDING by Paycor" and includes a "WELCOME, Kerry Smith" message. A progress bar on the left indicates the completion status of various steps: Welcome (checked), Personal (checked), Contact (checked), Tax Credit Screening (checked), I-9 Verification (active), Direct Deposit (checked), Tax Setup (checked), Additional Information, Documents, and Review. The main content area is titled "I-9 Verification" and includes a disclaimer: "I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of the form. I attest, under penalty of perjury that I am (select one of the following):". Below this is a "Read I-9 Instructions" link and a "Work Eligibility*" dropdown menu. The "Hide the Following:" section lists optional fields to exclude: Social Security Number, Email Address, and Phone Number. The "Preparer and/or Translator Certification (select one):*" section offers two radio button options: "I am completing this form without a preparer or translator" and "A preparer(s) and/or translator(s) is assisting me in completing this I-9 form." A note below states: "If you select this option, you will need to complete I-9 form manually." The interface also includes "ESPAÑOL" and "SIGN OFF" links in the top right corner and a "Submit" button at the bottom left.

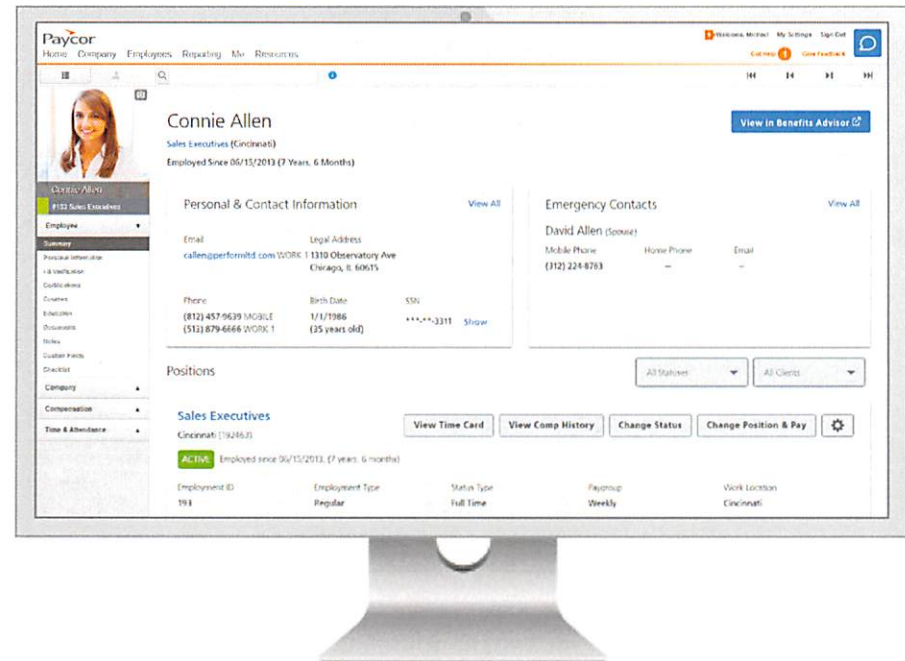
Retain + Engage Employees

Paycor HR:

Paycor HR streamlines and optimizes practically every aspect of HR, from performance reviews to compliance and employee communication.

FEATURES:

- Powerful, Unlimited Workflows
- 360° Performance Reviews & Ongoing Feedback
- Interactive Org Chart and Company Directory



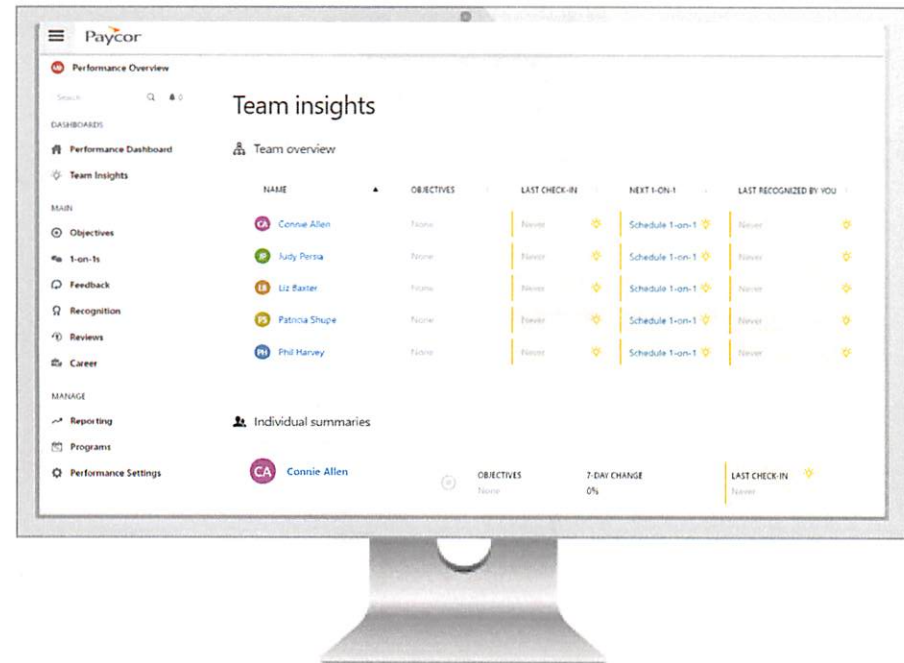
Inspire Growth &

Paycor Talent Development: Performance

Our Talent Development allows high-performing companies to shift to more continuous development and coaching conversations that create the right level of focus, help employees feel engaged and deliver better business outcomes.

FEATURES:

- Goals Available in OKR or SMART Goal Format
- 1:1s-Visualize Employee Performance and Develop Coaching Using a 9-Box Grid
- Scheduled Reminders, Check-Ins, Email Summary and In-App Notifications
- Team, Department & Company Level Goals



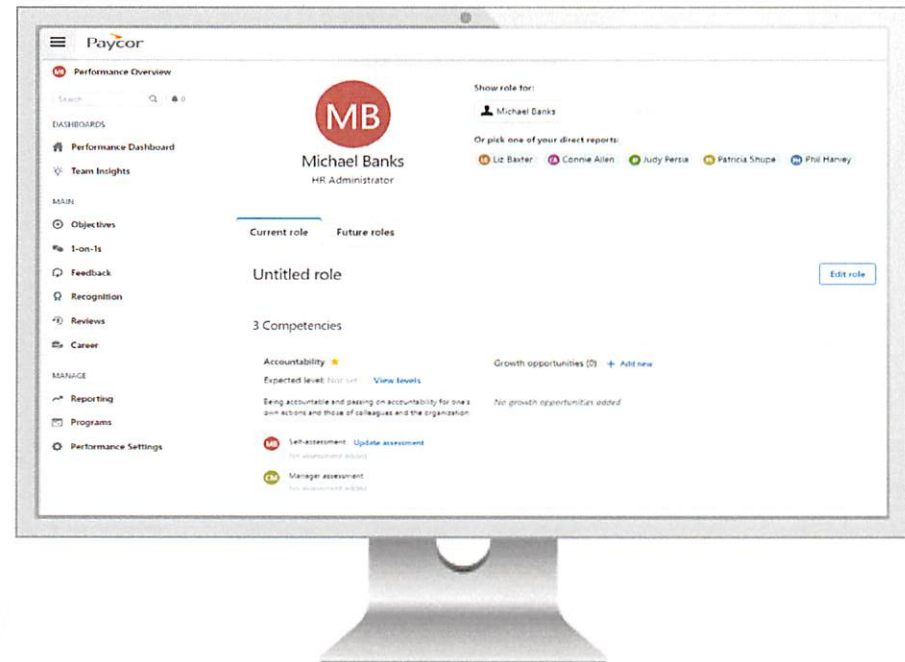
Coach & Retain Workforce

Paycor Career Management:

Our Career Management software creates better career strategies, facilitates internal movement and identify talent risks. HR leaders can create a team-oriented organization that helps future proof their workforce and leads to increased business success.

FEATURES:

- Role & growth profiles
- Succession planning & career assessments
- Determine competencies to existing role or future roles
- Talent attribute insights to track career progression of your workforce



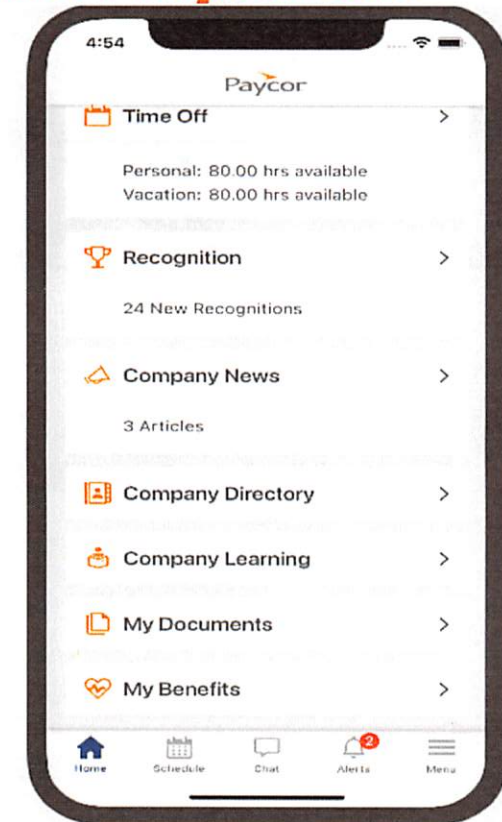
Reach Managers and Employees Anytime Anywhere

Paycor Mobile:

HR Leaders can finally empower their managers and employees with the tools they need to take care of important tasks themselves. By freeing HR from the manual jobs that clutter your to-do list, the Mobile app allows you to effectively manage and grow your organization.

FEATURES:

- Praise employees for a job well done with Shoutouts
- Manage Employee Timecards
- Review and Approve Time Off Requests
- Send Company-Wide Communication to EE's Mobile Device
- Shop, Enroll and Manage employee benefits
- HR Leaders can manage their teams directly from the app
- View and adjust upcoming shifts and schedules
- Quick access to all Paystubs and Tax Documents



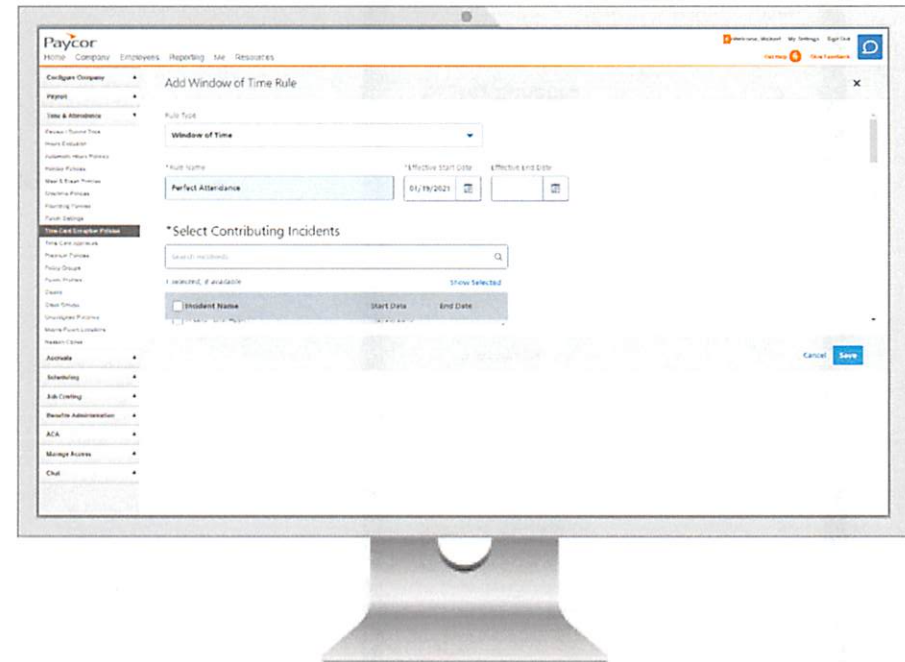
Optimize Productivity + Track Labor Costs

Paycor Time:

Managing your workforce has never been easier. Easily monitor your labor costs and optimize employee productivity. Manage and track overtime costs and increase productivity through our simplified time and attendance solution.

FEATURES:

- Unified System of Record
- Mobile punching + geo-validation
- Time Dashboards to hours and overtime
- Special pay and Incentive pay can be recorded on HR profile or spreadsheet
- Attendance Management & scheduling software
- OSHA Reporting



Confidently Pay Employees

Paycor Payroll:

Quickly, easily and confidently pay employees from wherever you are and never worry about tax compliance again.

FEATURES:

- Import functionality to pull in incentive and special pay
- Blended Overtime automated
- Immediate Calculation to spot check
- Proactive Notifications and Alerts
- Stress-free Tax Compliance
- Pre-processing reports



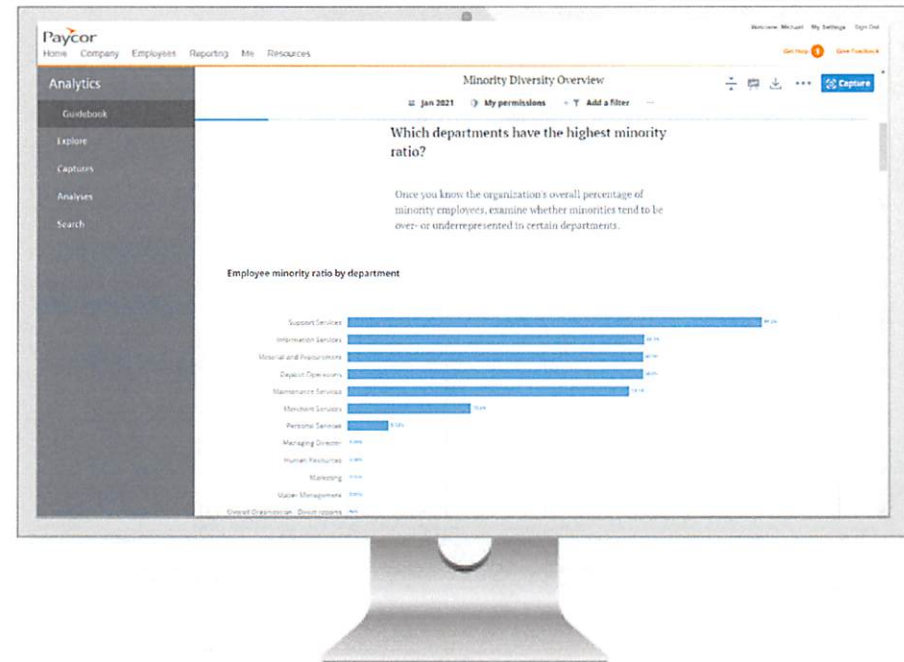
Transform Data into Trends to Pinpoint Problems

Paycor Analytics:

Take the complexity out of workforce analysis and planning. Get real-time data insights to make critical business decisions.

FEATURES:

- Leverages over 800 data points across Paycor's entire product portfolio
- Side by side comparison of employees to understand insights and take action
- Deep Benchmarking Capabilities against EEOC data not just Paycor's client base
- Predictive Insights and Comparison Tools
- Ability to drill down into different insights



Paycor Implementation Team

Project Manager

- Primary contact during implementation
- Manages project scope, risks and timelines
- Schedules and leads meetings
- First point of escalation if issue arise

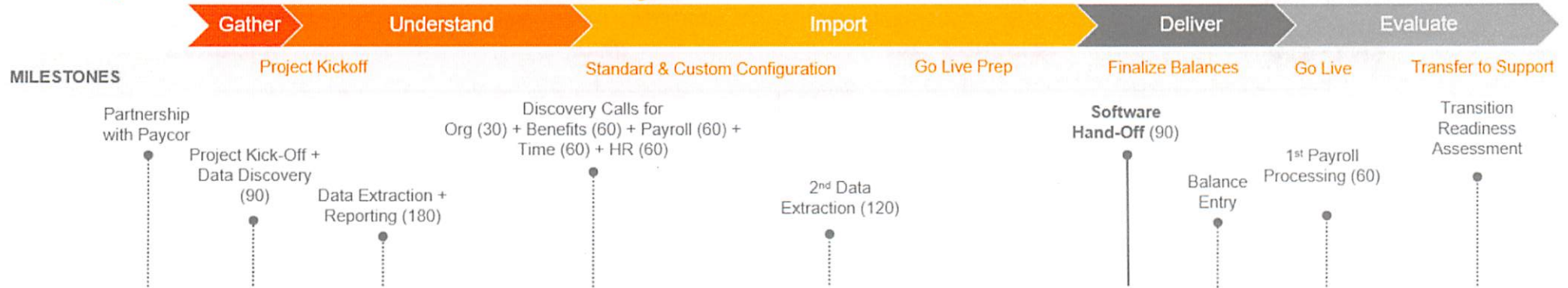
**PAYROLL
IMPLEMENTATION
CONSULTANT**

**TIME
IMPLEMENTATION
CONSULTANT**

**HR - BENEFITS
IMPLEMENTATION
CONSULTANT**

**ATS - LMS
IMPLEMENTATION
CONSULTANT**

Project Milestones and Training Path



KEY

- = Required
- = Recommended

Payroll Level 1 2 hr Virtual	Payroll Level 2 90 min Virtual	HR 90 min Virtual	Create Reports 30 min eLearning	Payroll Level 3 90 min Virtual	Payroll Level 4 90 min Virtual
Configure Your Company 45 min eLearning	Time 90 min Virtual	Pay Employees 45 min eLearning	Manage Access 30 min eLearning	Open Enrollment Wizard 60 min eLearning	Paycor Analytics 60 min Virtual
Configure Taxes 45 min eLearning	Time (Manager/Supervisor) 45 min eLearning	Manage Employees 45 min eLearning	Onboarding 60 min Virtual	Perform HR Workflows 20 min eLearning	
Configure Org & GL 45 min eLearning	Time Off Manager 10 min Recording				

Paycor Project Schedule Sample

Go Live Date Range [7] - 10 weeks



**Note: Customer's schedule is finalized during the Understand Phase.*

Paycor Phases	Paycor Effort	Customer Effort	Week	Milestones
	1	1	1-2	Schedule Kick-off meeting
Gather - Working together to obtain customer and employee level data.	4	3	1-2	Schedule data exploration call & discovery meetings for requirements
	2	4	2-3	Collect & review employee/client level data (data exploration call)
	1	2	2-3	Review training options and timelines, select solution
Understand - Determining project scope and timeline.	3	2	2-3	Define success measures and project scope
	4	4	2-3	Define configuration requirements
	2	3	2-3	Define security/application access
	2	1	3	Confirm completion dates and finalize Project Plan
	1	1	3	Schedule status calls
Import - Importing data and completing system configuration.	5	1	3-4	Configure HCM database
	1	3	All	Perform Internal change management
	1	3	3-5	Validate customer & employee level data
	5	3	4-6	Complete comparison payroll run
	3	3	4-6	Attend training and [if applicable] access product demos
Deliver - Providing you access to your database.	2	2	4-6	Complete configuration (System Training) for products
	3	3	4-6	Gain access to database & verify accuracy
	3	2	6-7	Collect & load year-to-date wage and tax data
Evaluate Success - Meeting your ongoing support team and ensuring success.	5	5	7/10/23	Go live with Products*
	3	3	8-9	Evaluate success of partnership
	3	1	12	Prepare for long-term succes / Leverage technology for continued learning and success

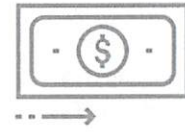


Order for Services
Prepared by Hannah Jones

Client:
County of Effingham
601 N Laurel St
Springfield, GA 31329
(912) 754-2123

8287720839

Pricing Summary



One Time Fees		Annualized Fees		First Year Investment	
Setup Fees	\$10,000.00	Service Fees	\$123,456.03	One Time Fees	\$10,000.00
Clock Purchase	\$0.00	Year End Fees	\$5,670.00	Annualized Fees	\$129,126.03
Net One Time Fees	\$10,000.00	Net Annualized	\$129,126.03	Net Total	\$139,126.03

Pricing Detail

	Payrolls	Employees	Processes per Year
Effingham County	1	450	26
Bi Weekly		450	26
Effingham County-PT	1	150	26
Bi Weekly		150	26
	2	600	52

Effingham County Per Payroll Processing Fees

Service	Unit	Qty	\$ Cost Per	\$ Total
Pro Wage Garnishment	Each	1	\$3.00	\$3.00
			Subtotal:	\$3.00

Effingham County New Hire Filing Fees (Incurred per new employee)

Service	Unit	Qty	\$ Cost Per	\$ Total
E-Verify Service	Per Active Employee	1	\$0.00	\$0.00
			Subtotal:	\$0.00

Effingham County



Monthly Fees

Service	Unit	Qty	\$ Cost Per	\$ Total
HCM Cor	Per Active Employee	450	\$10.00	\$4,500.00
ACA Per EE Fee			Included	0
Check Stuffing			Included	0
Electronic Custom Data File			Included	0
Employee Import			Included	0
General Ledger Report			Included	0
HR Support Ctr			Included	0
HR Support Ctr On Demand			Included	0
Labor Distribution			Included	0
Labor Law Poster			Included	0
New Hire Filing EVS			Included	0
Off-Cycle Payrun Fee			Included	0
Onboarding			Included	0
Online Check Stub			Included	0
Online Reporting			Included	0
Pay Options			Included	0
Paycor Analytics Plus			Included	0
Paycor Analytics Pro			Included	0
Paycor Compensation Planning			Included	0
Paycor Expense Management			Included	0
Paycor HR			Included	0
Paycor Pulse			Included	0
Paycor Report Builder			Included	0
Payroll and Tax Service			Included	0
Reporting Options			Included	0
Talent Management Bundle	Per Active Employee	450	\$5.00	\$2,250.00
Paycor Career Management			Included	0
Paycor Paths Upgrade			Included	0
Paycor Recruiting Pro			Included	0
Paycor Smart Sourcing Upgrade (avail. Spring 2023)			Included	0
Paycor Talent Development			Included	0
Workforce Management Pro Bundle	Each	450	\$3.00	\$1,350.00
Paycor Scheduling Pro			Included	0
Paycor Time			Included	0
Paycor Time Geovalidation			Included	0
Paycor Time Points & Incidents			Included	0
Electronic GL Monthly	Per Active Employee	450	\$0.00	\$0.00
Electronic GL Per Run	Per Active Employee	450	\$0.00	\$0.00
Employee Navigator	Per Active Employee	450	\$0.50	\$225.00
Job Costing Electronic GL	Per Active Employee	450	\$0.00	\$0.00
OnDemand Pay	Per Active Employee	1	\$0.00	\$0.00
The Work Number	Per Active Employee	1	\$0.00	\$0.00
Time Off Manager	Per Active Employee	450	\$0.00	\$0.00
			Subtotal:	\$8,325.00

Effingham County
 Estimated Year End Fees (Actual value based on quantity of W2's processed. Amount varies by yearly number of



employees)

Service	Unit	Qty	\$ Cost Per	\$ Total
ACA YE 1094 Fee	Each	1	\$75.00	\$75.00
ACA YE 1095 Fee	Each	450	\$2.00	\$900.00
W2 Base Fee	Each	1	\$75.00	\$75.00
W2 Processing	Each	450	\$6.95	\$3,127.50
			Subtotal:	\$4,177.50

Effingham County-PT
Per Payroll Processing Fees

Service	Unit	Qty	\$ Cost Per	\$ Total
Pro Wage Garnishment	Each	1	\$3.00	\$3.00
			Subtotal:	\$3.00

Effingham County-PT
New Hire Filing Fees (Incurred per new employee)

Service	Unit	Qty	\$ Cost Per	\$ Total
E-Verify Service	Per Active Employee	1	\$0.00	\$0.00
			Subtotal:	\$0.00

Effingham County-PT
Monthly Fees

Service	Unit	Qty	\$ Cost Per	\$ Total
HCM Cor	Per Active Employee	150	\$5.00	\$750.00
ACA Per EE Fee			Included	0
Check Stuffing			Included	0
Electronic Custom Data File			Included	0
Employee Import			Included	0
General Ledger Report			Included	0
HR Support Ctr			Included	0
HR Support Ctr On Demand			Included	0
Labor Distribution			Included	0
Labor Law Poster			Included	0
New Hire Filing EVS			Included	0
Off-Cycle Payrun Fee			Included	0
Onboarding			Included	0
Online Check Stub			Included	0
Online Reporting			Included	0
Pay Options			Included	0
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Paycor Analytics Pro			Included	0
Paycor Compensation Planning			Included	0
Paycor Expense Management			Included	0
Paycor HR			Included	0
Paycor Pulse			Included	0



Paycor Report Builder			Included	0
Payroll and Tax Service			Included	0
Reporting Options			Included	0
Talent Management Bundle	Per Active Employee	150	\$5.00	\$750.00
Paycor Career Management			Included	0
Paycor Paths Upgrade			Included	0
Paycor Recruiting Pro			Included	0
Paycor Smart Sourcing Upgrade (avail. Spring 2023)			Included	0
Paycor Talent Development			Included	0
Workforce Management Pro Bundle	Each	150	\$3.00	\$450.00
Paycor Scheduling Pro			Included	0
Paycor Time			Included	0
Paycor Time Geovalidation			Included	0
Paycor Time Points & Incidents			Included	0
Electronic GL Monthly	Per Active Employee	150	\$0.00	\$0.00
Electronic GL Per Run	Per Active Employee	150	\$0.00	\$0.00
Job Costing Electronic GL	Per Active Employee	150	\$0.00	\$0.00
The Work Number	Per Active Employee	1	\$0.00	\$0.00
Time Off Manager	Per Active Employee	150	\$0.00	\$0.00
			Subtotal:	\$1,950.00

Effingham County-PT
 Estimated Year End Fees (Actual value based on quantity of W2's processed. Amount varies by yearly number of employees)

Service	Unit	Qty	\$ Cost Per	\$ Total
ACA YE 1094 Fee	Each	1	\$75.00	\$75.00
ACA YE 1095 Fee	Each	150	\$2.00	\$300.00
W2 Base Fee	Each	1	\$75.00	\$75.00
W2 Processing	Each	150	\$6.95	\$1,042.50
			Subtotal:	\$1,492.50

County of Effingham Implementation

Implementation Fees	Qty	\$ Cost Per	\$ Total	
ACA Setup Fee	650	\$0.00	\$0.00	
Electronic GL Setup Fee	1	\$0.00	\$0.00	
Employee Navigator Setup Fee	1	\$0.00	\$0.00	
Onboarding Setup Fee	650	\$0.00	\$0.00	
Paycor HR Setup Fee	650	\$7.69	\$5,000.00	
Paycor Recruiting Pro Setup Fee	650	\$0.00	\$0.00	
Paycor Time Setup Fee	650	\$0.00	\$0.00	
Payroll Setup Fee	650	\$7.69	\$5,000.00	
ACA Setup Fee	650	\$0.00	\$0.00	
Onboarding Setup Fee	650	\$0.00	\$0.00	
Paycor Recruiting Pro Setup Fee	650	\$0.00	\$0.00	
Paycor Time Setup Fee	650	\$0.00	\$0.00	
			Subtotal:	\$10,000.00



Order Summary for County of Effingham
601 N Laurel St, Springfield, GA 31329
(912) 754-2123

Effingham County (Bi-weekly processing on MM - HCM Core Pricing solution)

	Occurrences	\$ Cost Per	\$ Total
Per Payroll Processing Fees	26	\$3.00	\$78.00
Monthly Fees	12	\$8,325.00	\$99,900.02
Estimated Year End Fees	1	\$4,177.50	\$4,177.50
Annualized Total			\$104,155.52

Effingham County-PT (Bi-weekly processing on MM - HCM Core Pricing solution)

	Occurrences	\$ Cost Per	\$ Total
Per Payroll Processing Fees	26	\$3.00	\$78.00
Monthly Fees	12	\$1,950.00	\$23,400.01
Estimated Year End Fees	1	\$1,492.50	\$1,492.50
Annualized Total			\$24,970.51

County of Effingham Total

	\$ Total
Per Payroll Processing Fees – Annual Total	\$156.00
Monthly Fees – Annual Total	\$123,300.03
Estimated Year End Fees – Annual Total	\$5,670.00
Annualized Total	\$129,126.03
Implementation Fees	\$10,000.00

The client specified above ("You," "Your," or "Client"), has executed this Order for Services ("Order") as of the date set forth below for the products and services identified herein and any subsequent Order issued hereunder. This Order, and any subsequent Orders provided thereunder, and Your receipt of any products or services are governed by and subject to the Provider Terms and all applicable additional terms (each as defined in the Provider Terms, collectively 'Provider Terms'), a copy of which can be accessed at <https://www.paycor.com/terms-and-conditions-01feb2023/> (which may be updated from time to time). You acknowledge and agree that Your signature below constitutes Your consent to be bound by this Order, the Provider Terms and any Third-Party Terms (if applicable, as defined in the Provider Terms), and all other applicable terms for services You order. All capitalized terms herein as defined in the Provider Terms.

Monthly Fees

Bundled Pricing: If Client purchases Paycor Services that are subject to bundled pricing, Paycor will begin billing Client monthly Fees for the month during which Client first processes payroll.

Non-Bundled Pricing: If Client purchases Paycor Services which are not subject to bundled pricing, Paycor will begin billing Client for Fees either for the month during which the Paycor Service is activated or when Client first processes payroll, whichever occurs later. Paycor will bill all recurring monthly and per processing fees at minimum once per month.

Prices for in-application purchases are not included in this Order and will be included in the invoice following the in-application purchase.



Year End Fees: Paycor will bill year end fees following the provision of year-end services.

Miscellaneous Fees: Any miscellaneous fees accrued will be included on Client's next regular invoice.

Payment Terms: Client will pay all invoices in accordance with the due date set forth on such invoice.

Volume Based Pricing: The prices for certain Services as set forth on this Order may be volume and/or transaction based and totals reflected on the Order are based upon estimated volumes as specified by the Client. You will be invoiced based upon the actual quantity of Units as outlined in this Order.

Minimum Volume or Fee Requirements: Certain Services may also be subject to a minimum employee count or minimum fee requirement. If You do not meet the minimum requirement for the applicable Services, You may be assessed a minimum fee for such monthly period. Any minimum fee will be considered a Miscellaneous Fee.

Clocks: If Client rents or purchases Clocks with time services, the following language shall apply:

Rented Clocks: Unless otherwise set forth in the applicable Order, all fees for Rented Clocks shall begin (and shall be invoiced from) the first day of the month in which the Rented Clock is shipped to Client (unless that Rented Clock has been returned) regardless of when in the month those Rented Clock(s) are ordered and shipped to Client.

Purchased Clocks: The purchase price for the Purchased Clocks is the amount set forth on the Order (which includes the clock price and an extended warranty), which will be billed and shall be paid by the last day of the month in which the Purchased Clock is shipped to the Client.

Additional Terms

Implementation Recovery Fee. Notwithstanding anything to the contrary in the Agreement, You understand and acknowledge that as a result of entering into this Agreement: (a) Paycor will expend material time and effort to onboard You into Paycor systems; (b) any Implementation Fees paid by You to Paycor do not fully cover the cost of such onboarding; and (c) that You will owe Paycor a fee ('Implementation Recovery Fee') as consideration for such onboarding efforts in the event that:

- (i) Unless otherwise mutually agreed by the parties, You do not commence processing of payroll prior to the six-month anniversary of the effective date of this Agreement, in which case, Paycor may bill the Implementation Recovery Fee after the six-month anniversary of the effective date of this Agreement;
- (ii) You request to terminate the Agreement prior to your first payroll run date, in which case, Paycor may bill the Implementation Recovery Fee upon your request to terminate the Agreement prior to your first payroll run date, or;
- (iii) You fail to reasonably participate in or cooperate with Paycor's implementation of the Services as determined within Paycor's reasonable discretion, in which case, Paycor may bill the Implementation Recovery Fee upon your failure to reasonably cooperate with or respond in a reasonably timely manner to Paycor's efforts to implement the Services prior to your first payroll run date.

The foregoing Implementation Recovery Fee will be not charged if any of (i) (ii) or (iii) result from an uncured material breach of this Agreement by Paycor, as determined within Paycor's reasonable discretion.

Such Implementation Recovery Fee will be in an amount equal to one-half of the 'Annualized Total' provided above, less any amounts actually paid by You under this Agreement (other than Implementation Fees). For the purposes of this section Annualized Total is defined as \$129,126.03. Paycor's collection of the Implementation Recovery Fee shall not limit Paycor's right to collect any such amounts as otherwise provided in the terms of the Agreement.

Early Termination Fee Acknowledgement. Initial Here: _____

Implementation Fees. Notwithstanding anything to the contrary in the Provider Terms, Paycor will bill Client fifty percent (50%) of the total Implementation Fees within seven (7) days of Client signing the Agreement and the remaining fifty percent (50%) of the total Implementation Fees will be billed when Client first processes payroll. If Client and Paycor have signed a Statement of Work, Paycor will bill for services monthly as delivered. Implementation Fees are non-refundable.

Provider will provide You with promotional credits (the 'Credits') equal to any monthly fees incurred in using Provider's HCM Cor service for the first 3 (three) months commencing the month of Your first payroll run date. The parties understand and agree that neither Implementation Fees nor any other Payroll-related fees (including without limitation paycheck shipping and handling fees) are a part of the offer and that all fees other than the monthly or per-processing payroll fees (excluding delivery) will remain payable by You according to the terms of this Order and the Provider Terms. Prices may be subject to change if this Order is not accepted 2023-05-13
Except for miscellaneous fees and certain other costs, including but not limited to delivery fees, NSF fees, wire transfer fees and EFT reissue fees, the prices set forth on this Order are guaranteed for 36 (thirty-six) months from the date of Your first payroll run date (the "Price Lock Period").



OnDemand Pay. As part of the services to which you are subscribing, you will have access to Pay on Demand ('Payactiv Services') provided by Third-Party Provider, PayActiv, Inc ('PayActiv'). In order to access any of the services offered by PayActiv, please executed the Program Summary Form. By accessing any of the Payactiv Services, you confirm that you have read, understand, and agree with the Program Summary Form and the terms and conditions referenced therein. You acknowledge that Payactiv Services are 'Third-Party Products' as provided under the Provider Terms and consents to Provider sending the Program Summary Form and the data included therein to PayActiv.

Paycor Smart Sourcing. As part of the services to which you are subscribing, you will have access to Paycor Smart Sourcing provided by Third-Party Provider, Talenya, Inc., an affiliate of Paycor, Inc. ('Talenya'). By accessing any of the features of Paycor Smart Sourcing, you confirm that you have read, understand, and agree with the Talenya, Inc. terms and conditions located at <https://www.paycor.com/smart-sourcing-terms-conditions>. You acknowledge that Paycor Smart Sourcing is a 'Third-Party Product' as provided under the Paycor Terms and consent to Paycor sending the Client Data to Talenya.

The Work Number Service. The Work Number service (the 'The Work Number Service') is a service that provides subscribing employers with an automated method of providing employment and income verifications to authorized third parties. If Client subscribes to The Work Number Service, it consents to data transmissions between Provider and the third-party provider, TALX Corporation, a wholly owned subsidiary of Equifax, Inc. and a provider of Equifax Workforce Solutions. By subscribing to The Work Number Services, Client agrees to allow TALX Corporation to act on the behalf of the Client when working with an authorized third party ('Verifier') making a request with a federal Fair Credit Reporting Act ('FCRA') permissible purpose to verify employment and/or income information ('Employment Data') in connection with The Work Number Service. The type of Employment Data that may be exchanged under The Work Number Service may be found at <https://www.paycor.com/wp-content/uploads/2021/12/The-Work-Number-Employment-Data-List.pdf>. Client authorizes Provider to transmit Employment Data entered into Provider Products and Services to TALX Corporation on behalf of Client in order to furnish TALX Corporation with the data needed to provide The Work Number Service. As the furnisher, Client further agrees to comply with its obligations as a furnisher as defined in FCRA and as set forth in the NOTICE TO FURNISHERS OF INFORMATION: OBLIGATIONS OF FURNISHERS UNDER THE FCRA which may be found at <https://www.paycor.com/wp-content/uploads/2021/12/The-Work-Number-Notice-to-Furnisher-of-Information.pdf>.

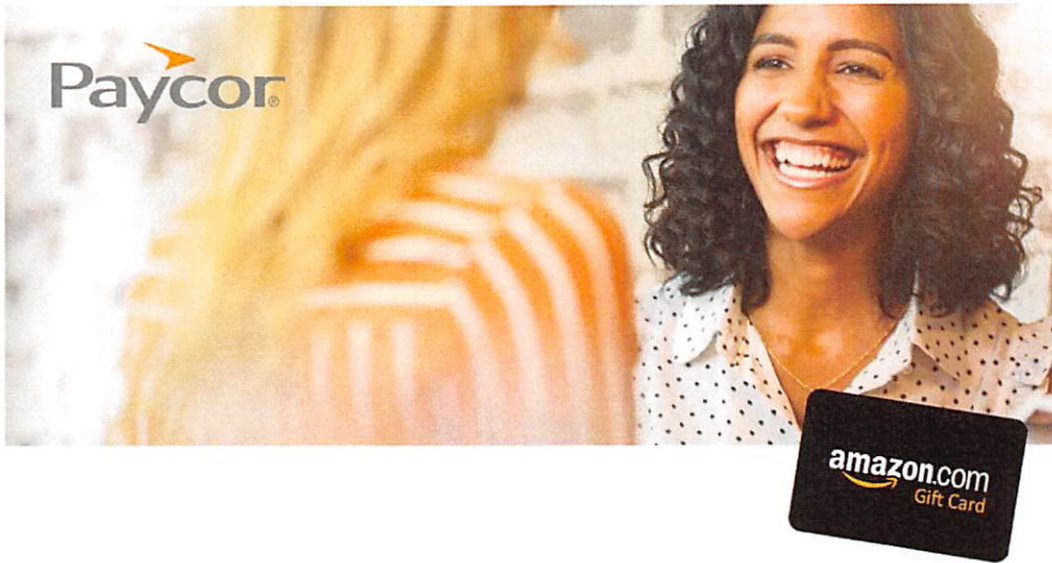
Labor Law Poster. With the Labor Law Poster service, you will have access to Poster Elite's E-Update Service ('Poster Elite Service') provided by Third-Party Provider, Elite Business Ventures, Inc. To activate the Labor Law Poster service, you must fill out an information request form that will be provided or made available to you as part this service. By accessing the Poster Elite Service, you confirm that you have read, understand, and agree with the terms and conditions for the Poster Elite Service located at www.PosterElite.com/eupdate_terms_of_use. You also acknowledge that the Poster Elite Service is a 'Third-Party Product' as provided under the Provider Terms and consent to Provider sending information needed to fulfill your order, including contact and shipping information to Elite Business Ventures, Inc.

Client Acknowledgements; Representation. You acknowledge and agree that: (i) this Order may be considered an application for credit; (ii) You authorize Provider to investigate Your credit including vendor references, bank account status and history, and the personal credit of the owner(s) and/or principal(s); and (iii) Provider may elect not to provide certain Provider Services (as defined in the Provider Terms) requested by You based upon factors determined to be relevant by Provider in its sole discretion, including, without limitation, Provider's review of Your credit history.

No Order, Supplement Agreement, Other Agreement or the Provider Terms may be modified or amended except by a separate written amendment executed by authorized representatives of each party. Handwritten changes and modifications, even if initialed, are invalid and shall be of no force or effect.

Client is properly authorized to execute this Order and all internal approvals that the Client may require have been obtained prior to the Order being executed. By signing this Order, I certify that I am authorized to sign on behalf of the Client and agree to the terms of this Order and any documents incorporated herein.

Paycor Inc.	Client: County of Effingham
By _____	By _____
Name _____	Name _____
Title _____	Title _____
Date _____	Date _____



Refer a friend to Paycor and receive up to a \$300 Amazon gift card for you and up to a \$300 invoice credit for your company!

We value your partnership and would love the opportunity to support more organizations like yours. Once your referral becomes a Paycor customer, you'll receive an Amazon gift card and a Paycor invoice credit based on their employee count:

\$200 If your referral company has 99 employees or less, you'll get a **\$100 gift card** and **\$100 invoice credit**.

\$400 If your referral company has between 100 and 249 employees, you'll get a **\$200 gift card** and **\$200 invoice credit**.

\$600 If your referral company has more than 250 employees, you'll get a **\$300 gift card** and **\$300 invoice credit**.

Amazing customers like you are the secret to our success and we look forward to helping new business and HR leaders make a difference in their organizations.

For more details or to refer a friend, visit <https://go.paycor.com/Customer-Referral>

Sarah A. Mausolf

From: Hannah Jones <HJones@paycor.com>
Sent: Wednesday, March 29, 2023 2:30 PM
To: Sarah A. Mausolf; Timothy Callanan; Mark Barnes; Kerrie Carroll
Cc: Brett Bennett; Tracy Demarest; Jeff Pyatt
Subject: EXTERNAL:RE: Paycor-Next Steps
Attachments: USI + Paycor.PDF

Hi Everyone,

Hope you're all having a great week so far ☺ We are excited to dive deeper next Wednesday with the team again. I wanted to send a high level recap of our technology overview based off the needs discussed last week together just as a reference for our next meeting. If you have any questions in between now and then please don't hesitate to reach out!

Paycor Technology Alignment:

- ✓ 1 single database that includes ATS/Recruiting, Onboarding, HR, Time & Attendance, Performance Management & Payroll under a **single sign-on**.
- ✓ Employee mobile app to request PTO, access paystubs/W2's, built-in timeclock with Geofencing options.
- ✓ Employee Navigator full 360 integration
- ✓ National partnership with USI (*see attached*)
- ✓ 100% Fully electronic database to store all employee documents in employee profile. As well as, options to add/change positions with one click and track job history in one place.
- ✓ Talent Development feedback tool improves the communication loop between peers, teams, and the company as a whole. You can quickly pull 1:1s, include feedback and goals to conduct time-efficient reviews based on historical performance data & reduce bias.
- ✓ Paycor's analytics for real time data insights that will benchmark the results with your competitors using EEOC government data. As well as, point in time reporting on Absenteeism, retention, resignation, diversity & inclusion etc.
- ✓ A Streamlined recruiting process with one-click option for social media posts, faster application process by omitting the log in process, & ability to increase word-of-mouth recruiting by Paycor's Gravity app.
- ✓ Easy-to-use and deploy LMS system that allow seamless integrations with homegrown content, with options to upload your own content.
- ✓ Compliance dashboard to show any potential risk and make recommendations on tax withholdings.
- ✓ Wage Garnishment service handled 100% by Paycor on your behalf.
- ✓ Custom report builder- Enter parameters to compile data to view trends in overtime, benefits paid etc.
- ✓ ACA and EEO-1 reporting with downloadable excel file.
- ✓ Payroll with **real time** changes. No batch payroll.
- ✓ Custom GL build out.
- ✓ Labor budget forecasting & reporting.

Best,

Sarah A. Mausolf

From: Hannah Jones <HJones@paycor.com>
Sent: Friday, March 24, 2023 8:09 AM
To: Sarah A. Mausolf; Timothy Callanan; Mark Barnes; Kerrie Carroll
Cc: Brett Bennett; Jeff Pyatt; Tracy Demarest
Subject: EXTERNAL:Paycor-Next Steps

Good Morning Everyone!

Thank you for your time and hospitality yesterday, it was much appreciated (Brett is still in a food coma...) It was refreshing to hear about your desire to optimize your HRIS infrastructure as a key driver in employee engagement and retention while having a robust software that enhances your frontline leader's experience. I put some times below for our analysis call together. Please let me know what day/time works best for you guys!

Next Steps:

Full analysis- 1 hour

- Friday 3/31 @ 9 or 9:30am
- Monday 4/3 @ 2pm
- Wednesday 4/5 @ 2:30 or 3pm
- Thursday 4/6 @ 10 or 11am

Please send me the following documents for validation with our product engineering team:

1. All PTO policies
2. GL sample file & COA

Have a beautiful weekend 😊



Hannah Jones | Enterprise Sales Executive

Jacksonville, FL

Direct: 828.772.0839

Gainesville SHRM: Secretary-Board of Directors



Paycor. Empowering Leaders™

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Sarah A. Mausolf

From: Hannah Jones <HJones@paycor.com>
Sent: Thursday, April 13, 2023 3:55 PM
To: Sarah A. Mausolf
Subject: EXTERNAL:Paycor Months Free

Hey Sarah- wanted to send you a one off email to say sorry I hung up as you were still talking to me! Also, to put the 3 months free of HCM Cor into a cost savings perspective for you, it would be a savings of around **\$15,000** (give or take for headcount).

Let me know any feedback you receive. Here to support you 😊

Have a beautiful weekend!



Hannah Jones | Enterprise Sales Executive

Jacksonville, FL

Direct: 828.772.0839

Gainesville SHRM: Secretary-Board of Directors



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Sarah A. Mausolf

From: Mark Barnes
Sent: Friday, April 21, 2023 3:36 PM
To: Hannah Jones; Sarah A. Mausolf
Cc: Kerrie Carroll; Timothy Callanan
Subject: RE: EXTERNAL:RE: Effingham - payroll processing questions
Attachments: Georgia Department of Labor file format specs.pdf

I think the few special file formats we use are pretty basic so the PSO team could handle them if the built-in report writer wasn't able. The attached PDF is from the Georgia Dept. of Labor and outlines their file format requirements.

Can we get an example of an interfacing journal entry that Paycor generates after payroll processing is complete – a JE that's meant to be imported into general ledger software? Preferably a JE from a government entity?

Thank you,
Mark

From: Hannah Jones [mailto:HJones@paycor.com]
Sent: Wednesday, April 19, 2023 3:45 PM
To: Sarah A. Mausolf <SMausolf@EffinghamCounty.org>; Mark Barnes <mbarnes@EffinghamCounty.org>
Cc: Kerrie Carroll <KCarroll@EffinghamCounty.org>; Timothy Callanan <TCallanan@EffinghamCounty.org>
Subject: RE: EXTERNAL:RE: Effingham - payroll processing questions

Yes, sorry about that. It would depend on the report and the customization required for your file. You may be able to customize the file within our custom report builder and add the fields that you need.

We also have an internal Professional Service Organization (PSO) team, they help my clients with third-party integrations/custom reports. If you can send me the specifics on what is needed for your custom formats I can go ahead and reach out to the PSO team to evaluate if it's necessary for them to create the file for you.



Hannah Jones | Enterprise Sales Executive

Jacksonville, FL

Direct: 828.772.0839

Gainesville SHRM: Secretary-Board of Directors



Paycor Empowering Leaders™

“No one who achieves success does so without the help of others. The wise acknowledge this help with gratitude.”

From: Sarah A. Mausolf <SMausolf@EffinghamCounty.org>
Sent: Wednesday, April 19, 2023 2:23 PM
To: Hannah Jones <HJones@paycor.com>; Mark Barnes <mbarnes@EffinghamCounty.org>
Cc: Kerrie Carroll <KCarroll@EffinghamCounty.org>; Timothy Callanan <TCallanan@EffinghamCounty.org>
Subject: RE: EXTERNAL:RE: Effingham - payroll processing questions

Hey Hannah-

Just wanted to circle back and see if you all were able to secure an answer on the **EFW2 Format** question?

Thank you, Sarah

From: Hannah Jones [<mailto:HJones@paycor.com>]
Sent: Friday, April 14, 2023 4:10 PM
To: Mark Barnes <mbarnes@EffinghamCounty.org>
Cc: Kerrie Carroll <KCarroll@EffinghamCounty.org>; Sarah A. Mausolf <SMausolf@EffinghamCounty.org>; Timothy Callanan <TCallanan@EffinghamCounty.org>
Subject: EXTERNAL:RE: Effingham - payroll processing questions

Happy Friday Mark!

See my responses below:

As a government we use fund accounting and with that, interfunds are a part of every payroll run we do. Does the payroll module allow for us to designate which departments are part of which accounting fund, and if so how does the GL interface portion of Paycor handle the interfunds? **In short, yes. We should be able to accommodate, we recommend reviewing your GL to confirm though. (We need COA and sample GL file)**

We have a minority of employees, maybe 5%, that insist on a physical check – will that be an option with Paycor? **Yes, 100%.**

On the quarterly 941 and annual W2 processing – what does that look like? Will Paycor calculate and populate all W2's and we simply review and press 'go'? **In a sense yes, you have time/access to review these before filing on your behalf. Again, we own all liability for this.**

We have some outside parties that require files be created in custom formats – similar to how the Social Security Administration requires W2's be submitted in the EFW2 format, we need a special file format for our bi-weekly reporting to our 401a/457b plan and also our quarterly reporting to the Georgia Department of Labor. We would need Paycor to be able to generate those reports so we could remit to the outside parties and they can upload them into their systems. **Just submitted this to our team and will have an answer back shortly.**

What does the process of funding the payroll bank account look like? **We draft funds out of account 24 hours prior to the check date no matter when you process. i.e. If you submit payroll on Tuesday at 2pm with a check date of that Friday, the total funds are pulled on Thursday. Our rules for processing are by 3pm 2 days prior, i.e. check date of Friday means payroll should be submitted by 3pm Wednesday.**

Hope this helps, let me know!



Hannah Jones | Enterprise Sales Executive

Jacksonville, FL

Direct: 828.772.0839

Gainesville SHRM: Secretary-Board of Directors



“No one who achieves success does so without the help of others. The wise acknowledge this help with gratitude.”

From: Mark Barnes <mbarnes@EffinghamCounty.org>

Sent: Thursday, April 13, 2023 6:21 PM

To: Hannah Jones <HJones@paycor.com>

Cc: Kerrie Carroll <KCarroll@EffinghamCounty.org>; Sarah A. Mausolf <SMausolf@EffinghamCounty.org>; Timothy Callanan <TCallanan@EffinghamCounty.org>

Subject: Effingham - payroll processing questions

Hello again,

We had a few questions regarding the payroll/GL side of Paycor:

As a government we use fund accounting and with that, interfunds are a part of every payroll run we do. Does the payroll module allow for us to designate which departments are part of which accounting fund, and if so how does the GL interface portion of Paycor handle the interfunds?

We have a minority of employees, maybe 5%, that insist on a physical check – will that be an option with Paycor?

On the quarterly 941 and annual W2 processing – what does that look like? Will Paycor calculate and populate all W2's and we simply review and press 'go'?

We have some outside parties that require files be created in custom formats – similar to how the Social Security Administration requires W2's be submitted in the EFW2 format, we need a special file format for our bi-weekly reporting to our 401a/457b plan and also our quarterly reporting to the Georgia Department of Labor. We would need Paycor to be able to generate those reports so we could remit to the outside parties and they can upload them into their systems.

What does the process of funding the payroll bank account look like?

Thank you,

Mark W. Barnes
Finance Director
Finance Office

Effingham County Board of Commissioners
804 S. Laurel Street | Springfield, Georgia 31329

O (912) 754 8011 | F (912) 754 6097

mbarnes@effinghamcounty.org | www.effinghamcounty.org

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