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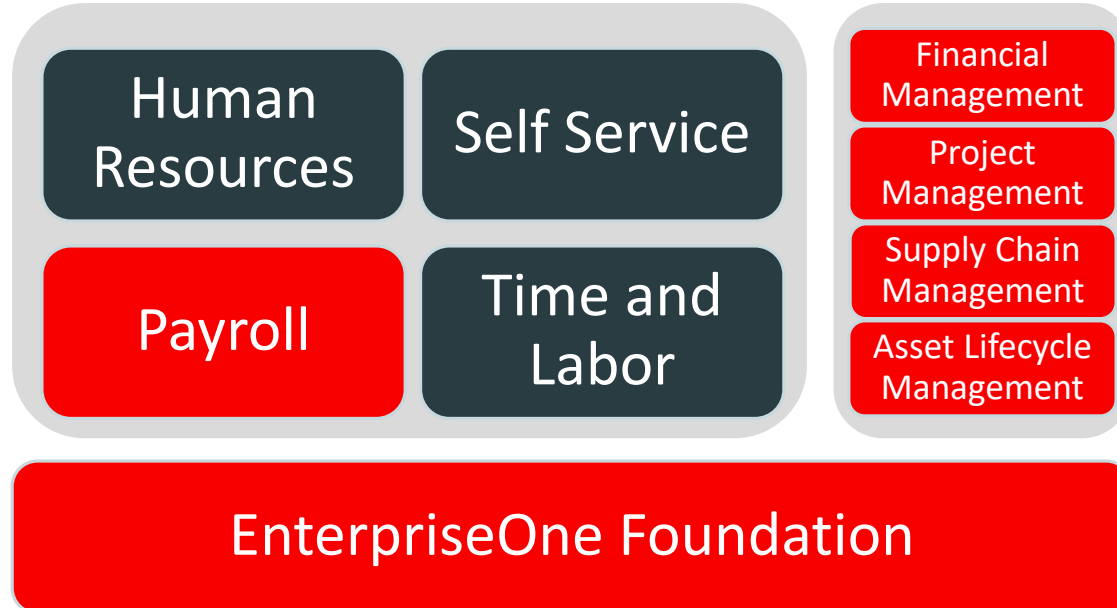
JD Edwards EnterpriseOne Payroll

Overview

Safe Harbor Statement

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described for Oracle's products remains at the sole discretion of Oracle.

JD Edwards Payroll



Key Features

Support for US, Canada, Australia and New Zealand Leg/Reg Requirements

Multiple Company Processing

Payroll Tax Calculation and Reporting

Leave Administration

Overtime Pay Rules

Retroactive Pay

Off-Cycle Payment Processing

Union Pay Rules

Piece Rate Pay

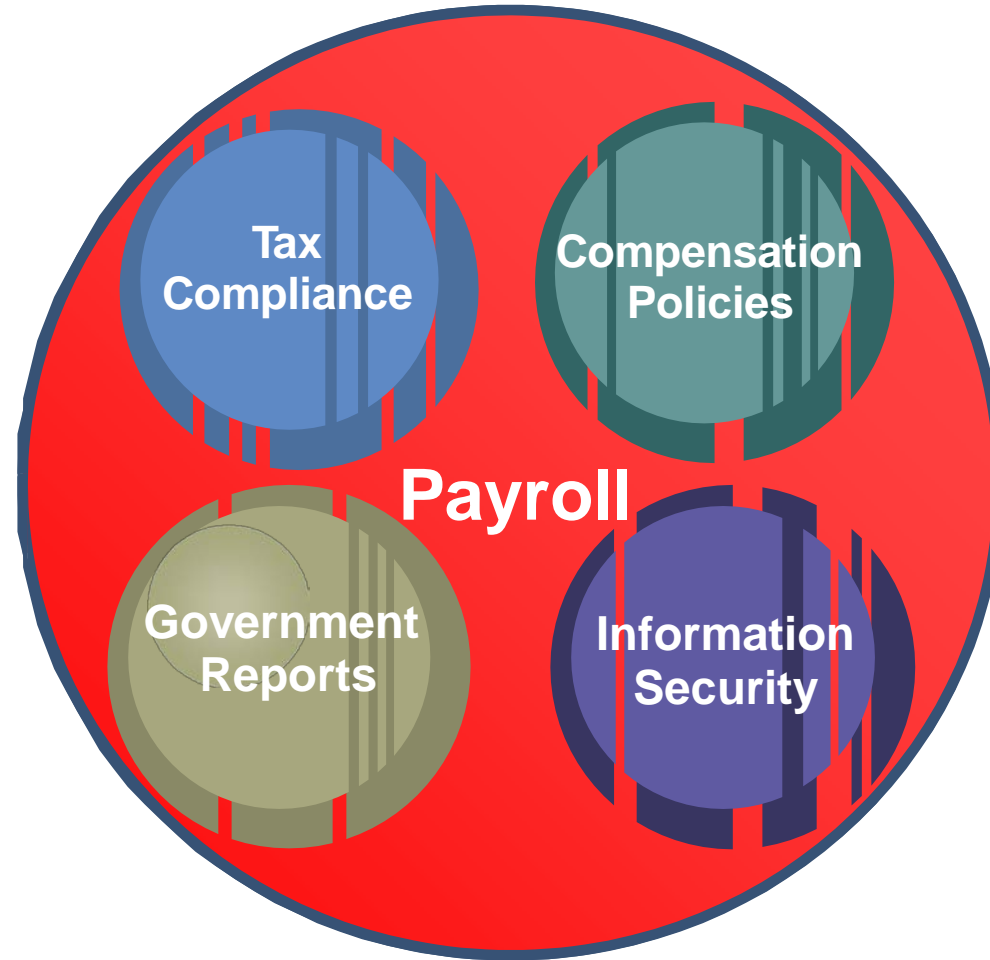
Key Benefits

Reduce Payroll Expense

Improve Data Integrity and Information Access

Secure Confidential Data

Comprehensive Payroll Functionality



EnterpriseOne Payroll Delivers

EnterpriseOne Payroll

Accurate taxation and efficient payroll processes



• Results

- Compliance with tax laws
- Automate processing
- Meet specific business requirements

Integrated payroll management



- Provides accurate information
- Improves communication
- Supports enterprise-wide business processes

Adapts to changing business environment



- Grows with your business
- Generate effective reports
- Ensure data security with built-in controls

A man with glasses and a denim shirt is gesturing while talking to a woman in a yellow top. They are sitting at a table with papers, a coffee cup, and a smartphone. The background shows an office environment with desks and a whiteboard.

Payroll Feature Highlights

Payroll

Leave Administration



Leave administration enables your organization to efficiently and accurately review, approve, and track employee leave. EnterpriseOne Payroll includes an impressive set of functionality intended to minimize the effort needed to manage leave administration tasks.

- Centralized leave management and inquiry application
- Define multiple rollover rules per leave DBA
- Approve/Deny each day requested or entire leave request
- Support for Long Service Leave
- Analyze leave trends

Attendance Trend Summary

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
4	1	1	2	2		18
Total Occurrences			28.00	Total Hours		205.00

Employee Number	Employee Name	Leave Request Number	Leave Type	Work Date	Leave Date	Day Of The Week	Hours	PDBA Code
7703	Bellas, Debbie	874	S	02/10/2006		Sunday	4.00	300
16101	Smith, John	939	V	07/10/2006	07/10/2006	Monday	8.00	120
16101	Smith, John	941	V	07/10/2006	07/10/2006	Monday	8.00	120
16105	Reeves, Tamara	906	V	07/03/2006	07/03/2006	Monday	8.00	120

Payroll

Off-Cycle Payment Processing



With EnterpriseOne Payroll, you have complete control over when you generate payments to employees, including off-cycle processing for special situations like bonuses or pay corrections.

- Generate payments outside of normal payroll processing
 - Off-cycle pay such as Bonus, Commission or other types of pay
 - Adjustment
 - Advances
 - Gross-Ups
- Calculate and review “what-if” payment scenarios

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Interim Payment Workbench - Interim Entry

Employee Number: 7500, Employee Name: McDougal, Cathy, Off Cycle: Off Cycle

Interim ID: WHAT_IF, Pay Frequency: S, Check Control Number: 90448

Payment Information

Computer, Payment Date: 12/31/2006, Advance Amount: []

Manual, Payment Number: [], Gross Up Net Pay Amount: []

Public Flag: N

Payment Overrides | Timecard Selection | Employee Tax Information | US Exemptions/Credits | Canadian Tax Overrides | Gross Up

Tax Factor: 2, DBA Factor: 2, Home Company / Home Business Unit: 00077, 771

G/L Bank Account: 00855156, Benefit Cycle Bypass Count: []

Do not calculate DBAs, Override Auto Deposit Instructions

Records 1 - 1

Pay	Pay Type Description	Hours	Account Number	Work Date	Timecard From Date	Timecard Thru Date	Hou Per

Payroll

Overtime and Retroactive Pay

Rules provide an efficient, systematic way to create timecards for special pay situations, such as paid holidays, overtime, and retroactive pay. Powerful rule set capability enables you to easily manage special situations such as retroactive pay calculations for unions or labor groups.



- Create rule sets of multiple complex calculation rules
- Control how hourly rates, pay types and overtime charges are applied
- Create custom rules for complex or non-standard calculations
- Include time cards based on pay types, pay type category or dynamic employee groups

Pay Type Code	Pay Type
1	Regular
100	Overtime 1.5
110	Overtime 2.0
300	Sick Pay

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Industry Focused Features

EnterpriseOne HCM Industry Focused Features

Engineering & Construction

- Integration with Fixed Assets for equipment maintenance
- Job and pay step progression
- Daily post to Job Costing
- Batch time upload from 3rd party products
- Burden rates follow labor
- Automatic accounting instructions by job or project
- Union pay rates
- Occupational pay rates
- Piece rate pay
- Timecard Automation – Overtime rules, retro pay, timecard templates
- Competency Management – Track skills, competencies, and licenses
- Employee mass hire and re-hire

Professional Services

- Generate timecards from employee assignments
- Automatic accounting instructions by job or project
- Pay employees and bill in different currencies
- Batch time upload from 3rd party products
- Daily post to work orders/projects
- Employee and manager self service time entry, leave request and approvals
- Union pay rates
- Occupational pay rates
- Piece rate pay
- Timecard Automation – Overtime rules, retro pay, timecard templates

Manufacturing

- Integration with Fixed Assets for equipment maintenance
- Integration with manufacturing hours and quantities
- Job step progression
- Work order integration
- Batch upload from 3rd party time entry products
- Clock into Line
- Union pay rates
- Occupational pay rates
- Piece rate pay
- Timecard Automation – Overtime rules, retro pay, timecard templates

Integrated Cloud

Applications & Platform Services

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