

Fact Sheets

Industry-specific sales enablement that connects product value to each vertical's pain points.

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The House Rules: Navigating Compliance Complexity in the Casino Industry



**Deal yourself a winning hand
when you partner with XXX**

There are a number of complex processes around payroll taxes, wage garnishments and wage payments in the highly regulated casino industry — processes that are time-consuming and require a lot of manual effort. The seasonal and transient nature of casino workers also adds a layer of compliance complexity to each of these areas.

Compliance penalties can result in costly fines and damage to your casino's reputation. **XXX** has solutions for payroll taxes, wage garnishments and wage payments that can help you up your compliance game and lighten your payroll team's workload.



Don't play roulette with your payroll taxes

The collection and payment of payroll taxes and filing payroll tax returns to each agency can be an administrative burden, fraught with the potential for data errors and potential federal, state and local penalties. With payroll departments that are increasingly short-staffed and overworked, collecting and paying these taxes and filing these returns can pose constant risk.





XXX Employment Tax offers a comprehensive tax filing and remittance solution that helps you reduce your payroll tax risk by:

- Setting up automated federal, state and local payroll taxes filings and deposits
- Providing 24/7 access to all filings, deposits, tax reports and agency notices
- Proactively monitoring tax legislation
- Timely responding to agency notices and interactions on your behalf



You can't bank on a roll of the dice for wage garnishments

Wage garnishments are often subject to additional compliance requirements in the casino industry. Under federal law, you cannot terminate an employee based solely on a single wage garnishment. Additionally, the maximum amount that can be garnished from an employee's paycheck is limited by federal and state laws.

XXX for Wage Garnishments helps reduce the burden of managing wage garnishments with a streamlined, comprehensive process from order receipt to disbursement. Simplify your efforts and lower the risk of costly judgments with:

- Seamless integration with most major payroll and ERP systems
- Access to compliance professionals who monitor and implement legislative changes
- Automated and expedited order receipt processing and administration
- A rules engine that validates information in order to reduce errors and data anomalies

“ As a result of partnering with XXX not only have we been able to hold the line on headcount, we’ve also been able to change up the staffing to have them do more value-added processes rather than just pushing papers around and licking envelopes. ”

Steven Baumann,
Payroll Controller, Seminole
Gaming, Hard Rock Support
Services

Processed
29M+
garnishment
disbursements
totaling over
\$8B
in funds



Show employees the money with XXX by XXX

XXX Pay is a payment solution that helps you move toward 100% paperless pay while providing your employees with a flexible pay card and financial wellness benefits.

XXX enables compliance with federal and state regulations in all 50 states. XXX is safe and secure and helps protect against fraud with EMV chip card features, combined with Visa or Mastercard zero-liability policies and geo-fencing technology so cardholders are better protected from fraud if the card is lost or stolen. With XXX, your employees can:

- Access their earned wages prior to payday with earned wage access (EWA), which is a strong attraction and retention benefit for you¹
- Shop and pay bills with their XXX card and add it to their mobile wallet
- Take advantage of financial wellness tools, such as spend-tracking, cash-back rewards and savings envelopes



We started using XXX when we moved to Workday — for wage payments, garnishments and taxes. I am very happy with this system and how easy it is to use – and having my own tax specialist to reach out to really helped. ”

Payroll Manager,
National Securities



An XXX representative can recommend the right solutions for you.



XXX for the hospitality industry

A powerful analytics solution for better decision making

The demand for hotel and tourism has been dramatically transformed by economic factors impacting consumer behavior. The change has had a significant impact on the management activities of the hotels across the globe, regardless of size. There are other challenges that the industry is facing like implementing more innovative technologies to increase operational efficiency, finding and retaining talent and increasing competition from alternative providers like Airbnb.

Whether you own an eating or drinking establishment or a business providing accommodations, you need good data to navigate the changes in the industry.

This solution:

- Provides quick and easy setup, out-of-the-box analysis and configuration
- Embeds insights directly in your workflow so you don't have to move across multiple systems to get answers when you need them
- Puts guided data analysis into the hands of your people even if they aren't analytics experts

Your hospitality business will benefit from key features of XXX:

Quite simply, if your business has outdated, disconnected systems or a manual process that is labor intensive, you're leaving money on the table.

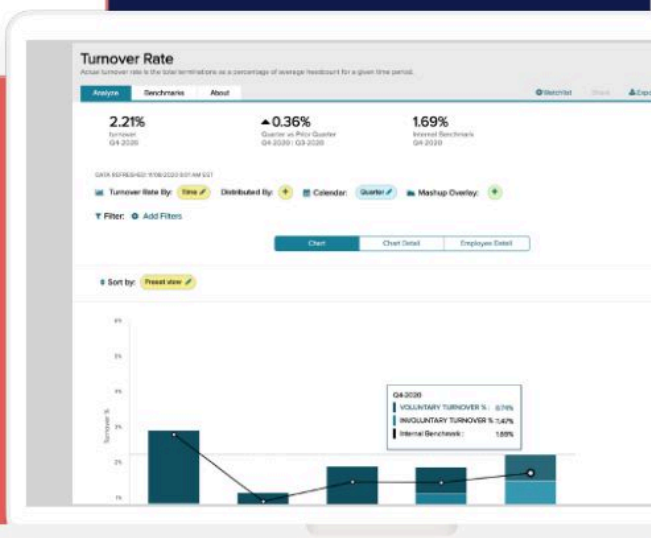
XXX, is an exceptionally powerful people analytics solution, designed to give you actionable insights delivered to the people in your company that need them, when they need them. HR professionals and business leaders in the hospitality industry can get the tools they need to effortlessly generate reports and analyze key workforce metrics such as **tracking overtime hours, reduce employee turnover and lastly creating internal talent pools.**

Sector revenue is forecast to increase at an annualized rate of 2.6% to \$1.2 trillion over the five years to 2024, supported by steady growth in the domestic and global economies.

XXX provides the tools you need to remain competitive as the industry grows.

Benchmarking overview

With XXX, you can benchmark against live data in the broader market. We draw upon aggregated, anonymous data from approximately 30 million U.S. workers in more than 740,000 organizations in our client base — and translate that data into insights that are highly visual and easy to understand. As the competition for strong talent increases, you can leverage this data for both compensation and organizational insights.



Sector establishments are forecasted to increase at an annualized 2.4% to 1.3 million locations, with the number of employees increasing an annualized 2.6% to 17.4 million over the next 5 years.

XXX provides the tools you need to remain competitive as you attract talent.

Call your XXX partner specialist today to learn more.

To learn more, contact me at:

Executive and Manager Insights

Regardless of their function, your executives need the right insights to quickly identify and resolve human capital management (HCM) issues that impact cost, revenue and productivity. XXX's Mobile App delivers "executive-ready" insights and:

- Pushes AI-generated headlines that uncover important trends supported by simplified data visualizations that can be quickly easily understood and acted upon
- Displays comparisons between internal teams and departments with industry-based XXX benchmarks
- Allows you to set executive-level permissions for workforce insights in the app that do not require HCM platform access

XXX's Mobile App gives you insights when you need them, wherever you are.

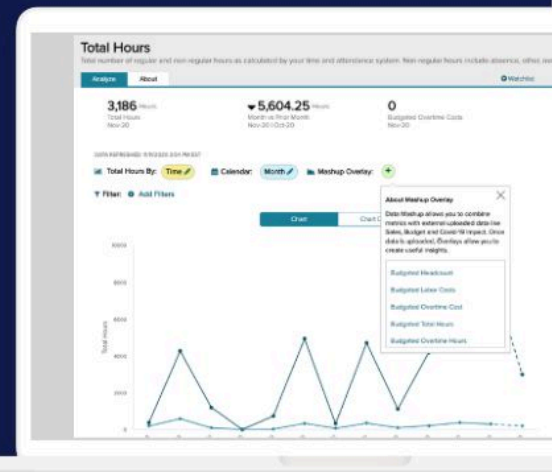


Data Mashup

The inability to quickly understand how workforce investments impact business KPIs (cost, revenue, customer satisfaction) also impacts the effect of HR on the business.

With XXX you can easily pull production numbers and data directly into your HCM system. You can also identify business metrics such as revenue, the impact of differentiated pay scales and overlay HCM metrics, which can help show how each of your shifts is performing.

By combining XXX's benchmarking and data mashup features you get a cohesive view to help you navigate all the complexities of your hospitality business.





XXX for the retail industry

Powerful analytics solution for better decision making

Total revenue generated by this sector is estimated to increase at a mitigated annualized rate of 1.3% to 2024 to reach nearly \$5.9 trillion.

XXX provides the tools you need to remain competitive as the industry grows.

There are always new challenges facing businesses as the retail industry rapidly changes due to technological evolution. Consumer behavior is rapidly changing as a result of the explosive growth of e-commerce. Retailers have endless options for technology platforms that can streamline and help scale up their businesses. Maintaining your customer base while meeting customer expectations is always difficult. With the rapid turnover in the industry, inspiring and retaining employees is critical. Retailers who have survived and flourished in this volatile industry has been due to their ability to adapt to the rapid changes in the market. These retailers use data to make accurate decisions quickly.

XXX is a best-in-class solution for the retail industry. HR professionals and business leaders in the retail industry can get the business intelligence tools they need to effortlessly generate reports and analyze key workforce metrics such as turnover trends, overtime by manager and more.

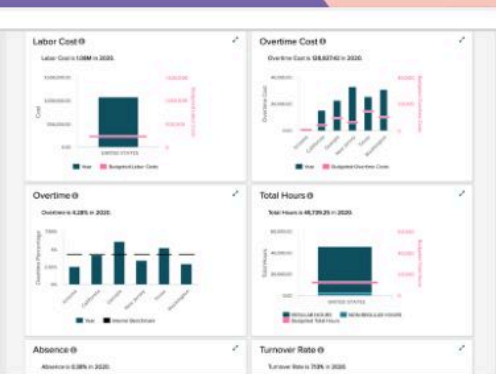
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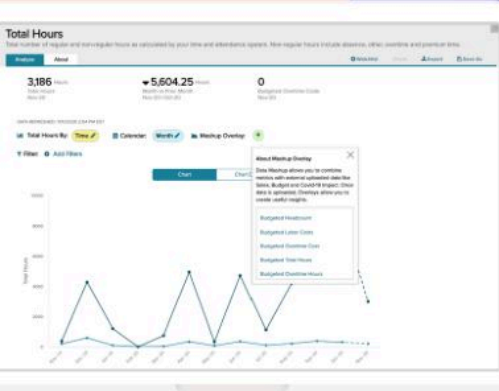
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Both sector employment and wages are anticipated to increase moderately, with employment growing an annualized 1.3% to reach 19.8 million workers.

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XXX for manufacturing companies

Business intelligence tools for better decision making

Over the next five years to 2024, the number of workers employed by the manufacturing sector is expected to increase at an annualized rate of 0.4% to 12.6 million.

XXX provides the tools you need to remain competitive as you attract talent.

When it comes to manufacturing, productivity and efficiency are the prerequisites to success, and innovation separates you from your competitors. Despite companies spending more on capital and skilled labor, the manufacturing sector has experienced increased profits. Fixed costs must be controlled and manufacturers with integrated technology systems tend to have lower HR costs.

If your business has outdated, disconnected systems, lack of people, time or financial resources and lag time in getting complete, accurate data in a timely fashion, you're leaving money on the table.

XXX is a best-in-class solution for the manufacturing industry. HR professionals and business leaders in the manufacturing industry can get the business intelligence tools they need to effortlessly generate reports and analyze key workforce metrics such as turnover trends, overtime by manager and more.

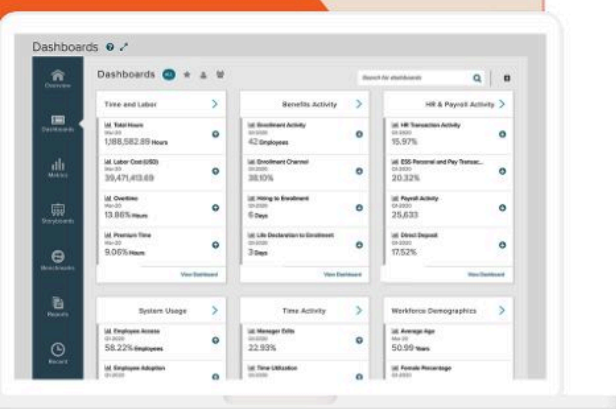
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