

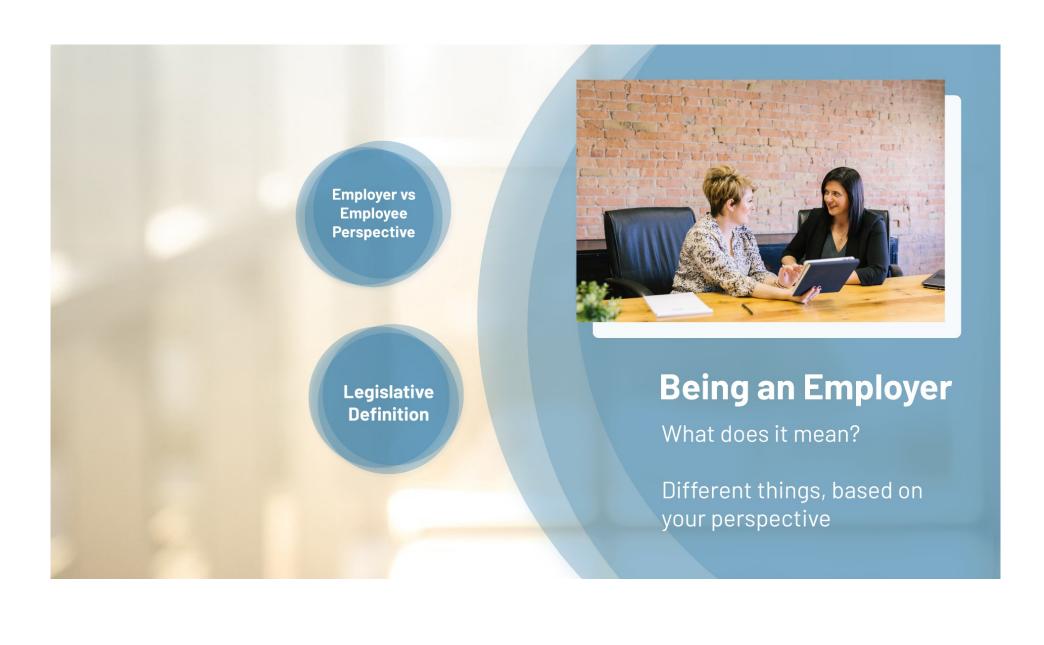


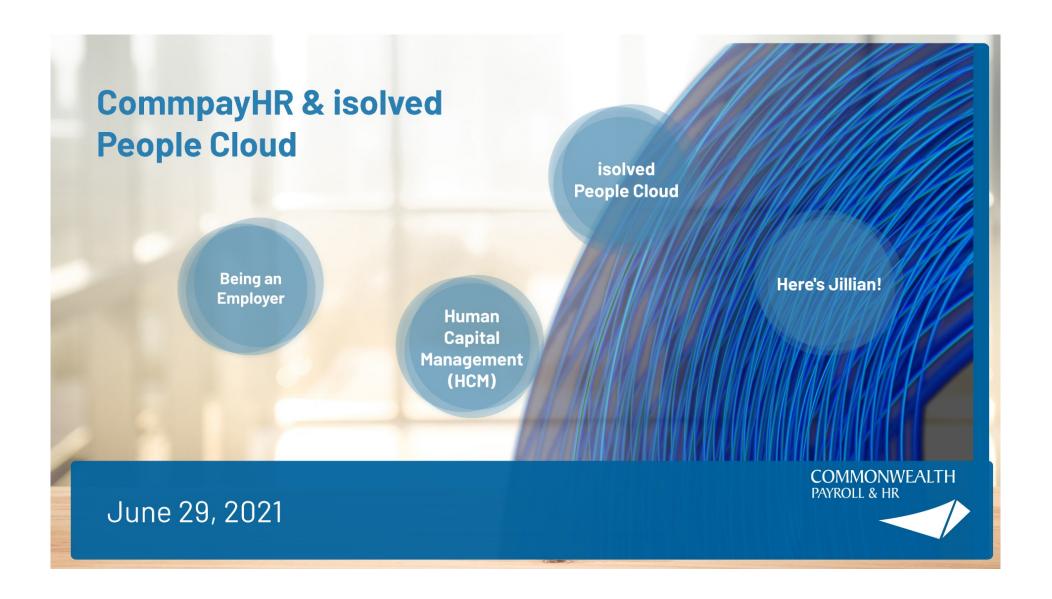




Employer Definition under FLSA

"Employer" includes any person acting directly or indirectly in the interest of an employer in relation to an employee and includes a public agency, but does not include any labor organization (other than when acting as an employer) or anyone acting in the capacity of officer or agent of such labor organization









HCM Explanation

- Customized Solution
- Under One Source/Site

Components

- Time and attendance tracking
- HR Tools
- Benefit Admin/ Enrollment
- Access for every employee and in their 'role'
- On and offboarding

Solves

- Wage & hour compliance/labor costs
- No Spreadsheets
- Paper admin/ manual enrollment
- Employee inquiries and lines at the door of "HR"
- New Hire/Term Challenges





Drivers & Trends

Factors making HCM very relevant today

Key Drivers

Wage and Hour Laws/ Multiple States

Employee Demands on info and independence

WFH/Remote Work

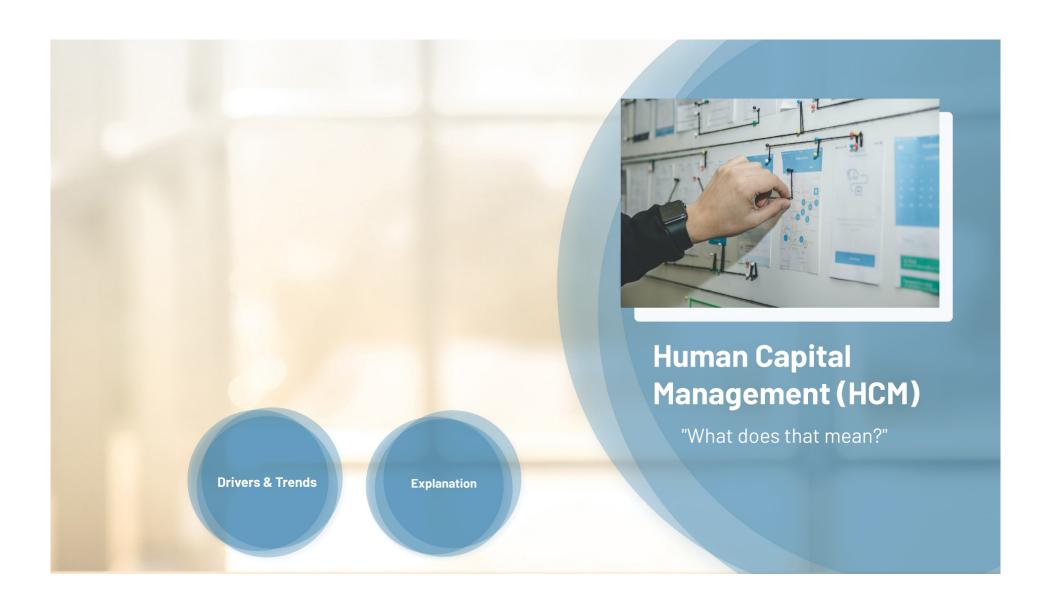
Multiple Device use - computer, mobile, tablet

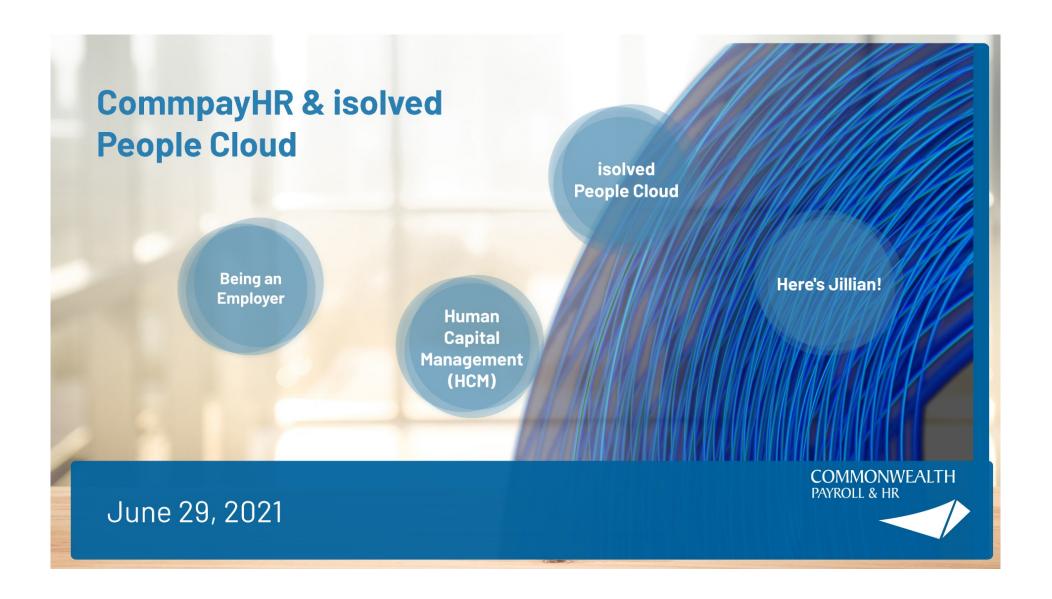
Trends

Need to track policy for different 'types' of employees

Employee Self-Service/ Empowerment & Engagement

Distributed workforce - communicate and interact









-Isolved People Cloud.

Employ

Find and onboard the right talent and manage with intuitive tools.





-Isolved
People Cloud.

Enable

Adaptive self-service tools to meet everyones needs.





-1solved People Cloud.

Empower

From rewards and recognition to surveys and social learning



