



The Core of Comprehensive Payroll & HR: Greenshades' Platform

Greenshades

INTRODUCTION

“Here at Greenshades, we specialize in simplifying the complex. We make even the most challenging IRS policy a ‘no-stress’ event for our clients.”

– David Rosas President, Co-Founder.

Since 2002, Greenshades has taken the stress and hassle out of payroll and HR (human resources) solutions for thousands of businesses across all industries. The market was lacking a comprehensive payroll solution with acute tax and compliance capabilities that integrates with Microsoft Dynamics and other enterprise resource planning (ERP) systems. We saw the need, we heard from our clients, and we brought it to life.

Companies midsize to large choose the Greenshades Payroll & HR Platform for an innovative cloud solution that simplifies complex processes, and they stay for our unmatched expertise and customer support.

WHY GREENSHADES?

We know you have options for payroll and HR solutions. Here are a few reasons 3,800+ corporate entities around the country chose us:

All-in-One Approach

With seamless integration into your ERP system, you can manage payroll, HR, taxes, and compliance in one cloud-based solution.

Customer-First Support

With our 20 years of experience in all aspects of payroll, HR, taxes, and compliance, Greenshades experts are trusted advisors who bring best practices and proactive problem-solving to your team.

Advanced Automation

In today’s digital-forward environment, automation relieves your staff of mundane tasks and liberates your resources for more strategic and impactful work.

Payroll and HR on YOUR TERMS

Your payroll and HR should run in a way that reflects your uniqueness. Manage and budget your payroll in-house, with no additional cost for ad-hoc reporting or off-cycle paychecks and no “interest-free loan” float. Streamline HR functions such as applicant tracking and recruiting, onboarding, employee self-service, documentation and reporting, performance management, and learning management while maintaining compliance.

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PAYROLL & HR PLATFORM OVERVIEW

The Greenshades Payroll & HR Platform is an all-in-one solution that unifies all payroll, HR, tax, and compliance processes throughout the entire employee lifecycle. As your single source for payroll processing, tax filing, year-end forms, employee self-service, Affordable Care Act management, and more—Greenshades streamlines the complicated, tedious work that goes into managing employees.

Our Payroll and HR Platform enables you to:

Easily Manage Payroll Across Multiple Tax Jurisdictions

If your business employs people in multiple cities and states, your payroll team has the burden of managing multiple deadlines for payroll taxes. Our solution automatically calculates, generates, and submits accurate payroll tax reports for any jurisdiction.

Remove the Human Error Factor

Mistakes made in payroll can inhibit productivity and frustrate employees. The Greenshades Payroll & HR Platform reduces manual data entry and automates many repetitive administrative tasks, reducing the risk of human error. Your payroll and HR staff will be more productive and better able to attend to employee needs that require human engagement.

Leverage the Cloud

A payroll solution in the cloud enables you to enjoy flexibility by running payroll from anywhere. In today's hybrid-remote work environment, your employees need this option to keep workflows moving. And contrary to the once-popular opinion, your sensitive data stays even more secure in the cloud than it would in an on-premises solution.

Real-Time. On Time. Every Time.

One of the greatest benefits of handling payroll in-house is the flexibility, transparency, and immediacy that level of control brings. With Greenshades, employers can gain all the benefits of automating payroll processing, but retain the control they have today. Corrective payruns and spot bonuses can be issued in minutes (not days — as with outsourced payroll providers) and you and your employees will always know exactly where they stand financially.



SIMPLIFY AND AUTOMATE PAYROLL

The Greenshades Payroll & HR Platform offers unique features for payroll-specific needs:

Ease of Configuration and Setup

Greenshades makes it easy to set-up benefits, deductions, and even garnishments without extensive use of codes or customization. With simple configuration, you'll reduce the hassle, time, and headaches of employee churn. There's no need to regularly go into the system to clean up legacy codes or manually make updates — Greenshades simplifies ongoing maintenance.

A Cohesive Feed

When updates are made to a payroll record, they automatically feed into the HR record as well. From child support and wage garnishments to new healthcare options, any changes made reflect throughout the entire platform to maintain compliance and save time.

Error-Reduction

The platform's automatic reconciliation of timesheets collected by employees means that any potential mistakes or outliers either get flagged or resolved. No manual error detection needed.

Automatic Employee Updates

If an employee moves or has a life event occur, the platform automates tax calculations and back-end codes so no manual updates are needed.

Control Over Record-Keeping

With all records in a single system, your employees can instantly pull up reports and gain clear visibility into HR and employee statuses. Automation ensures audit logs are up-to-date and all actions are tracked.



Want Rapid Time-to-Value?

The Greenshades Payroll & HR Platform can be up and running in no time. You do not have to wait months to integrate this system, and you do not need an army of consultants to start using it. Deploy it right away with little configuration and expense to start seeing time-to-value instantly. Greenshades support is included in the pricing; so, should you run into any snags or just need a helping hand, our expert support team will be there to help every step of the way.



STREAMLINE HR MANAGEMENT

With so many moving parts to human resources—especially in today’s remote and deskless workforce—organizations use the Greenshades Payroll & HR Platform to:

Empower Employees with Self-Service and Certification Tracking

Manually tracking employee licenses and certifications are both time-consuming and prone to errors. The Greenshades Certification Management tool, however, helps employers and managers stay ahead of pending expiration dates by automatically alerting them before gaps in coverage cause compliance issues or work stoppages.

Proactively Address Changes to Benefits

The Greenshades Payroll & HR Platform tracks employee benefits eligibility, including the Affordable Care Act. This ensures the benefits you offer to each employee are automatically aligned with ACA requirements, and the dashboard provides transparency to both employees and managers. You can also automate Open Enrollment schedules so you save time and errors by avoiding repetitive steps.

Simplify New Hire Onboarding

All the documentation and paperwork involved in onboarding a new hire can be configured, distributed, processed, and managed in the platform. You can digitally capture your new employee’s documents and give them a self-service experience through the portal to speed up the onboarding process.

Keep Distributed Employees Connected and Engaged

People in your geo-dispersed workforce can stay engaged with HR through the platform’s features, such as direct messaging and the document policy portal. Maintaining remote work and bring-your-own-device policies is easy with a system that enables you to efficiently communicate changes to policies and facilitate company-wide announcements. Employees can also easily view PTO balances and company time-off policies to better manage their work/life balances.



The Greenshades Payroll & HR Platform is SOC 1 Type II and SOC 2 Type II Certified

- SOC 1 reports cover the business process control objectives and IT general controls that address the risks of your users related to the use of your service.
- SOC 2 is a voluntary compliance standard for service organizations, developed by the American Institute of CPAs (AICPA), which specifies how organizations should manage customer data.



TAKE THE STRESS OUT OF TAXES & COMPLIANCE

The Greenshades Payroll & HR Platform takes the stress out of manually calculating and keeping track of all your payroll tax requirements and reports. You can rest easy knowing you are meeting compliance requirements and able to leverage these other benefits:

Automated Payroll Taxes

The platform automatically updates, selects, calculates, and deducts payroll taxes and tax rates based on an employee's work and home location. Electronic tax returns can be generated and submitted based on a reporting jurisdiction's formatting and reporting requirements. Never miss a tax deadline again.

"No Float" Tax Deposits

Your tax deposits are submitted directly from your specified bank account to government agencies. Unlike many payroll providers, Greenshades does not require you to float any money in advance for your taxes. This allows you to get the ease of simplified tax deposits while still benefiting from interest rates.

Tax Filing Compliance Automation

The platform's Social Security Number verification and employee address checker verifies employee information upon hiring so you don't have to worry about W-2s being rejected at the end of the year. Proactively avoid tax and compliance errors with a platform that ensures employee information accuracy from the start.

Complicated Payroll Calculations

The larger and more geographically dispersed the workforce, the more complex the payroll calculations can be...especially if you have team members working remotely. That's why we designed Greenshades to accommodate even the toughest payroll conditions. From overtime payouts to shift differentials to garnishments, we handle it all.

Year-end Forms Distribution and Reconciliation

Whether your employees are tech-savvy and like to receive and file forms online or prefer good old-fashioned paper and mail, Greenshades has you covered. W-2 form previews are available throughout the year, and final distribution can be handled electronically, on paper, or both. Federal 941 returns are generated and reported to the IRS each quarter, then automatically reconciled with W-2 forms at the end of the year before officially reporting to tax agencies.

How Greenshades Can Simplify & Automate Stressful Payroll Taxes



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Download our guide to simplifying complicated payroll taxes.



ENHANCE YOUR CAPABILITIES WITH THE GREENSHADES MARKETPLACE

Greenshades is committed to continuous innovation of our solutions to help you maximize your time, budget, and efficiency. One way we achieve this is through our partnerships with leading technology vendors that extend the Greenshades Payroll & HR Platform and enhance your capabilities.

Our ecosystem of technology partners is always growing and includes powerful abilities, such as:

Time Tracking

Cut payroll preparation time in half- and eliminate-time theft with employee time and attendance solutions. Track, access, and manage all your employee time data accurately and even remotely. Detailed reports and seamless payroll integration makes payroll processing so much easier.

Learning

Create exceptional learning and training experiences for your employees. Learning management systems can help streamline and centralize training across your company and deliver high-impact training that accelerates business growth.

Financial Wellness

Accelerate payments and empower your workforce with non-discriminatory banking and financial wellness. Through an integrated solution, your workers can enable direct deposit, ditching paper checks and costly banking services in just a few clicks. Without additional administrative work or management, employees can receive their pay 2 days early through a fee-free digital wallet and debit card.

Medical Payment Plans

Offer customized payment plans so employees can easily access and afford the care they need. Employees can pay for out-of-pocket medical, dental, vision, and even veterinary expenses and they choose the payroll-deducted repayment plan that works for them. No interest. No fees.

Recruiting

Hire the right talent faster and eliminate the manual, tedious tasks associated with recruiting. Streamline and customize your entire hiring process with capabilities such as candidate sourcing, employer branding, interviews and assessments, collaborative hiring and more.

Legal

Get answers to tricky legal questions associated with HR—without the high price tag of hiring an employment lawyer. Keep your business running smoothly with 24/7 access to experienced attorneys for all of your HR and employment needs, at a low, monthly price.



Explore the Greenshades Marketplace

ABOUT Greenshades

The Greenshades platform was designed from the ground up to support all your current and future payroll and HR needs. Rooted in tax compliance domain expertise and backed by some of the most comprehensive product support in the industry, Greenshades reduces errors, improves compliance, and creates a more positive, engaging, and complete experience for the employee and employer alike.

For more information or to see how Greenshades can help you today, visit us online at:

greenshades.com

