



## Payroll

Paying your employees timely and accurately is a critical function of every business. Valiant's Payroll software is flexible, functional and easy to use because we developed it with you the end user in mind. Valiant helps you perform all of your payroll functions simply and efficiently with our simple menu and navigation systems. Our robust payroll processing engine is both flexible and scalable and since it is in the cloud, it is available to you anytime and anywhere. Today, Valiant processes over 5 billion dollars per year for 2,500 companies in all 50 States, the District of Columbia, the US Virgin Islands and Puerto Rico.

Payroll taxes are complicated and no one likes doing them. That is why our clients have us handle their payroll tax filings for them. Valiant provides U.S. federal, state and local tax updates automatically so you do not have to worry about tax compliance. In addition, we can handle all of your garnishments and levy calculations and remit those payments on your behalf. Valiant will also handle your New Hire reporting and State Disbursement Unit (Child Support) for you as well.

Valiant's Human Capital Management Solution is unique in the marketplace as it provides you with all of your Payroll, Time and Labor, Applicant Tracking, Benefits and Human Resources information all in a single database. Our competitors typically transfer data between disparate systems behind the scenes creating delays in data updates and gaps in consistency of your employee records. Our single database architecture makes for easy data management and eliminates the

need for you to enter data in multiple systems or wait for a batch to be processed for your data to be updated. Valiant provides you with accurate and timely information for reporting and data analytics to assist you with managing your business.

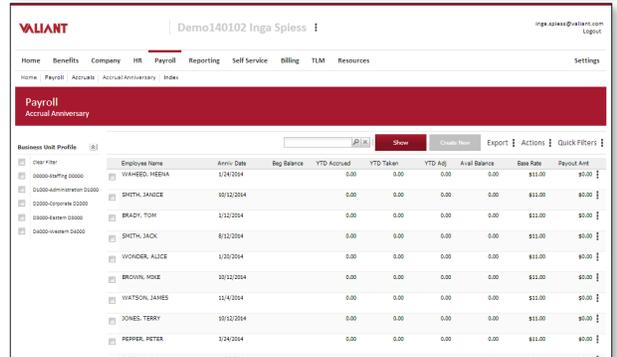
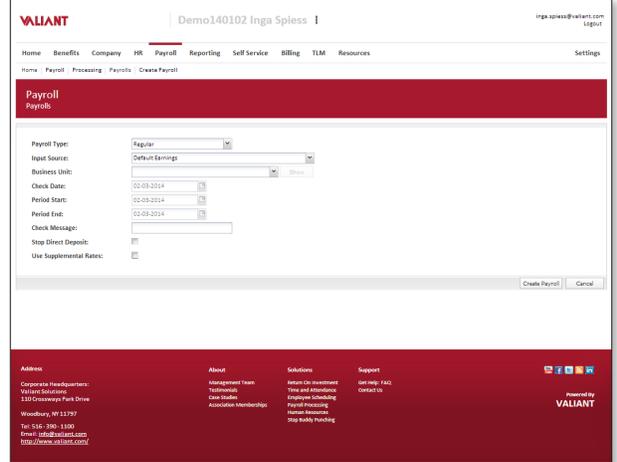
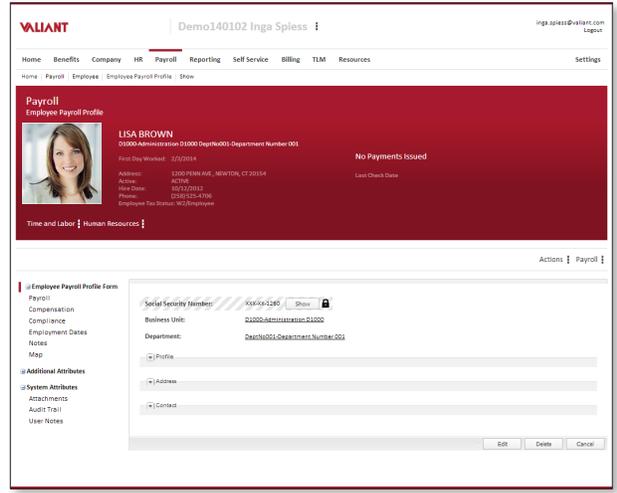
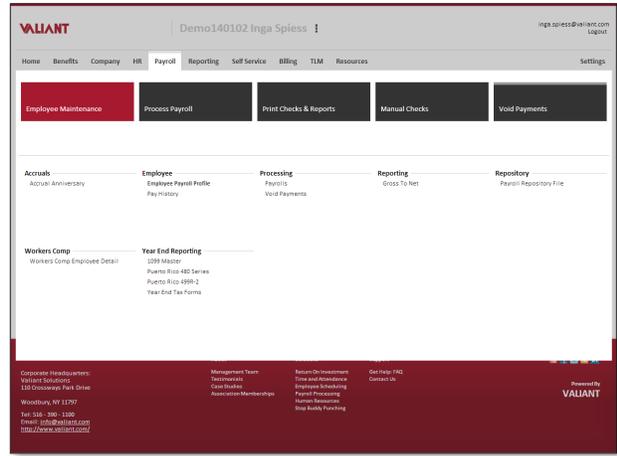
Doing payroll with Valiant is quick and easy. Our software calculates in real-time so once you have entered all of your payroll data, you can instantly pull up pre-processing audit reports without having to wait for a batch to be processed in some other system. Employees are allowed unlimited earnings, deductions, taxes, direct deposit accounts and accruals which provide you tremendous flexibility. Manual checks, off cycle checks and voided checks are easy and instant and require no special handling or complex processes. Once you are satisfied with the results, you simply submit the payroll to Valiant and we do the rest. In addition, companies with multiple business units under a single FEIN can process payrolls by unit and do not have to wait to process the entire FEIN at once, streamlining your payroll processing workflow.

Using our foundation based alert system you can send custom notifications via email at any point during the payroll process. You may want to know a breakdown of earnings dollars and overtime by department. Send alerts when any gross or net checks exceeds a limit that you specify before the payroll is processed. Cash Requirements can be sent well in advance of finalizing so you can ensure funds are available. Alerts can also be sent to your employees notifying them when their paystubs are ready to be viewed in the portal.

For convenience, payroll information is available in the portal through our employee and manager self-service module. Our systems provide seamless access to pay information so your employees can see pay stubs and details of the hours worked and rates paid. They can access all of their earnings history and W-4 forms, print W-2s, and even check out how changes to their deductions will affect their paychecks. With Valiant's TLM, once employees' hours have been reviewed and approved, you automatically import your Time and Attendance data directly into the payroll by business unit to process gross to net calculations and then create pre-processing audit reports for you to review. Valiant can also accept employee hours from third party systems such as point of sale systems or other TLM systems through our importer.

Paperless payroll is not only great for the environment; it is also great for you and your company. Our new software creates all of your reports the minute your payroll is processed. A link to your reports is instantly sent via email to you and any third party you designate like your accountant. These reports are encrypted to ensure data security and are stored on our servers at no cost to you forever.

At Valiant, great service does not happen by accident, but by design. Every Valiant client is assigned a dedicated payroll rep and a backup. The two reps operate as a team which allows them to become very familiar with each other's accounts so they can provide a higher level of service.



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