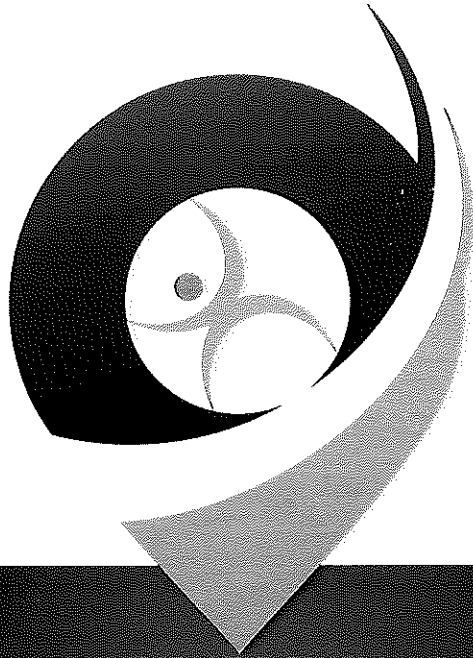


Focus on growth. We focus on YOU.

Your Path to Business Freedom!



- Streamlined Administrative Tasks
- Predictable Operating Expenses / Premiums
- Reduced Business Risks and Liabilities
- Increased Employee Engagement
- Increased Productivity and Profitability
- Freedom to Focus on Growth

"I would highly recommend Exodus HR for any business! We have been very pleased with all the services they provide. The partnership that we have forged with them has been very valuable for the growth of our company."

- Suburban Cabinet Shop

"Our team at Exodus HR Group has simplified our employee administration. From the start the ease of transition to the simplicity of payroll has been great. The people at Exodus HR Group do care about me and our business."

- Liberty Bottom Farms

Unified Software Platform

From Pre-hire to Retire

Exodus HR Group is revolutionizing how people experience work – from pre-hire to retire – through an intuitive, responsive Human Capital Management platform. Here are some of the ways our integrated software platform helps to streamline employee processes!



Our purpose is people

- ✓ Payroll Processing
- ✓ Access all your data with one single login
- ✓ Electronic employee onboarding
- ✓ Fully integrated timekeeping
- ✓ Manage your data from multiple devices

Payroll Core

- Automated Payroll Processing
- Tax filing & Year End Processing
- Direct Deposit & Payment Options
- Instant access to real-time reports
- Garnishment processing
- Multi State Payroll Support
- Compliance Updates

HR Core

- Electronic Onboarding & Offboarding
- Benefit enrollment platform
- Employee Records & Compliance Management
- Employee Self Service Portal
- Performance Management
- Recruiting & Applicant Tracking

TLM

- Time Tracking with clock options across multiple devices
- Overtime management & Compliance Support
- Accruals & absence tracking
- Scheduling
- Reporting & Analytics
- Seamless integration with payroll

*Each pay period, business owners spend **4 hours and 52 minutes** calculating, filing and paying payroll taxes.*

–Intuit

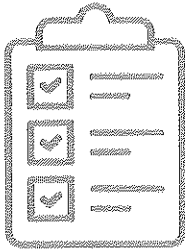
*Companies that use traditional timecards experience **payroll error rates between 1-8%**.*

–The American Payroll Association

Payroll & Tax Administration

Automated Payroll Processing

Spend less time on payroll and more time growing your business with our reliable, automated payroll platform and Exodus HR support.



- ✓ Access payroll reports and cost-center data
- ✓ Mobile-friendly platform features
- ✓ Utilize a secure cloud-based system
- ✓ Call your dedicated payroll team directly

Payroll Core

- Automated Payroll Processing: Calculates wages, taxes, deductions and benefits automatically
- Payment options including direct deposit, live checks, and pay cards.
- Customizable Reporting for real time payroll review and detailed reports for audits, budgeting and decision making
- Multi State processing and support
- Tax filing & Year End Reporting
- Software support

Pass the Paperwork with Payroll Plus

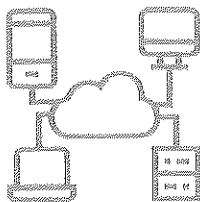
Payroll processing and tax administration are non-productive tasks for company leaders. Pass the employee paperwork to us and focus on growing your business.

Payroll Plus

- All of the Comprehensive suite of services included in the core payroll model
- Addition of a dedicated payroll team to handle end-to-end processing of your payroll and administer your payroll related tasks.

Time & Labor Management

Track Time Effortlessly



- ✓ Time Tracking across multiple devices
- ✓ Mobile-friendly platform
- ✓ Empowers your employees and managers
- ✓ Ensures more accurate payroll processing

Time & Labor Management (TLM)

- Time Tracking that accurately records clock-ins, clock-outs and hours worked
- Timekeeping options such as mobile, kiosks, web clock for tablets and physical time clocks*
- Overtime management to assist with identifying and controlling overtime to reduce unnecessary costs
- Enables real-time visibility into shift schedules and coverage gaps.
- Automate time off tracking, requests and approvals, that includes visibility into company wide time off calendars to help you manage day to day business.
- Ensures adherence to labor regulations like overtime rules and FLSA requirements based on federal and state guidelines.
- Delivers actionable insights with customizable reports on attendance patterns and workforce trends.
- Seamless integration with the payroll platform to ensure accurate payroll processing.
- Advanced Scheduling options available*

“

Automating time and attendance systems can reduce payroll errors by 50% or more, leading to significant cost savings.

– National Association of Payroll Specialists

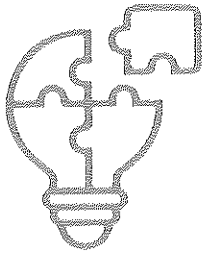
”

*Additional fees apply

Human Resources Solutions

Fully Integrated HRIS

Transform your Human Resource operations with automation, accuracy and compliance.



- ✓ Comprehensive solution for data management
- ✓ Customizable workflows
- ✓ Utilize a secure cloud-based system
- ✓ Foster transparency with your employees

HR Core

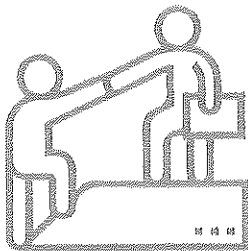
- Centralize storage and management of employee data
- Ensure adherence to legal and regulatory requirements, including document retention and reporting
- Streamline processes for new hires and exiting employees with automated workflows for onboarding and offboarding
- Facilitate goal setting, performance reviews and tracking employee progress
- Track employee training, certifications and professional development
- Provide insights into workforce metrics like turnover and retention
- Customized reporting for audits, budgeting, and company structure
- Manage job postings, candidate applications and interview workflows through Applicant Tracking*
- Employee self service portal that empowers employees to update personal information, access pay data and tax forms, benefit enrollment information and so much more.
- Seamless integration with the payroll platform to ensure accurate payroll processing
- Manage employee benefit enrollments, eligibility and tracking, including an intuitive benefit enrollment platform
- Customizable dashboards and announcements to enhance employee engagement, reinforce company culture, and ensure timely communication

*Additional fees apply

HR Plus - An HR Professional for you

People Not Just Software

Our HR Plus service model is designed to seamlessly integrate with our HRIS platform, delivering streamlined processes and efficiency while providing your organization with an experienced HR professional. This partnership helps mitigate risks, ensure compliance, and foster a healthy, competitive culture for your growing business.



- ✓ Work with SHRM certified, PHR accredited HR Specialists
- ✓ Reduce exposure to employer risks and liabilities
- ✓ Build and maintain a healthy workplace culture
- ✓ Maintain legal and regulatory compliance

Liability Management

- Review/expand/develop current employment policies/practices/forms
- Prepare a customized employee handbook
- Advise supervisors concerning human resource issues
- Prepare ADA compliant employee job descriptions
- Provide guidance and assistance with unemployment claims administration
- Assist with development and maintenance of regulatory compliant employee files
- Implement a drug free workplace policy*

Compliance Management

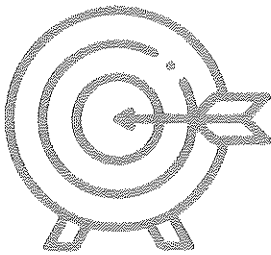
- Provide updated labor law information (E-updates throughout year, initial labor law & anniversary posters)
- Act as your resource for state and federal compliance issues
- Assistance with responses to employment-related inquiries from governmental agencies
- Recruiting services supervised by SHRM & HRCI certified HR specialists
- Provide initial orientation and enrollment for employees and supervisors

*Additional fees apply

Team Training with HR Plus

Hit The Mark With Employee Training

73% of employers believe a great workplace culture gives their organization a critical competitive edge. Investing in employee training isn't just about compliance—it's about building a smarter, stronger workforce that drives business success.



- ✓ Reduce Legal Risk & Minimize Costly Violations
- ✓ Boost Workplace Productivity
- ✓ Enhance Company Culture
- ✓ Improve Employee Retention
- ✓ Strengthen Leadership

Team Trainings

- Conflict Resolution
- Communication Skills for Customer Service
- Sensitivity Training
- Sexual Harassment
- Employee Cleanliness
- Time Management

Safety Trainings

- Bloodborne Pathogen Training
- First Aid
- CPR
- Violence in the Workplace

Manager & Compliance Trainings

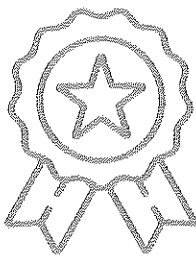
- Discipline and Documentation Training
- Interviewing Techniques
- ADA (Disability) Training
- Conflict Resolution
- Communication Skills for Customer Service
- Federal Discrimination and FMLA Training
- FLSA Training
- Handling Corrective Action
- Termination Decisions and Processes

We offer customized training solutions tailored to your organization's unique needs. Partner with your dedicated HR coordinator to develop training programs that align with your goals and drive meaningful results.

Benefits Administration

Become an Employer of Choice

Streamline benefits administration and attract top talent with Exodus HR—our benefits software is included at no extra cost for all HR service clients.



- ✓ Electronic Benefit Enrollment for new hires & life change events
- ✓ Electronic open enrollment processing
- ✓ Reporting for census data and election information
- ✓ Retirement plan tracking & reporting
- ✓ HIPAA Compliance

At Exodus HR, we understand that benefits administration is not a one-size-fits-all solution. For organizations seeking additional support, we offer **Benefits Plus**, a more hands-on service complemented by a range of additional benefit options to meet your unique needs.

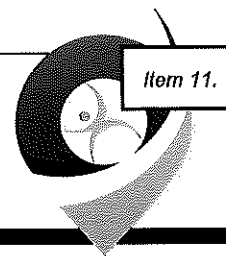
Benefits Plus

- Administration of add's, delete's and changes for employee elections. (requires broker services)*
- Annual open enrollment support, both virtual and on site (requires broker services)*
- Creation of census data and enrollment reporting for open enrollment
- Notification and administration of COBRA*
- Insurance Documentation including Section 125 POP documents, Wrap Documents, & compliance testing*
- ACA tracking and reporting*
- Section 125 "Cafeteria Plan" with Flex spending account option*

ACA - COBRA - RTO

- ACA compliance with expert data review and timely submission
- COBRA compliance is made easy through our 360 COBRA integration with Everything Benefits.
- Simplify your benefits compliance with easy, reliable documentation through our RTO service.

*Additional fees apply



Additional Services

Elevate Your Organization

Beyond our core solutions, we offer additional services designed to enhance your business operations and support your employees. These services not only strengthen your company culture but also position you as an employer of choice. Let's explore how these can elevate your organization—our team is ready to customize a solution that fits your needs!

401(k) Retirement Plan

- Exodus HR customized retirement plan through Slavic401K
- Flexible plan design options including Safe Harbor
- Complete compliance and administration services
- IRA (traditional and Roth) and 529 plan options
- 24-hr online access to accounts
- Broad array of investment options

Exodus HR EasyPay Marketplace

- Exclusive benefit available to all Exodus HR Group clients
- Allows your employees to shop for 40,000+ products and pay for them over time via payroll deduction
- There's no cost, no risk and no administrative hassle for the employer

Trekka LMS

- Trainings built by our team of experts
- Integrated directly with UKG Ready Software
- Digital on-demand training platform fully accessible.
- Ability to train and communicate in over 140+ languages.
- A Custom Digital Platform that can grow with you.

*Additional fees apply

Financial Considerations

Service Fee Components

- Benefit Plan Setup
- Benefits Core
- General Ledger
- HR Plus
- Payroll Plus
- PTO Policy
- Tax Administration
- TLM
- W2/1099 Processing

Please note that should the language/fee schedule set forth on this document conflict with that detailed in the Exodus HR Group Client Service Agreement, the actual language contained in such Client Service Agreement and any related exhibits shall control.

Financial Considerations

Per Pay Period
Payroll Base Fee

\$19.24

Per Bi-Weekly Pay Period



Per Employee
Paycheck Fee

\$29.39

Per Bi-Weekly Check

Setup & Annual Reporting Fees

Item	Fee Type	Amount
Benefit-Plan-Setup	Annual	\$250.00 per plan per year - Waived with Benefits Plus
General-Ledger	Setup	\$175.00 per hour (2 hr min) - Waived for first GL
HR-Plus	Setup	\$15.00 per employee (one time fee)
PTO-Policy	Setup	\$150.00 per policy (one time fee) - Waived for first (2) policies
Payroll-Plus	Setup	\$30.00 per employee (one time fee)
TLM	Setup	\$10.00 per employee (one time fee)
W21099-Processing	Each	\$8.00 per W2/1099

All shipping and/or postage fees will be billed to the client at actual cost of service.

Please note that should the language/fee schedule set forth on this document conflict with that detailed in the Exodus HR Group Client Service Agreement, the actual language contained in such Client Service Agreement and any related exhibits shall control.

The Process

Next Steps:

- Review and Sign Formal Services Agreement
- Your Exodus HR implementation team will reach out to you to begin the transition process once all formal documents are signed and received by your Exodus HR Team!

Other Pricing Information

The following may be purchased in addition to the considerations outlined above:

ACA Manager

- \$8 per 1095 form (billed annually)
- \$500 one time setup fee

Cobra Manager (Through Everything Benefits)

- \$80 per month
- \$700 one time setup fee

RTO Benefit Compliance Documents

- Pricing bundles available for multiple documents with billing processed on an annual basis
- Stand alone document pricing (billed annually)
 - Section 125 POP Document - \$100
 - WRAP Document - \$100
 - FSA Health or FSA Dependent Care - \$150
 - Non Discrimination Testing - Tiered pricing based on employee count

E-Verify (Connectivity with UKG):

- \$3.50 per verification
- \$100 one time setup fee

Leave of Absence:

- \$2.50 per employee per month
- \$125 per hour setup fee with a 3 hours minimum (\$375 minimum)

Social Security Number Verification Service (Connectivity from UKG to SSA):

- \$0.25 per verification
- \$100 one time setup fee

Please note that should the language/fee schedule set forth on this document conflict with that detailed in the Exodus HR Group Client Service Agreement, the actual language contained in such Client Service Agreement and any related exhibits shall control.

RE: Paychex Quotes

From Nelson, Kaitlin <knelson3@paychex.com>
Date Tue 6/24/2025 11:27 AM
To Steve Kyle <City.Clerk@cityofmangum.net>

Hi Steve,

So the way our pricing works is the "per unit" price means per employee. So if you run with only 38 employees in the off season, at \$5.44 per employee, your cost per pay period is \$206.72 + the base fee of \$164.76. If you run with the full 55 employees, it is \$299.20 + the base fee of \$164.76.

As far as handling complaints, Corey will give you a call around 3pm to discuss what that looks like on our side!

Let me know if you have any questions!

Cheers,
Kate

Kate Nelson

PAYCHEX[®]

HR | Payroll | Benefits | Insurance

HCM Consultant
Phone: (715) 500-6126
Knelson3@paychex.com

From: Steve Kyle <City.Clerk@cityofmangum.net>
Sent: Tuesday, June 24, 2025 9:10 AM
To: Nelson, Kaitlin <knelson3@paychex.com>
Subject: Re: Paychex Quotes

Warning: This email is from outside the company. Be careful
clicking links or attachments.

WE HAVE 55 TOTAL EMPLOYEES AT THIS TIME 38 FULL TIME 17 SEASONAL . I NEED TO KNOW
WHAT THAT BREAKDOWN WOULD BE AND ON THE HR SIDE DO YALL TAKE AND HANDLE
COMPLAINTS ?

From: Nelson, Kaitlin <knelson3@paychex.com>
Sent: Tuesday, June 17, 2025 3:25 PM
To: Steve Kyle <City.Clerk@cityofmangum.net>
Cc: Otten, Corey P <cotten@paychex.com>
Subject: Paychex Quotes

Hello Steve,

Here are the two prepared quotes. Our packages we are suggesting are our Flex Enterprise Package, which is the software portion only, and HR Pro. HR Pro contains Flex Enterprise, and provides you with an HR Business Partner, a dedicated representative who can consult on many needs within the HR realm. The HR Pro package is extremely comprehensive, you will see all the bells and whistles, which can be adjusted based on need. I have also attached literature on what Flex Enterprise entails, so you and the board can understand what exactly you are getting. Please let us know if you have any feedback, and I look forward to reconnecting on the 2nd of July at 11am. Thank you!

Cheers,
Kate Nelson

Kate Nelson

PAYCHEX®

HR | Payroll | Benefits | Insurance

HCM Consultant
Phone: (715) 500-6126
Knelson3@paychex.com

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Proposal for Services Paychex HR Pro

Prepared for:
City Of Mangum - City Council
Steve Kyle
Mangum, OK 73554
city.clerk@cityofmangum.net

Prepared by:
Corey Otten
Inside Sales Representative - HR Solutions
cotten@paychex.com

PAYCHEX[®]

HR | Payroll | Benefits | Insurance

Proposal Overview

On behalf of Paychex, I'd like to thank you for the opportunity to discuss your organizational needs and review how we may assist in helping you reach your business goals.

The following proposal addresses your organization's top business initiatives.

Your Business Initiatives

- Improve business outcomes with personalized HR support and effective recommendations.
- Stay on top of changing Federal & State regulations.
- Improve productivity by streamlining multiple systems into one integrated HR, benefits & payroll platform.
- Develop a workforce that's engaged, driven, and contributing to organizational success.



Proposal Content

**Solution
Overview**

**Service
and Support**

**Investment
Summary**

**Additional
Information**

I'm confident Paychex can help drive meaningful results for your organization given our **50+ year history of helping customers like you.**

Please review the following information and feel free to contact me with any questions or feedback you may have. I appreciate your consideration and I look forward to discussing next steps.

Corey Otten

Your Custom Paychex Solution

Paychex HR Pro

Paychex recommends our Paychex HR Pro service to simplify workforce management. Paychex offers a scalable suite of HR and benefit solutions paired with unparalleled service and industry leading technology to help you manage complexity as your business grows. Count on Paychex to support the needs of your business today for better business outcomes as it grows and evolves in the future.

Business Outcomes

Hire and Retain Talent

- Implement a strategic hiring and onboarding process specific to your company's goals
- Verify candidate backgrounds with Employee Screening Service to help hire the right employees
- New hires complete onboarding tasks efficiently via a digital, mobile-friendly experience

Offer World Class Benefits

- Provide access to comprehensive benefits. Employees can enroll, view and update benefits.
- Give employee wellness tools to support their physical, financial and mental well-being.

Engage and Motivate Your Workforce

- Educate, close skill gaps, and accelerate development with a customized program and on-demand courses accessible anytime, anywhere through our Learning Management System (LMS).
- Implement a performance management system that aligns with your company goals and schedule.
- Promote a culture of growth with a career path program.

Efficiently Manage Critical Processes

- Track hiring, demographics, labor costs, turnover, and other key metrics in real time.
- Run payroll on your schedule: Flexible pay options include, check, direct deposit, or paycard.
- Tax processing in compliance with the latest regulations and unemployment claims support.
- Gain insights into your business with access to 160+ reports and custom reports.

Reduce Business Risk

- Maintain compliance with federal and state employment laws and regulations.
- Manage workplace safety requirements with an OSHA compliant safety program and ongoing safety consultation.

Increase Productivity

- Create efficiencies with employee and manage self-service HR technology.
- Connect with employees in real time.
- Automate critical document management activities.

Service and Support

We believe that better HR delivers better business results. With Paychex HR by your side, you have access to the knowledge, people, and technology you need to support you throughout the entire employee life cycle.

From day one, you will have the support you need to answer your questions, keep you informed, and deliver knowledgeable, friendly support throughout your relationship with Paychex.



Who You Will Work With

Paychex HR Professional

Your dedicated Paychex HR Professional will proactively work with you to help solve critical and day-to-day HR issues. They will continually monitor the legislative and regulatory landscape to help you assess the impact on your business. Also, they will help you develop long-term strategies to support the employee experience.

An HR assessment will be conducted to have a clear understanding of your business, from that an ongoing action plan will be developed according to your business needs as they evolve.

Risk and Safety Representative

A dedicated Safety professional will conduct a safety assessment, develop an industry specific OSHA compliant safety program and provide ongoing consultation. You and your employees will also have access to required and recommended safety trainings.

Investment Summary

City Of Mangum - City Council

Created Date: 06-17-2025

Quote Number: Q-1736823

Per Pay Period Fees - Bi-Weekly	Units	Total
Paychex HR Pro		
Paychex HR Pro -Per Payrun Fee	1	\$538.83
Paychex HR Pro - Per Employee	45	\$798.53
Paychex Flex Time - Per Payrun Fee	1	\$21.70
Paychex Flex Time - Per Employee Fee	45	\$88.20
Paychex Flex® Time Leave Tracking Module - Per Employee Fee	45	\$11.25
Total		\$1,458.51

Monthly Fees	Units	Total
HR Analytics Premium - Per Worker Fee	45	\$45.00
Paychex Recruiting Copilot Essentials	1	\$99.00
Total		\$144.00

Annual Fees	Units	Total
Year End - Base Fee	1	\$97.50
W-2 or 1099 Processing - Per User Fee	45	\$382.50
YE Handling Fee	1	\$28.00
Total		\$508.00

One-Time Fees	Units	Total
Paychex HR Pro - Setup Fee	1	\$3,100.00
HR Analytics Premium - Setup Fee	1	\$50.00
Total		\$3,150.00

Usage Based Fees	Rate/Use
Remote I-9 - Per Verification	\$65.00
Form I-9 - Per Verification	\$2.50

- The Fees and/or discounts quoted in this Investment Summary are valid for thirty (30) days from the Created Date.

Investment Summary Package

Paychex HR Pro

HR Services

- Dedicated HR professional
- Workplace safety program (OSHA)
- Employee assistance program (EAP)
- Employee discounts

Talent Management

- Hiring strategy guidance
- Interviewing best practices
- Customized job descriptions
- Indeed.com partnership
- Employee screening essentials
- Employee handbook
- Performance management
- HR resource library
- Document management with e-signature

Benefits Administration

- Medical benefits and administration
- Retirement plans administration
- Voluntary benefits - dental, vision, life
- Pre-tax benefits - FSA, HSA, POP
- Financial wellness
- COBRA administration

Workforce Management

- Reporting and analytics - data exports
- General ledger report
- New hire reporting
- Employment & income verification services
- Labor compliance poster kit
- Custom reports and data exports
- State unemployment insurance service
- Labor distribution and job costing
- Payroll time off accrual

Payroll and Financial Support

- Payroll processing
- Payroll tax services - Taxpay®
- Flexible employee pay options
- Garnishment payment services
- Readychex® or check signing
- General ledger service

Notations

Product / Billing

- This is a proposal only. The Fees quoted are estimates and your actual Fees may vary based on your payroll frequency, number of workers, and actual products or services selected. The information contained in this proposal is confidential and proprietary and should not be shared with anyone outside your company. Unless otherwise agreed to in writing by the parties: (1) Fees may change as set forth in the service agreement; and (2) promotions begin and expire according to the terms of the promotion.
- Totals displayed do not include sales tax where applicable.
 - * Additional training content for Paychex Learning Product offering is purchased through the e-commerce tool site by authorized users.
- Payroll Delivery: Delivery fees charged only if incurred.
- Quarter/Year End Report Delivery: Quarter/YE Report Delivery fees are not included and will be charged if a package is delivered. Additional fees will apply.
- 1099 payments will be charged at a rate of \$2.20 per check.
- Fees for Forms W-2/1099 processing (base and per Form fees) will be capped at a maximum of \$2000 per year-end, per client ID for HR Pro clients.

Year-End Delivery

- **Note:** Please review your delivery method with your service provider before 12/31 to avoid additional charges.
- **Online Only**
 - You and your employees will receive no physical output.
 - W2s are typically available online within the first full week of January.
- **Direct to Employee:**
 - W2s will be mailed directly to your employee's address on file. You will not receive a package.

Your Custom Paychex Solution - Details

Based on a review of your organization's initiatives and requirements, we recommend Paychex HR Pro. Below is an overview of the services included in this package and any additional solutions we recommend to help you simplify complexities and realize better business outcomes.

Customized Job Descriptions

Tailored descriptions of job requirements can give candidates a clear understanding of job expectations and duties, provide the information needed to help determine exempt or non-exempt job classification, identify any physical requirements of the job, and be used as a tool for conducting performance conversations.

Dedicated HR Services

Extend your HR capabilities with the support of a certified HR professional. They can help you refine recruitment strategies, reduce compliance risks and improve employee the overall experience for your people.

Employee Assistance Program and Work/Life Balance

Give your employees wellness tools they need. Paychex has partnered with NexGen EAP to provide a package that includes:

- NexGen EAP mobile app
- Wellness program
- Legal referral
- Critical incident stress debriefing (CISD)
- Counseling referrals
- Virtual concierge
- Prescription drug card
- Supervisory support system

Employee Discount Program

Paychex has partnered with Working Advantage, LLC, to provide you and your employees with discounted products and services such as Broadway theater tickets, theme parks, movie rentals, and much more.

Employee Handbooks

Build a robust, online employee handbook that meets your company's needs now and in the future. The handbook builder includes hundreds of policies to help keep you compliant with state and federal regulations. Your Paychex HR Professional can help you build a handbook to your specifications.

Employee Self-Service & Mobile App

Deliver an employee experience that helps your people complete important HR tasks on their own and in compliance with regulations and company policies. We offer 25 employee self-service actions, enabling client and employee independence, including the ability to update address info, enter life events, fill out tax forms, report hours, and manage retirement accounts.

Financial Wellness

Help employees take control of their finances with helpful financial planning resources, including an online personal wellness assessment, calculators, apps, and other educational tools.

Health Insurance and Administration

Provide access to comprehensive health insurance for your employees, design plans to help suit your organization while helping you to attract and retain talent.

HR Administration

Reduce turnover and develop your top performers by creating a culture of continuous feedback that empowers professional growth. Provide them with the feedback they need to excel at your organization. Capture, store, and access employee documentation and personnel records in the cloud with unlimited storage and accessible 24/7.

HR Events Calendar

Track key milestones and communicate important dates with employees including certification renewals, employee anniversaries, raise dates, and more.

Indeed.com

Post jobs to the world's number one job site right from Paychex Flex®. Paychex customers receive a \$200 credit to sponsor their jobs on Indeed to get more quality applicants fast.*

Job Costing and Labor Distribution

Determine how resources and time are spent with greater precision. Create labor assignments or project descriptions to your specifications to organize expenses to assist in determining what parts of the business are profitable, and integrate data with your general ledger.

Learning and Development

Creating a workplace that promotes career development is important to keep the workforce motivated. Your dedicated Paychex HR Professional will provide you with instructor-led virtual seminars. Our library of topics includes Business Skills, Employment Law, Health and Safety, and Human Resources and Leadership.

Paychex Benefit Accounts

Flexible Spending Account (FSA), Health Savings Account (HSA), and Health Reimbursement Arrangement (HRA) – are tax-advantaged financial accounts into which the employer, the employee, or both can contribute pre-tax funds into an account that helps the employee pay for qualified health expenses, such as deductibles and copays, prescriptions, vision and dental care, and many others.

Payroll Services

Ability to pay employee via check, direct deposit, or paycard, and remit payments to third-parties for garnishments .

Performance Management

Communicate feedback on any schedule, not just once a year, with templates that you can align with your organizational goals.

Reporting and Analytics

Gain insight into your business with 160+ reports, create your own custom reports, and access benchmarking tools that leverage industry data of our 600,000+ customers.

Retirement Services

Paychex Retirement Services offer integrated processes and flexible plan design options that can minimize administrative burden, including payroll deductions and deposit of contributions into participant accounts. We offer Pooled Employer Plans (PEP), traditional 401(k) and safe harbor plans, Roth contributions, and profit-sharing options.

Salary Benchmarking

Salary benchmarking reports provide data about various jobs based on position title, company size, geographical location, and industry. This information may help you help establish wage levels and measure pay practices against those of other companies in similar industries.

Time and Attendance

Paychex time and attendance solutions offers a better way to save time, prevent errors and stay compliant by integrating time and attendance functions with payroll, HR, and other services. Employees have mobile access to punch and transfer between jobs on the go. Options that help with accuracy and budget requirements include: 1) Employee shift swapping, Geofencing and geo location capabilities, and 3) Biometric technology to eliminate buddy punching

Voluntary Benefits

Offer your employees robust optional benefits that help them when they need it. Flexible coverage options available whether your business is starting, or if you already have a benefit package. Employee-paid benefits help attract and retain valued employees.

Workflows and Approvals

Define approval procedures for select self-service activities to ensure proper checks and balances for compensation changes and other sensitive processes.

*To receive the \$200 Indeed, Inc., credit, you must be a Paychex, Inc. client and post a sponsored job through Paychex Flex to Indeed. You must have the appropriate user access configured in Paychex Flex to post jobs to Indeed. Only new Indeed customers will be eligible to receive the \$200 credit. The \$200 credit expires after 12 months. The \$200 credit applies to any advertiser in the U.S. who hasn't received a credit in the past 180 days on Indeed, and is applicable only for future spend. Terms, conditions and quality standards apply.

- The Fees and/or discounts quoted in this Investment Summary are valid for thirty (30) days from the Created Date.

Investment Summary Package

Paychex Flex® Enterprise

Talent Management

- HR Library
- Onboarding Tasks
- Post Jobs with Indeed®
- Paychex Flex HR Administration
- Employee Handbook Builder
- Paychex Employee Screening Essentials - 15
- Performance Management
- Document Management

Workforce Management

- Reporting and Analytics
- General Ledger Report
- New-Hire Reporting
- Employment & Income Verification Services
- Labor Compliance Poster Kit
- Custom Reports and Data Exports
- State Unemployment Insurance Service
- Labor Distribution and Job Costing
- Payroll Time Off Accrual

Payroll and Financial Support

- Payroll Processing
- Payroll Tax Services - Taxpay®
- Flexible Employee Pay Options
- Garnishment Payment Service
- General Ledger Service

Employee Experience

- Enhanced Employee Mobile Experience
- Learning Management System (LMS)
- Online Reports and Analytics
- Corporate Events Calendar
- Cashflow Assistance (FinFit®)
- 401(k) Report
- Retirement Plan Summary Report
- 24/7 U.S. Based Expert Support

Notations

Product / Billing

- This is a proposal only. The Fees quoted are estimates and your actual Fees may vary based on your payroll frequency, number of workers, and actual products or services selected. The information contained in this proposal is confidential and proprietary and should not be shared with anyone outside your company. Unless otherwise agreed to in writing by the parties: (1) Fees may change as set forth in the service agreement; and (2) promotions begin and expire according to the terms of the promotion.
- Totals displayed do not include sales tax where applicable.
 - * Additional training content for Paychex Learning Product offering is purchased through the e-commerce tool site by authorized users.
- Payroll Delivery: Delivery fees charged only if incurred.
- Quarter/Year End Report Delivery: Quarter/YE Report Delivery fees are not included and will be charged if a package is delivered. Additional fees will apply.

Implementation

- Check Signing or ReadyChex®: ReadyChex
- Direct Deposit and Taxpay®: Direct Deposit and Taxpay
- Worker's Compensation Report or Worker's Compensation Payment Service: Worker's Compensation Payment Service
- General Ledger Report or General Ledger reporting service: General Ledger Report

Year-End Delivery

- **Note:** Please review your delivery method with your service provider before 12/31 to avoid additional charges.
- **Online Only**
 - You and your employees will receive no physical output.
 - W2s are typically available online within the first full week of January.

Investment Summary

City Of Mangum - City Council

Created Date: 06-17-2025

Quote Number: Q-1736980

Prepared by:

Kaitlin Nelson

Inside Sales Representative - HCM

Sales Representative

knelson3@paychex.com

Prepared for:

Steve Kyle

city.clerk@cityofmangum.net

Per Pay Period - Bi-Weekly	Units	Rate / Unit	Total	Discount	Rate / Unit after Discount	Net Total
Paychex Flex® Enterprise						
Paychex Flex® Enterprise - Per Check Fee	45	\$6.55	\$294.75	17.0%	\$5.44	\$244.64
Paychex Flex® Enterprise - Per Payrun Fee	1	\$198.50	\$198.50	17.0%	\$164.76	\$164.76
Total						\$409.40

Annual Fees	Units	Rate / Unit	Total	Discount	Rate / Unit after Discount	Net Total
YE Processing- Forms W2/1099 - Base	1	\$97.50	\$97.50	0.0%	\$97.50	\$97.50
YE Processing- Forms W2/1099 - Per User	45	\$8.50	\$382.50	0.0%	\$8.50	\$382.50
YE Handling Fee	1	\$28.00	\$28.00	0.0%	\$28.00	\$28.00
Total						\$508.00

One-time Fees	Units	Rate / Unit	Total	Discount	Rate / Unit after Discount	Net Total
Paychex Flex® Enterprise - Setup Fee	1	\$500.00	\$500.00	17.0%	\$415.00	\$415.00
Total						\$415.00

First year total \$11,567.34

Annual total \$11,152.34



Outlook

Re: Payroll, HR and Benefits with Gusto!

From Hans Bjerkan <hans.bjerkan@gusto.com>

Date Tue 6/24/2025 11:48 AM

To Steve Kyle <City.Clerk@cityofmangum.net>

Hi Steve,

Thank you for reaching out. I have provided a few different quotes based on your request.

Gusto HR Services that are included in a few quotes below will cover the need for any claims, employee meetings with your Gusto HR professional, etc. This would act in place of an internal HR Team there to help your business and employees with all of your HR Compliance needs. Please keep in mind this service is only available on the Plus and Premium plans.

55 Total Employees:

- [This quote includes Gusto's HR Services](#)
- [This quote is without Gusto's HR Services](#)

38 Total Employees:

- [This quote includes Gusto's HR Services](#)
- [This quote is without Gusto's HR Services](#)

Compare all three plans offerings!

Thanks,

Hans Bjerkan

Mid-Market Account Executive | [Schedule a call with me](#)

Hans works #withgusto | 888-525-1985 ext. 1165

[Unsubscribe](#) | [Privacy Policy](#)

On Tue, Jun 24, 2025 at

11:04 AM Steve Kyle <City.Clerk@cityofmangum.net> wrote:

I NEED A PROPOSAL FOR 38 REGULAR EMPLOYEES 17 SEASONAL OR PART TIME EMPLOYEES FOR A TOTAL OF 55 OR MORE . AND I NEED TO KNOW ON THE HR SIDE IF YALL TAKE COMPLAINTS OR HOW FAR IN THE HR DEPARTMENT YALL HANDLE? IVE GOT TO GET THREE BIDS AND IM TRYING TO GET THEM COMPARING THE ON EQUAL GROUNDS.

From: Hans Bjerkan <hans.bjerkan@gusto.com>
Sent: Wednesday, June 18, 2025 9:27 AM
To: Steve Kyle <City.Clerk@cityofmangum.net>
Subject: Payroll, HR and Benefits with Gusto!

Hi Steve,

Thank you again for taking the time to review Gusto's platform. Here is a **custom pricing proposal** based on your company's environment and the specific features and functionality we discussed.

To assist you in understanding our offerings, I'd like to highlight a few key points:

Migration Service: Gusto provides a seamless migration service to help you transfer your data from your current payroll, HR, and benefits solution to Gusto. We require a \$500 deposit, which will be returned after you run payroll on your selected first payday with us.

- [Learn more about the migration timeline here](#)

Additional Resources: Please use the resources below to conduct your due diligence.

- [Gusto Demo Account](#) (Test out our platform!)
- [Customer References](#)
- [Compare Gusto against other providers](#)
- [Compare all three plans](#)

I hope you find this information useful. I will follow up in the coming days to check in. In the meantime, please feel free to reach out if you have any questions. My contact information and calendar are available below.

Thanks,

Hans Bjerkan

Mid-Market Account Executive | [Schedule a call with me](#)

Hans works #withgusto | 888-525-1985 ext. 1165

[Unsubscribe](#) | [Privacy Policy](#)

gusto | Proposal

Simple

Plus

Platform Costs

Monthly Base Fee Cost (Per EIN)
Per Employee/Contractor Cost

\$49
\$6

\$80
\$12

Number of Companies (EIN's)
Employees/Contractors

1
45

Total Base Fees per Month
Total Per Person Costs per Month
Total Monthly Platform Costs

\$49
\$270
\$319

\$80
\$540
\$620

Simple Add-Ons

☐ Next-Day Direct Deposit (\$15 Base & \$3 PEPM)
☐ Time Tracking (\$6 PEPM)
☐ Priority Support (\$30 Base & \$3 PEPM)
☐ HR Services (\$50 Base & \$5 PEPM)
☐ Performance Reviews (\$3 PEPM)
Total Monthly Support Costs

\$0
\$0
\$0
\$0
\$0
\$0

✓
✓
n/a
n/a
✓
n/a

Migration Deposit (Refundable)

\$500

\$500

Total Monthly Cost

\$319

\$620

Total Annual Cost

\$3,828

\$7,440

**Point of
Contact:**

Hans Bjerkan

Account Executive

hans.bjerkan@gusto.com

Direct: 888.525.1985 x 1165



	Simple	Plus	Premium
Platform Costs			
Monthly Base Fee Cost (Per EIN)	\$49	\$80	\$180
Per Employee/Contractor Cost	\$6	\$12	\$22
Number of Companies (EIN's)		1	
Employees/Contractors		55	
Total Base Fees per Month	\$49	\$80	\$180
Total Per Person Costs per Month	\$330	\$660	\$1,210
Total Monthly Platform Costs	\$379	\$740	\$1,390
 Additional Support Costs			
☐ Priority Support & HR Support (\$8 PEPM)	n/a	\$0	✓
☐ GustoHR (\$99/person/month)	n/a	\$0	\$0
Total Monthly Support Costs	n/a	\$0	\$0
 Simple Add-Ons			
☐ Next-Day Direct Deposit (\$15 Base & \$3 PEPM)	\$0	✓	✓
☐ Time Tracking (\$6 PEPM)	\$0	✓	✓
☐ Priority Support (\$30 Base & \$3 PEPM)	\$0	n/a	✓
☐ HR Services (\$50 Base & \$5 PEPM)	\$0	n/a	✓
☐ Performance Reviews (\$3 PEPM)	\$0	✓	✓
Total Monthly Support Costs	\$0	n/a	n/a
Migration Deposit (Refundable)	\$500	\$500	\$500
Total Monthly Cost	\$379	\$740	\$1,390
Total Annual Cost	\$4,548	\$8,880	\$16,680

Point of
Contact:

Hans Bjerkan

Account Executive

hans.bjerkan@gusto.com

Direct: 888.525.1985 x 1165



Platform Costs

	Simple	Plus	Premium
Monthly Base Fee Cost (Per EIN)	\$49	\$80	\$180
Per Employee/Contractor Cost	\$6	\$12	\$22
Number of Companies (EIN's)		1	
Employees/Contractors		55	
Total Base Fees per Month	\$49	\$80	\$180
Total Per Person Costs per Month	\$330	\$660	\$1,210
Total Monthly Platform Costs	\$379	\$740	\$1,390

Additional Support Costs

☒ Priority Support & HR Support (\$8 PEPM)	n/a	\$440	✓
☒ GustoHR (\$99/person/month)	n/a	\$5,445	\$5,445
Total Monthly Support Costs	n/a	\$5,885	\$5,445

Simple Add-Ons

☐ Next-Day Direct Deposit (\$15 Base & \$3 PEPM)	\$0	✓	✓
☐ Time Tracking (\$6 PEPM)	\$0	✓	✓
☐ Priority Support (\$30 Base & \$3 PEPM)	\$0	n/a	✓
☒ HR Services (\$50 Base & \$5 PEPM)	\$325	n/a	✓
☐ Performance Reviews (\$3 PEPM)	\$0	✓	✓
Total Monthly Support Costs	\$325	n/a	n/a

Migration Deposit (Refundable)

	\$500	\$500	\$500
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Total Monthly Cost	\$704	\$6,625	\$6,835
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Total Annual Cost	\$8,448	\$79,500	\$82,020
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Point of
Contact:

Hans Bjerkan

Account Executive

hans.bjerkan@gusto.com

Direct: 888.525.1985 x 1185

