

PEOPLESOFT ENTERPRISE PAYROLL FOR NORTH AMERICA



PAYROLL FOR NORTH AMERICA

- Optimize your payroll operation
- Make timely payments to your employees
- Customize processing to the way you work

Payroll processing, administration, and management shouldn't be tedious, laborious, or stressful—for your information systems managers or your payroll staff. Oracle's PeopleSoft Enterprise Payroll for North America combines an innovative approach to payroll processing with a full-featured system designed to ensure that you're always in control, on time, and processing payrolls with maximum efficiency. Whatever the size and diversity of your workforce, PeopleSoft Enterprise Payroll for North America provides all the tools you need to run an efficient payroll operation. You can calculate earnings, taxes, and deductions, maintain balances, and report payroll data.

Take Control of your Payroll

PeopleSoft Enterprise Payroll for North America is a pure internet payroll application that you can design to meet your organization's specific requirements. You just need to provide the system with some basic information about the types of balances that you want to maintain, how you want to group the workforce, and when you want to pay them. In addition you can define and establish earnings, deductions, taxes, to fit your unique business needs as well as manage employee level data with ease.

You can:

- Maintain payroll calendars online.
- Define and use any number of balance year types—such as calendar, fiscal, or benefits plan year.
- Define unlimited codes and definitions for earnings and deductions.
- Designate shift schedules and shift premium calculation rules.
- Track deduction arrears.
- Determine the types of payroll accumulator balances that you want to maintain and use.
- Manage U.S. and Canadian savings bond investments.
- Handle garnishments, child support orders, tax levies, bankruptcy orders, and wage assignments.
- Process unlimited direct deposit items for each employee.

- Give employee Additional Pay earnings that will be paid on a regular basis *in addition* to regular pay
- Manage employees who are concurrently working in more than one job.
- Adjust balances online.
- Access unlimited payroll history online

Complex Paycheck Calculations

PeopleSoft Enterprise Payroll for North America performs complex paycheck calculations and payroll processes.

The system will:

- Calculate gross-to-net and net-to-gross pay.
- Calculate, view and print online checks.
- Create final checks based on user defined set of rules.
- Support multiple payroll frequencies.
- Support U.S. and Canadian rules, regulations, and processing requirements.
- Handle multi-organizational processing, including a common paymaster.
- Highly configurable contract pay calculations for employees in educational organizations.
- Calculate taxes for nonresident aliens including 1042 taxes for education and government organizations.
- Prorate mid-period pay increases, hires, terminations, and other transactions automatically.
- Calculate Retroactive Pay with total control through user defined retro processing Triggers.
- Calculate Fair Labor Standards Act (FLSA) overtime rates.
- Alternative Overtime calculation for the States that require different overtime calculations than those managed by the Federal Fair Labor Standards Act (FLSA) regulations.
- Issue a single check that covers all of an employee's FLSA calculations, taxes, benefits, and general deductions for multiple jobs in the same organization.

A Fully Integrated Enterprise Solution

Because PeopleSoft Enterprise Payroll for North America is fully integrated with other PeopleSoft Enterprise applications, you have a direct link to all personnel, benefits, time and labor, pension, stock administration, general ledger, accounts payable, and expenses information. You can track encumbrances over multiple years to avoid overspending on your budget as well as manage commitments and expenditures automatically by checking them against predefined, authorized budgets. You can also take advantage of automatic benefits deduction calculations.

PeopleSoft Enterprise Payroll for North America enables you to build a centralized

payroll operation or develop a highly decentralized processing environment—whichever best suits your payroll requirements.

Rapid Entry Paysheet

You can quickly add basic payroll data such as exception time reporting (illness, vacation, and so on), overtime, commissions, and bonuses into the Rapid Entry Paysheet.

Paysheet Update Process

Load your additional earnings and deduction override data from other PeopleSoft Enterprise and third party applications directly to the online paysheets using an Excel Spreadsheet via Component Interface technology.

Flexible Garnishment Handling

PeopleSoft Enterprise Payroll for North America provides a set of flexible rules to meet the regulatory requirements for garnishment calculations. The set of garnishment tables also allow you to create/update garnishment rules based on your unique requirements. You can control garnishment calculations by specifying earnings subject to garnishment, specifying exemptions and building your own formulas for calculating disposable earnings and maximum amounts available for garnishment.

Gain Confidence in Tax Calculations

PeopleSoft Enterprise Payroll for North America fulfills your federal, state, provincial, and local tax requirements by providing a complete, up-to-date set of tax tables that store all tax data—including state and local reciprocity rules. You also receive timely tax regulation updates.

Multifaceted Payroll Reporting

Oracle's PeopleSoft Enterprise Payroll for North America provides a set of standard payroll reports that you can use as is or customize and copy to fit your organizational needs. These reports include deductions register, payroll register, cost centers report, other earnings register, deductions in arrears, deductions not taken, employees not processed, payroll error messages for employees, employee earnings, check reconciliation activity, bond purchases, and payroll summary.

Tax reports include a W-2 error listing; W-4 exemptions; tax deposit summary; quarterly, state, and local employee wage listing; and employee detail federal and state tax summary.

Canadian specific payroll reports and processes include Record of Employment (ROE) forms and ROE Web interface; Workers Compensation assessments; health insurance premiums; Employment Insurance (EI) rebates; Northwest Territories and Nunavut payroll taxes; employer contribution to CNT (Commission des Normes du Travail); Business Payrolls Survey; overtime bank; and T4, T4A, RL-1 and RL-2 slips.

U.S. Federal Government

We offer a variety of unique functions to meet the needs of U.S. federal government agencies. For example, you'll be able to:

- Administer federal pay limits and caps for both biweekly and annual limitations.
- Meet the federal government requirements for processing leave, benefits, retirement, and other contributions.
- Make disbursements via Electronic Funds Transfer to meet the federal government requirement that all third-party payments made on behalf of employees be made via EFT.

Why Oracle?

Oracle's PeopleSoft Enterprise core HCM solution is a robust HR, Payroll and Benefits set of applications that can be implemented quickly and cost-effectively, providing a strong foundation for organizational growth, cost reduction/savings, and improved productivity and performance. Oracle's core HCM capabilities combined with country-specific capabilities and international data formats enable regional operations and compliance while using a single system of record for reporting, maintenance and lower TCO. These solutions enable you to:

- Manage business systems globally with a common data model and multi-national data formats
- Drive compliant business processes through integrated processes and rules-based engines
- Deploy country-specific capabilities with delivered local extensions

Contact Us

For more information about PeopleSoft Enterprise Payroll for North America, please visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



Oracle is committed to developing practices and products that help protect the environment

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