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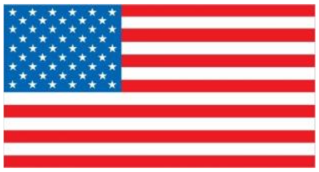
Oracle Payroll for the United States



Oracle Payroll, an integral part of Oracle Fusion Cloud Human Capital Management, is a fully unified solution that enables you to comply and configure your payroll across the globe regardless of the industry, company size, or worker types. Oracle Payroll helps you simplify and automate your complex business processes with scalability, flexibility, and efficiency.

Work more efficiently

Redesign the way you work with automated **Payroll Workflows** and **Dashboards** that help you define important tasks and steps to confirm accurate processing of your payroll. Oracle delivers intelligent features to make your processes more efficient. The **RetroPay** feature provides an easy solution for post period adjustments to employees' earnings and deductions based on pay rate changes, and benefit elections, so you can rest assured that your employees get paid what they're owed—no matter when the event occurs. Then there's also the full integration with HCM Data Loaders (HDL/HSDL) to streamline mass loads and updates. These features and many more simplify the overall payroll process and boost your productivity.

Get control over your business

Many organizations struggle with analyzing payroll information across multiple systems. It's time consuming, and when data is finally pulled together, it's typically outdated. Oracle provides pre-built and customizable analytics that provides readily accessible enterprise-wide data in real-time. It's an easy-to-use tool designed specifically for you to quickly analyze your payroll business. Armed with more insight into your workforce operations, your teams are better positioned to make quick and informed decisions that drive a greater value to your business.

Oracle Payroll for the United States

Oracle payroll for the United States is natively built for the cloud and designed to enable organizations paying employees in the United States to efficiently process a high quality, accurate, and timely payroll. Oracle streamlines the payroll process and provides better alignment across HR, Finance, and Operations. With everyone on the same page, organizations will be more efficient with more time to focus on improving the employee experience and focus on higher value activities that support the organization's goals and objectives. Key features for the United States include:

"Customers saw improvements in payroll processing (time) by an average of 56%, driving efficiency and accuracy…"

2020 Oracle Cloud HCM Benchmark Study

Key benefits

- Automated retroactive calculations
- Drive efficiency
- Highly configurable
- Increase accuracy
- Enhance employee experience
- Decrease compliance risk
- Simplify payroll processing
- More flexibility and control
- Leverage HCM Suite
- Reduce Total Cost of Ownership (TCO)

PAYROLL PROCESSING

- Process wages for an hourly and salaried workforce with configurable pay rules
- View detailed, step-by-step tax calculation math for each employee across federal, state, and local jurisdictions
- Calculate FLSA overtime premiums across pay frequencies, gross-ups, one-time and recurring payments, and wage accumulation across states and local tax jurisdictions
- Process statutory and voluntary deductions using delivered rules and customer-defined controls
- Support 401(k), 403(b), and 457(b) plans, including statutory contribution limits, age-based limits, and special catch-up rules
- Capture and calculate involuntary deductions such as wage garnishments, child/spousal support, creditor debt, bankruptcy, loans, and tax levies through delivered statutory rules and customer-defined processing rules. A delivered integration is available for processing of support orders using e-IWO
- Use flexible organization models for regulatory and financial reporting including the ability to configure statutory wage and tax limits by each legal entity or by a group
- Automate proration, retroactive pay/recovery, and arrears processing based on events and their timing
- Process post-termination pay using predefined timing and pay-type rules, with continued self-service access when needed
- Process payments by check, direct deposit (NACHA), international transfer, child support direct deposit, and third-party involuntary deduction checks. Delivered integration with a third-party vendor for involuntary deduction payment processing
- Offer early access to earned wages through Anytime Pay
- Configure payslips (paper, online, and email) and checks
- View and verify Statement of Earnings, run results, and payroll changes and exceptions with AI-assisted analysis

STATUTORY COMPLIANCE

- Capture and calculate multi-jurisdictional taxes for employees and employers using delivered federal, state, and local tax rules, including federal and state taxes for retirees
- Support tax withholding elections (Form W-4) through employee self-service and professional user access at federal and regional levels, including AI assistance and automatic annual exemption reset
- Capture personal and employment data needed for statutory compliance, including SSN, gender, race, ethnicity, disability, FLSA classification, and veteran status
- Detect local tax jurisdictions using real-time address verification and geospatial intelligence up to a rooftop precision. FedRAMP-compliant address search available for authorized federal environments

STATUTORY REPORTING

- Annual wage and tax statements including corrections (W-2, W-2C) for the US and the territories of Puerto Rico and Guam
- Affordable Care Act (ACA) reporting and administration, including electronic 1094-C transmission and employee self-service access to 1095-C
- Statutory labor reporting for veterans (VETS), new hire reporting, Multiple Worksite Report (MWR), and pay equity at the federal (EEO) and state levels
- Compliance Updates page with AI-assisted summaries to quickly understand statutory changes, compare old and new values, and assess impact by workforce presence
- Delivered ad hoc and exception-based reports to help ensure periodic, quarterly, and year-end reconciliation and validation of payroll balances and statutory tax limits
- Delivered integration with third-party tax filing vendor for employee and retiree tax reporting and remittance

Manage your payroll across the globe

Managing payroll in multiple locations increases complexity, thus incurring additional costs, and making it difficult to stay on top of compliance. With Oracle, you can efficiently pay your employees in over 200 countries with ease. Your administrators can use our **Fast Formula** feature to manage complex processing rules and calculations, without the need to perform complex coding. No matter where you do business, we help you manage your organization’s needs.

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