



DISTRIBUTION
SERVICES

ELIMINATE YOUR TOUGHEST HR CHALLENGES

In the **distribution sector**, you face a unique set of payroll and HR challenges that can consume your time and profits. Paycom's all-in-one human capital management technology can help you minimize human capital risk, control labor costs and achieve maximum operational efficiency.

CHALLENGE 1: Align Resources and Operations with Demand

Matching human capital resources to operational needs is the key to keeping unit labor costs under control, providing efficient service and maintaining customer satisfaction.

With Paycom, you can manage, schedule and train your workforce; maximize labor utilization rates; and accommodate seasonal demand. Paycom can help you:

- calculate and track shift differentials
- receive alerts when employees are approaching overtime
- train employees on emerging technology
- measure labor costs and forecast seasonal labor needs
- reassign duties, based on employees' skill sets and workloads

CHALLENGE 2: Mitigate Risks

Because labor costs often consume between 50 to 70 percent of a distribution center's budget, workforce-related risks can hurt the bottom line.

Paycom's all-in-one human capital management technology can help you minimize liability across the board, from creating a safety-focused culture to eliminating time theft. Paycom makes it easy to:

- eliminate "buddy punching" with biometric time clocks
- avoid understaffing with labor management tools
- incorporate safety initiatives into performance reviews
- comply with FMLA, COBRA, OSHA, EEOC, workers' comp, ACA and more

– JUST –
ONE
WORKPLACE
ACCIDENT
CAN COST A
DISTRIBUTION
COMPANY
BETWEEN
\$35,000
– AND –
\$500,000



CHALLENGE 3: Labor Shortages and High Turnover

Skilled labor shortages and high workforce churn makes it difficult to keep your warehouse or distribution facility fully staffed. But maintaining optimum staff levels is crucial to preventing service interruption for customers and meeting organizational goals.

Paycom's single-database payroll and HR solution automates the recruiting, hiring and training processes so you can maintain peak operating efficiency. With Paycom, you can:

- create a customizable database of applications searchable by license or certification
- perform background checks and E-Verify® with the click of a button
- improve day-one productivity of new hires with paperless onboarding
- create customized training programs and track employees' course completions

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/Distribution](https://www.paycom.com/Distribution)



SKILLED WORKERS AND DRIVERS ARE THE TWO HARDEST JOBS TO FILL, ACCORDING TO A MANPOWER TALENT SHORTAGE SURVEY

Sources:

1. Inbound Logistics: Warehouse Safety: It's No Accident
2. Distribution Center: Avoiding the Cost of Distracted Driving
3. Manpower Group: 10th Annual Talent Shortage Survey
4. U.S. Department of Labor: OSHA: Worker Safety Series, Warehousing