

ELIMINATE YOUR TOUGHEST HR CHALLENGES

In **Franchising**, you face a unique set of payroll and HR challenges that can consume your time and profits. Paycom's all-in-one human capital technology can help you quickly and efficiently hire the best employees, tackle compliance issues in an increasingly complicated regulatory environment, increase efficiency and improve cash flow.

CHALLENGE 1: HR's Administrative Burden

Finding and developing hard-working employees who can provide fast, courteous customer service is crucial to the growth of your franchise. But it's a big job with a big administrative burden. Human resource tasks consume anywhere from 25 to 35 percent of an owner's time, with between 7 and 25 percent of that time spent on paperwork alone.

Paycom streamlines the hiring process. Our intuitive applicant tracking, onboarding and training tools allow you to:

- search for top candidates by skill set, education, certification or license
- automatically filter out unqualified applicants
- perform E-Verify® and background checks
- minimize errors and eliminate re-keying with an automated hiring process and paperless onboarding
- avoid liability with customizable employee training
- secure the maximum number of available Work Opportunity Tax Credits

CHALLENGE 2: The Rising Cost of Doing Business

In the face of rising costs, on everything from rent to labor, reducing operational expenses is crucial to increasing efficiency, expanding profitability and improving cash flow.

Paycom's automated, all-in-one HR and payroll application can help you save time and money, from eradicating time theft and managing overtime, to avoiding payroll tax penalties and reducing turnover costs. Our single-database solution can help you:

- avoid over/understaffing with workforce analytics
- see real-time totals on hours worked
- eliminate time theft with biometric time clocks
- quickly create and assign schedules
- get alerts when part-time employees are close to overtime or triggering ACA requirements
- reduce exposure to violations, audits and penalties




**EMPLOYMENT GROWTH
IN THE FRANCHISE
SECTOR
IS PROJECTED TO
OUTPACE ALL OTHER
BUSINESSES
IN 2015**

CHALLENGE 3: Increasing Regulatory Complexity

You face a complex and ever-changing labor relations and health care landscape, where keeping up with changes, meeting requirements and avoiding penalties take valuable time and attention away from growing the business.

Let Paycom give you that time back. Our cloud-based, single-database solution can help you mitigate risk, avoid penalties and proactively manage all aspects of HR and payroll compliance, from FLSA to ACA. With Paycom, you can:

- access workforce analytics and customizable reports across multiple EINs
- know that your payroll, payroll taxes and deposits will be handled securely and on time
- easily comply with all ACA requirements
- store I-9, FMLA, OSHA, workers' comp, EEOC and COBRA information

INTUITIVE TECHNOLOGY BACKED BY DEDICATED CUSTOMER SERVICE

Paycom is all about solving your payroll and HR challenges. That's why you also get a dedicated Paycom specialist who knows your business and will be there to answer your questions every step of the way.



Knock Out *All* of Your Toughest HR Challenges with One Easy-to-Use, Cloud-Based Solution

To see what Paycom's human capital technology can do for your company, schedule a demo at [Paycom.com/Franchises](https://www.paycom.com/franchises)

THE PERCENTAGE
OF SMALL
BUSINESS
OWNERS WHO SAY
COMPLIANCE
IS THEIR BIGGEST CONCERN HAS
DOUBLED
OVER THE PAST **20** YEARS

Sources:

1. International Franchise Association: Franchise Business Economic Outlook for 2015
2. SCORE Association: Statistics on Small Business Human Resource Trends
3. National Federation of Independent Business: Small Business Economic Trends