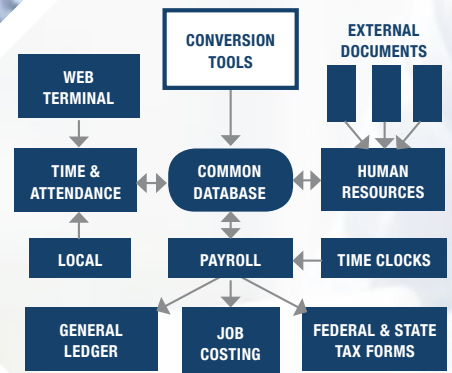




Integrated Payroll,  
Human Resources,  
Time & Attendance  
and Employee Self  
Service Software

Clarity is a comprehensive, unified payroll and human resources solution ideal for businesses that need advanced capabilities and HR integration.

Designed for the U.S. and Canada, each module can work independently or as an integrated system sharing a common database. Clarity is cost-effective, easy to learn and quick to implement – you can be up and running in less than a month!



### Fully integrated modules

Clarity is a single database solution, allowing you to keep all your payroll and HR information in one place. Being fully integrated, you only need to enter the data once in order for it to be reflected in all modules.

### Cost effective

Clarity is a very cost-effective, easy to use solution, with a short implementation cycle. With emailing and Internet capabilities, Clarity easily handles the requirements of organizations with multiple locations.

### State-of-the-art technology

Clarity uses MS Windows® client server technology and an MS SQL® database for improved security, performance and reliability. Clarity is scalable, modular, and has multi-user capabilities to grow with your business. Use of a common database eliminates redundant data entry, reduces duplication errors and simplifies the task of keeping your data current.

### Full suite of professional services

Clarity's full range of services includes remote and on-site support, software updates, customization, training, data conversion/migration and project management. We are with you every step of the way from the initial kick-off meeting to parallel runs and right through to go live.

### Robust reporting and integration tools

Clarity offers a versatile system that can be customized to your needs. Rich, intuitive features include import utilities, mass update and a built-in Report Writer. Clarity improves your productivity by allowing data transfers with minimal intervention. Not only does the data transfer take place within Clarity modules, but also with your accounting system, time clocks, banks, etc. (Please see integration chart above.)

### Quick and efficient migration

Clarity has easy-to-use conversion tools to make migrating from an existing system easy, for both time and attendance and general ledger. We can help you migrate from outsourced payroll service providers or from in-house software. Clarity is flexible, with industry-leading depth of functionality.

### Simplified and easy rollout

Clarity can have each module rolled out in stages instead of forcibly all at once. This allows your team to easily learn and adjust to the changes without being overwhelmed.

Clarity encompasses four distinct modules:

## human resource

- Supports employee benefit plan information and calculations
- Benefit enrollment and tracking for employee and family
- Track probation and performance reviews and generate reminders
- Develop and monitor employee training and certification plans
- Family and emergency contacts
- Maintains medical records
- Tracks skills and employment history
- Allows for memberships and contract administration for multiple unions
- Incident and disciplinary action tracking
- Employment equity including EEO-1 and EEO-4 reporting
- Over 50 HR reports and graphs, available in hundreds of combinations
- Administer detailed user definable absences such as vacation, sick, FMLA, and more
- Career planning/succession planning
- Manage prevailing rates for certified payrolls including pay grids and pay ranges
- Allows document attachments (all HR functions)
- Integrated security access
- Detailed ACA record tracking, reporting, and filing

## payroll

- Unlimited number of earnings, benefits, deductions, accruals, overtime banking, bonuses, advances and payroll taxes
- Job costing functionality and automatic cost allocation
- Build your own formulas and scripts to automate and simplify complex payroll calculations
- Automatically calculate garnishes as a percentage of net pay or flat amount
- Supports multiple union agreements
- Burden and overhead calculations
- Supports multiple payroll frequencies
- Unlimited pay runs per period for bonuses, vacations, terminations, expenses and more
- Emailing of pay stubs and T4's to employees securely
- Customize checks with MICR and company logo
- Intuitive reporting capabilities including General Ledger Report, Employee History, WSIB Report, Year to Date and many more
- Supports accrual accounting (for export to GL)
- Unlimited payroll history
- Creation, e-filing and printing of tax forms
- Direct integration between payroll and physical time clocks

## time & attendance

- Web based timesheet and electronic approval
- Entering of time by employee or any designated person
- Allows for one level of approval before processing
- Allows employees to enter absences based on entitlement balances
- Applies automatic overtime rules
- Supports job cost detail entries
- Supports user defined standard hours
- Web clock for quick sign in/out
- Daily and weekly schedules
- Daily or weekly overtime rule application
- Expense entries for reimbursement
- Email messages and reminders
- Supports FMLA rolling 12-month calendar

## employee self service

- View time off entitlements and request time off
- View and print pay stubs and pay history
- Manage personal records and emergency contacts
- Employees can enroll/decline benefit plans
- Employees can review, record, and update reviews such as pier reviews, 360 reviews, managerial reviews, and more based on user definitions
- May be accessed from any device such as PC, MAC, or mobile devices



Paymate Software Corporation has provided Human Capital Management solutions to North American businesses since 1987. Visit our website and request a live demo to see exactly how Clarity can work for you!

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