



**Client:**  
**Effingham County Board of Commissioners**  
804 S. Laurel St  
Springfield, GA 31329  
9127542104

**Order for Services**  
**Prepared by Hannah Jones**  
8287720839

**Effingham County**  
Monthly Fees

Service	Billing Unit	Quantity	Unit Rate	Per Processing	Monthly	Annualized
HCM Cor - Pro Expansion	Per Active Employee	800	\$1.20	0	\$960.00	\$11,520.00
Compensation Management			Included	0	0	0
Customer Sandbox			Included	0	0	0
Pay Benchmarking			Included	0	0	0
Paycor Expense Management			Included	0	0	0
Paycor Position Management			Included	0	0	0
Benefits Advisor Pro	Per Benefits Eligible Employee	490	\$4.50	0	\$2,205.00	\$26,460.00
Subtotal:				\$0.00	\$3,165.00	\$37,980.00

**Effingham County Board of Commissioners Implementation**

Implementation Fees (all Implementation Fees will be billed on the first invoice)	Quantity	Unit Price	\$ Total
Benefits Advisor EDI Setup Fee	6	\$0.00	\$0.00
Benefits Advisor Pro Setup Fee	500	\$0.00	\$0.00
Customer Sandbox Setup Fee	800	\$0.00	\$0.00
Compensation Mangement Setup Fee (Per FEIN)	800	\$1.88	\$1,500.00
			\$1,500.00



**Order Summary for Effingham County  
Board of Commissioners**  
804 S. Laurel St, Springfield, GA 31329  
9127542104

( processing on solution)

Occurrences	\$ Cost Per	\$ Total
Annualized Total		\$0.00

#### Effingham County Board of Commissioners Total

	\$ Total
Per Payroll Processing Fees – Annual Total	\$0.00
Monthly Fees – Annual Total	\$37,980.00
Estimated Year End Fees – Annual Total	\$0.00
Annualized Total	\$37,980.00
Implementation Fees	\$1,500.00

Some prices shown on this Order may be volume and/or transaction based. Totals reflected on this Order are estimated based on Client-specified volumes.

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. Submission of this Order is subject to a commercially reasonable due diligence review period, during which, Paycor may, in its sole discretion and without liability, provide notice to Client of rejection. Upon receipt of such notice, this Order shall be null and void. If Paycor does not provide Client with notice of rejection, then the Order takes full effect and Client accepts and agrees to be bound by the terms offered by Paycor under this Order. 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'), a copy of which can be accessed at <https://www.paycor.com/terms-and-conditions-may2024/> (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.

#### Additional Terms:

Notwithstanding anything to the contrary in the Provider Terms, Implementation Fees for services provided under this Order shall be debited from Your DDA in full on or about the seventh (7th) day after Provider's signature below. Implementation Fees as described in this Order are non-refundable.


The pricing for Benefits Advisor as set forth on this Order is volume based. Once your Benefits Advisor service is live, your invoice will be based upon the number of benefits eligible employees that is communicated to Paycor by your benefits administration provider. Client agrees and understands that the Benefits Advisor Service offering has a minimum billed amount of \$125.00 ("Minimum Bill") If you are a part of an affiliated group of entities that also subscribe to the Benefits Advisor Service offering, the Minimum Bill will be shared by the affiliated group of entities collectively.



Pursuant to the Client - Q3 FY25 - Ala Carte Add-Ons Promotion (the 'Promotion') Provider will provide You with promotional credits (the 'Credits') equal to (i) fifty percent (50%) of any monthly fees for the following: Paycor Talent Development, Paycor Talent Development Pro, Talent Management Bundle, Talent Management Pro Bundle, Talent Acquisition Bundle, Workforce Management Bundle, Workforce Management Pro Bundle, Paycor Paths, Onboarding, Paycor HR, Paycor Compensation Management, Paycor Career Management, Paycor Recruiting Pro, Paycor Smart Sourcing Upgrade, Paycor Time, and Paycor Scheduling Pro, Benefits Advisor, Benefits Advisor Pro, Paycor Learning Management, Paycor Learning Library, Paycor Healthcare Library, (the 'Products') for the three (3) month period commencing upon the date the Products are activated during implementation, The Credits listed in (i) and (ii) herein are subject to the following terms and conditions. In order to qualify for the Promotion: (a) this Order and any applicable Supplemental Agreements or Third-Party Terms must be executed by You and returned to Provider on or before March 31, 2025, (b) all Services and Products in the Order must be fully implemented on or before June 30, 2025, and (c) You may not terminate, cancel or unsubscribe from any Services or Products in this Order on or before eighteen (18) months from date of last signature on the Order. If any of the conditions identified in (a) - (c) are not satisfied then all Credits issued under the Promotion will be reversed, and You agree that Provider may charge You the value of Promotional Credits received by You multiplied by the percentage as set forth below ('Promotion Recovery Termination Fee') and collect such amounts as otherwise permitted according to the terms of this Order and the Provider Terms: Total Months Processing Termination % <13 100% 13-18 50% 18+ 0% 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 Promotion 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 the Order and the Provider Terms.

**This order is subject to the Client Services Agreement, and any applicable Other Agreements or Supplemental Agreements (as defined in the Client Services Agreement) executed between Paycor, Inc. and Client.**

**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.**

DocuSigned by:	
Client: Effingham County Board of Commissioners	
By	
Name	E02FC77EA4794C4... Timothy Callanan
Title	County Manager
Date	3/27/2025

Revised 01-30-2018



## 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.

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



## WORKERS' COMPENSATION

*Protect Your Business,* Your Employees & Your Cash Flow with  
**Paycor Workers' Comp.**

### Eliminate up-front costs & outdated payment processing

Paycor's pay-as-you-go workers' compensation solution ensures accurate premium payments so you can improve budgeting, avoid down payments and eliminate surprises at year-end.



#### Improve Cash Flow & Eliminate Extra Work

Avoid hefty down payments, earn interest, spread out your payments for improved budgeting and save time with automatic payroll deductions.



#### Ultimate Convenience

Rest easy knowing your wage data is automatically transmitted to your insurance carrier each pay period.



#### Full-service Support

We partner with the highest-rated carriers to provide your business coverage at the best rates. And our experienced team of insurance professionals are one phone call away whenever questions arise.



#### Reduce Risk

Pay-as-you-go lets you pay what you owe. When you pay premiums based on actual payroll figures, you won't have end-of-year audit surprises. We also offer comprehensive reporting so you can view gross and exempt wages and premium totals for each employee.

### Key Features

- Automatic payment deduction
- No manual checks or invoices
- Personalized service
- Comparison shopping
- Proper classification
- Comprehensive reporting



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