CONTENT STRATEGY PORTFOLIO

TAMI G.

Infographics

Complex compliance and workforce topics made scannable, visual and shareable.

In this collection

01 The Wage Garnishments Ecosystem — Page 2

Who's involved, how withholding works and why it matters for employers.

02 The Talent Tsunami — Page 3

A data-driven look at turnover and how to retain, engage and attract talent.

03 Your Roadmap to R&D Tax Credits — Page 4

A ten-stop journey that guides CPAs and businesses from eligibility to claim.

04 Award-Winning Compliance — Page 5

A four-page showcase of industry awards and the proof points behind them.

Click any title to jump to it. Samples have been redacted to protect client confidentiality. Shared privately for review purposes only; please do not distribute. © 2026 Tami C. Gaines

The wage garnishments ecosystem

The who, how and why of withholding wages: Untangling the wage garnishments ecosystem

EMPLOYEES

- Have their wages withheld
- Fulfill their financial obligations

THE COURT

- Issues withholding orders for:
  - Child support
  - Bankruptcy
  - Consumer debt
  - Other obligations
- Ensures employer compliance

EMPLOYERS

- Respond to withholding orders
- Notify employees of wages to be withheld
- Withhold and remit money from employee paychecks
- Answer inquiries from employees, agencies and payees
- Respond to additional notices and requests
- Monitor legislative and agency changes
- Comply with all federal and state regulations

AGENCIES

- Issue withholding orders for:
  - Child support
  - Tax levies
  - Student loans
- Ensure withheld wages reach the intended parties
- Help employers stay in compliance

LEGISLATORS

- Regulate wage garnishment processes
- Determine employer mandates

Find out how the right payroll partner can help

Talent tsunami hits hard

Let XXX help you stem the tide.

Are you feeling the pressure of the Talent Tsunami?

It's a mass exodus of your employees going to other companies, industries or completely changing professions. XXX can help weatherproof your talent strategies from hire to retire with tools to help you retain, engage, and attract top talent.

Your employees had more than a year to reflect on the work they're doing, whether it's truly fulfilling, and what else they might like to do with their careers.

The results?

52% of employed adults were looking for a new job in February 2021 vs. 35% in February 2020.

35% want better compensation and benefits.

25% are looking for better work/life balance.

46% feel less connected to their company.

42% say company culture has diminished.

79% say they are disengaged at work.

Whether it's because of a promotion, a raise, burnout or a lack of engagement, your people are looking to leave.[1]

Think that finding and keeping your talent won't be hard? Remember, you're competing with every company who's in the same boat as you are.

The number of available positions climbed to **10 million** in June.[2]

The unemployment rate declined to **5.4%** in July.[3]

The disruption in labor trends makes it hard to engage and retain talent. It also makes identifying, recruiting and hiring new employees even more difficult. Why?

Finding new top talent Attracting, hiring and onboarding	**Retaining your talent** Engaging, developing and activating

Intelligence in action

Evolving talent pool

With more of the available talent wanting different work options, you need to act now.

How will you quickly find and recruit the best employees?

New way of working

With ongoing shifts to work and workplaces, keeping a pulse on how your workforce is feeling and how you can help is more critical than ever.

How are you collecting and acting on data?

Employee experience

Attractive offers

A renewed focus on work-life balance requires rethinking paid time off, flexibility and other attractive benefits.

How will you set your organization apart?

Career development

Investing in career planning and growth is important for most future-thinking employees.

How are you planning for their long-term success?

Dynamic environments

Virtual onboarding

In today's full or partially remote work environment, it's harder than ever to position new employees for success on day one.

How will you help them start strong?

Hybrid teams

Keeping teams connected and focused is critical to increasing productivity.

How are you supporting your teams and their new structures?

Your organization may or may not have the internal experience and time to fill the void left by the talent tsunami. Thousands of employers have turned to XXX to help with all aspects of their talent acquisition and management needs. Easily see and manage your entire workforce from a single dashboard driven off a single database — so the right information is always where you want it, when you need it. With XXX you can:

Find and recruit top talent by quickly finding the best candidates.

Product solutions: XXX, XXX and XXX.

Develop and reward so they succeed now and in the future.

Product solutions: XXX, XXX and XXX.

Hire and onboard quickly with tools to help increase efficiency and compliance.

Product solutions: XXX, XXX and XXX.

Drive engagement while keeping teams visible, connected, and focused.

Product solutions: XXX, XXX and XXX.

Partnering with XXX gives you confidence to be prepared for every step of the talent journey. Plus, with HCM always available, know that your core functions are taken care of according to best practices regardless of the situation.

The Talent Tsunami is here and it's here to stay. Let XXX help you weather the storm.

Contact your XXX representative to learn more.

1. Achievers Workforce Institute, February 2021, 2. Labor Department's Job Openings and Labor Turnover Survey, 3. U.S. Bureau of Labor Statistics, August 2021 .

A ROADMAP FROM YOUR CPA

Innovation is results-driven. Your tax credit plan should be no different.

Your roadmap to R&D tax credits

There are multiple landmarks to claiming R&D tax credits and we're your GPS to navigate to them. Let's follow the route of a successful credit recovery journey every business should explore, from TODAY to TOMORROW.

Today

1. Eligibility station

Determine if your business activities meet the criteria for R&D tax credits. With your CPA travel planner, identify eligible R&D business components for the credit in base years. This includes activities related to the development or improvement of products or processes, software development, formulations, techniques, inventions and experimentation to overcome technical uncertainties.

2. Paper trail

Document R&D expenses for the credit in base years, identifying all domestic costs. Keep records of all costs associated with R&D activities, including wages, supplies and contractor expenses.

3. Nexus center

Develop a clear connection between qualified business components and qualified R&D expenses. This can be done retroactively using estimates by people familiar with the activity or those supervising them.

When you partner with XXX, you save:

- Time
- Money
- Worry

So sit back and enjoy the ride!

4. 2nd Street

Identify and assess any ancillary issues with R&D (funded research, control groups, utilization, acquisition/dispositions, etc.).

5. R&D toll booth

Calculate the amount of credit your business may be eligible for. You should consider the expenses incurred and the percentage of those expenses that are considered R&D activities. Just use us as your E-Z Pass to do the calculations so you can get back on the road.

6. Claim depot

Now that you've gotten this far, you'll next need to file a claim or revise the claimed credit on the appropriate tax return using the required forms and documentation. If you've planned well, your AI-enabled pit crew can do all the fine tuning for you.

7. Organization way

Stay organized by keeping accurate and organized records and contemporaneous technical docs of R&D activities and expenses for future reference and to support future claims. Let your CPA co-pilot take the wheel from here.

8. Express lane

Let experts and advanced technology help coordinate your efforts so you can arrive at your destination safely — and with little to no effort.

R&D HIGHWAY

9. Hidden roadside gems

Embrace roadside attractions and explore related tax credits you may also be qualified for. Once you are confident you have a clear path to R&D credit recovery, don't be afraid of exploring local and regional tax credits and incentives that further capitalizes on your AI-supported payroll data.

10. Innovation expressway

Focus on innovation. Now that you're comfortable with hands-free driving, you can keep your vision focused on the parts of your journey that matter most, since your innovation engine will continue to be aligned with your credit recovery GPS coordinates.

INNOVATION

Tomorrow

We got this. If you haven't already, contact us to talk about how to map out your investment in innovation — and leave the driving to us.

In fact, avoid anything that could go wrong along the way by first consulting us to make sure your journey is fueled by the support of **XXX** expert R&D tax credit GPS recovery guidance. This way, all your compliance journey milestones can be reached with confidence, on time and safely.

With XXX
you can be confident that you're getting HCM compliance right

Comprehensive solutions that help you be ready for the next anything

Do your current compliance vendor(s) or in-house processes have what it takes to keep up with the constantly changing and uncertain world of HCM compliance?

XXX is a cloud-based platform that integrates with your existing systems to help you remain compliant, save time and money, while driving growth. You'll have access to a comprehensive and customizable suite of technology and services that provide:

Reliable Expertise

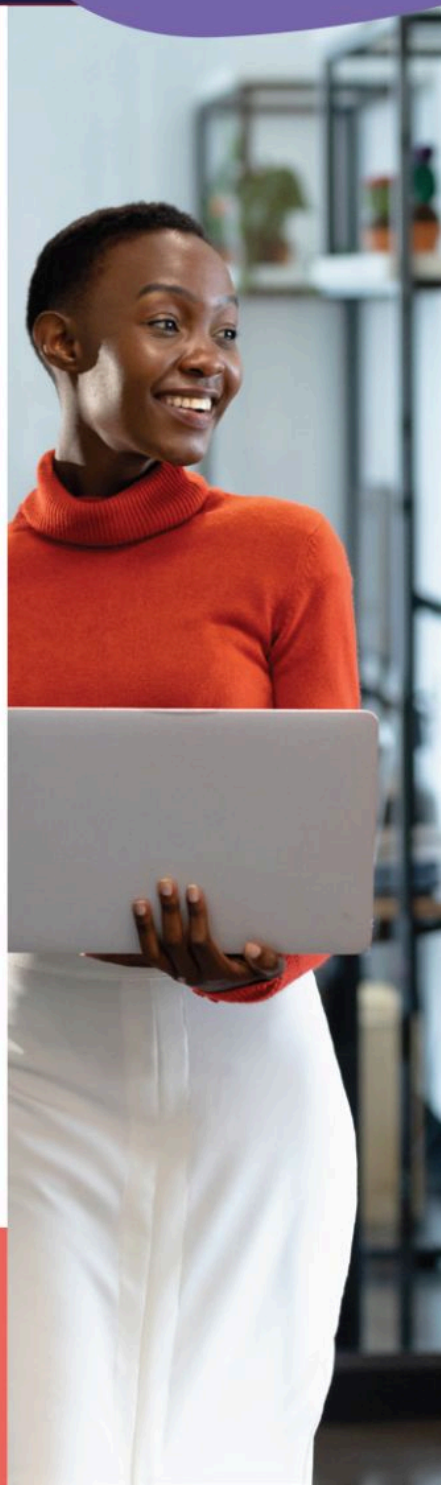
Have confidence in knowing that you have access to the necessary expertise (and the ability to apply it) to overcome HCM compliance complexities.

Innovation and Connectivity

Benefit from the continuous innovation happening in the market and integrate core systems and processes, creating various levels of efficiency, visibility and data integrity. Technology supports all of our solutions, improving every aspect of the HCM compliance process.

Depth and Breadth of Solutions

Our end-to-end compliance solutions helps your business reduce HCM compliance risks.



Have peace of mind and propel your business forward with XXX

What are industry analysts saying about XXX ?

TrustRadius Awards and Recognitions

TrustRadius Top Rated — XXX

2024
Tax Compliance, HR Compliance, Compliance Consulting

2023
Tax Compliance, Compliance Consulting

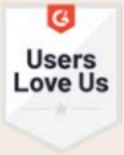
2022
Tax Compliance, Compliance Consulting

2024
TrustRadius Most Loved Award
XXX

G2 Awards and Recognition

Leader
Spring 2024, Summer 2023, Spring 2023, Winter 2023, Fall 2022, Winter 2022, Spring 2022

Leader Enterprise
Spring 2024



Users Love Us
Spring 2024, Summer 2023, Spring 2023, Winter 2023, Fall 2022

Momentum Leader
Spring 2023, Winter 2023, Fall 2022, Winter 2022, Spring 2022

G2 Mid-Market Awards

Easiest To Use
Winter 2023, Fall 2022, Spring 2022

Best Meets Requirements
Winter 2023, Fall 2022

Best Usability
Winter 2023, Fall 2022

Highest User Adoption
Winter 2023, Fall 2022, Spring 2022

Leader
Fall 2022

Top 100 Software Products

Best Software Awards
Winter 2022

Ask about our award-winning products and technology

SaaS Shortlist Awards and Recognitions 2023

Best SaaS Product
For Small Businesses/SMEs

Best SaaS Product
with 1,000+ Licensed Users

Payment Solutions Awards

2023 MARCOM Gold Winner

Banking Tech Awards U.S.A. 2024 by XXX
Best contribution to economic mobility
Winner

PayTech Awards 2023 by XXX
Best retail payment system
Highly Commended

PayTech Awards Finalist 2023

Banking Tech Awards Winner 2023

Fintech Breakthrough Award 2023
Banking Innovation Award

Our portfolio of HCM compliance solutions has your business covered

Wage Garnishment

XXX untangles the pressure, processes and people involved with wage garnishments with proprietary technology, that increases accountability and transparency while reducing your administrative burden.

Healthcare Compliance (ACA)

With XXX, you're never alone in navigating ACA compliance challenges. Our team works closely with you to help with proactively preventing penalties.

Employment Tax

In the ever-changing landscape of payroll tax regulations, our team helps find errors before they become penalties.

Tax Credits

Are you claiming all federal, state and local tax credits available to you? XXX simplifies the process, enhancing transparency while lightening your administrative load.

Unemployment Claims

Navigating unemployment claims is tough, but XXX offers expert service, support and multiple touchpoints to assist you and your separated employees. With XXX, you can elevate your outplacement resources, potentially reduce your SUI taxes and support your employees' transition to their next role.

Payment Solutions

In a complex landscape, XXX offers a streamlined, single-vendor approach to wage payments that is efficient and helps ensure compliance.

Employment Verification

Trust XXX to simplify verification processes for you and your employees so you can focus on more strategic tasks. Our payroll integrations automate responses, reducing compliance risk and ensuring privacy.

XXX has been on the cutting edge of HR and payroll for **75 + years**

XXX does taxes for more than **83 million** U.S. employees

48 of 50 Fortune 50 companies rely on XXX for HR and payroll services

XXX counts **70%** of the Fortune 100 companies on their client list

9 of the 10 largest U.S. banks use XXX

Source: XXX internal data. Benefits data accounts for 20 million. All records aggregated and anonymized.

Praise from our happy customers

"I'm extremely confident that the garnishments are being processed properly with **XXX**. Previously my team was handling them, and they were never properly trained before I took over in how to interpret and process garnishments."

Christine Clark,
Sr. Director, Global Payroll, Scientific Games Corporation

"This is the best relationship I've had with a software or service company in the 35 years I've been in healthcare. [...] There's constant two-way communication back and forth which shows us that we're valued as a client of **XXX**."

Layton Anderson,
Vice President and Chief Human Resources Officer, Jefferson Hospital Association

"We use **XXX** for unemployment claims compliance. We believe using one platform for these services saved time and money. Previously, we had three separate software platforms our Generalists would have to log into in order to comply with the regulations of all agencies."

Trust Radius verified user,
Manager, Human resources

"Our new experience elevates every interaction our team members have with the company and the efficiencies will be felt across the board — no more exporting data, uploading files, filling out paperwork and dissecting people's handwriting. With **XXX**, we're modernizing every aspect of our HR, timekeeping and payroll."

Kelly Fernandez,
Director of Employee Relations Harman Fitness

With more than 75 years of HCM expertise, XXX monitors federal, state and local regulatory requirements across 11,000 jurisdictions to help you manage complex HCM compliance requirements

See how **XXX** can help you gain the confidence that you're ready for the next anything.