

fsign	Guru HCM 50-employee minimum.	Guru HCM plus Talent 100-employee minimum
Full Service Payroll Software Service		
Payroll Processing	Up to 52 scheduled annual payroll check dates included.	Up to 52 scheduled annual payroll check dates included.
Federal EINs	\$100 per FEIN per month	\$100 per FEIN per month
Multi-state payroll	✓	✓
Contractor payments	✓	✓
Unpaid HCM Users	✓, and discounted to \$6 PEPM	✓, and discounted to \$6 PEPM
Mileage Tracking		Add on, per Order Form
Expenses and reimbursements		Add on, per order form
2-day direct deposit	✓, with credit approval	✓, with credit approval
1 primary position w/ multiple pay rates	✓	✓
Multiple Direct Deposits	✓, includes 2 per person	✓ includes 2 per person
Auto Pays for Salaried Employees	✓	✓
Employees with multiple FEINS & W2s		✓
System Guided Payroll Processing	✓	✓
Geo tax location	✓	✓
Multiple employee worksites		✓
Garnishment payments	✓, \$6 per payment	✓, \$6 per payment
Safe Harbor Banking	\$100 per month	\$100 per month
Human Resources Software Service		
ACA Guru	✓	✓
Single Employee Record	✓	✓
Single sign on (Office365 or SAML)		✓
System Notifications and Alerts	✓	✓
Multi-phase, multi-step approval workflows		✓
Privacy laws, right to be forgotten, data retention	✓	✓
Employee document uploads	Limited to 10 Megabytes per Employee	Limited to 10 megabytes per Employee. \$1 PEPM for unlimited document storage
Vaccine and Testing Health Check		Add On, per Order Form
Employee letters		✓
Workforce Events	Standard	✓, custom via professional services
Assets, Education, Certification, Licenses, and Skills	✓	✓
Disciplinary Events	✓	✓
Salary History Tracking	✓	✓
OSHA Tracking	✓	✓
Multiple position management		✓
Salary History	✓	✓
Skills	✓	✓
Supervisor security roles	1 role included	✓
International addresses	✓	✓
Company, location, and department specific security roles		✓

	Guru HCM	Talent
Time and Labor Software Service		
Web punch	✓	✓
PTO policies and holiday pay	✓	✓
Overtime policy rules	✓	✓
Shift rules (unions)	✓	✓
CA meal break	✓	✓
Time and project tracking	✓	✓
Time off requests and approvals	✓	✓
Assign schedules to Employees	✓	✓
Advanced scheduling	Limited	Add on, per Order Form
Shift swaps, auto scheduling, and points		Add on, per Order Form
Geo fencing		✓
Kiosks Add badge, biometric, or facial recognition	\$100 per month per kiosk; \$25 for badge \$25 biometric \$50 facial recognition	\$100 per month per kiosk; \$25 for badge \$25 biometric \$50 facial recognition
Employee Self Service Software Service		
Android and iPhone native apps	✓	✓
Guru Community News Feed	✓	✓
Chat with coworkers		✓
Compensation Statement	✓	✓
Digital pay stubs	✓	✓
Direct deposit changes	✓	✓
Employee profile and Address Changes	✓	✓
Life Event Benefit Changes	✓	✓
Org chart and employee directory	✓	✓
Benefit Open Enrollment	✓	✓
Online Income Verification letters	✓	✓
W2s/1099/1095	✓	✓
Supervisor Approvals	✓	✓
Tax Filing Services		
State new hire reporting	✓	✓
Federal and State tax filings and payments.	✓, includes income, unemployment and disability tax filings for federal and states	✓, includes income, unemployment and disability tax filings for federal and states
Additional State Tax filings	\$25 jurisdiction or agency filing per month	\$25 jurisdiction or agency filing per month
Local Tax filings	\$25 jurisdiction or agency filing per month	\$25 jurisdiction or agency filing per month
Year-end payroll and ACA W-2s, 1094, 1095, 1099s filings	\$6.95 each digital employee copies	\$6.95 each digital employee copies
Hiring and Onboarding Software Service		
Digital onboarding with e-sign Federal/State W4s, and I9	✓	✓
Digital e-sign handbooks, policies, disclosures, and custom e-docs.		✓
Job Requisition and Job Posting		
e-Verify		✓
Employee Benefits Software Service		
Benefit Enrollment	✓	✓
Life Events	✓	✓
Eligibility Management	✓	✓
Automatic Digital Benefit Election Change Form Emails	✓	✓
Health carrier feeds		Add On, per order form; Electronic feeds for Medical, Dental, & Vision
401K match rules	✓	✓

	Guru HCM	Guru HCM and Talen
Talent Management Software Service		
Applicant Tracking, Career Site, and Candidate Portal		✓
Performance Management and Succession Tracking		✓
Coaching and Employee Development		✓
Learning Management		✓
Salary Administration		✓
Pulse Surveys		✓
Badging and Recognition Engine		✓
Reporting Software Service		
150 Standard Reports	✓	✓
Ad-hoc Reporting and Analytics	✓	✓
Advanced Report Authoring		\$200 per author
Web Services		✓
Standard Customer Support		
Help Desk Hours 8:30 AM – 7:00 PM EST	✓	✓
Customer Service Account Guru	Help desk support via CRM	✓ dedicated
Integration Partners and Other Services		
Payroll	Full Service Payroll Included	Full Service Payroll Included
General Ledger	\$1,500	\$1,500
JOYND Integrations	Add on, per Order Form	Add on, per Order Form
Screening One Background Check	✓	✓
WEX COBRA FSA, HRA	✓	✓
Zay Zoon Earned Wage Access	✓	✓
Equifax Verify	✓	✓
WOTC	✓	✓
Human Interest 401K	✓	✓
Implementation Services	Per Order Form	Per Order Form
Core HCM System, Payroll Processing, ACA, Reporting	✓	✓
Employee Master and Compensation	✓	✓
Position and Organization Setup	✓	✓
Time and Labor	✓	✓
Paid Time Off Accruals	✓	✓
Overtime Rules	✓	✓
General Ledger Setup	Add on	✓
YTD Payroll History Conversion	✓	✓
Onboarding, eSignatures, and e-Verify	✓	✓
Benefit Administration, Eligibility, Enrollment, and Life Events	✓	✓
Advanced Scheduling	Add on	✓
Data Exchanges and Carrier Feeds		\$1,500 per feed
Expense Management Setup		Add on, per Order Form
Health Check Setup		Add on, per Order Form
System Notifications and Alerts	Limited	✓
Text messaging	Limited	\$50 a month for 1K texts; \$20 per 1K texts thereafter
Ad hoc Reporting	Add on	✓
System Training	2 training workshops	4 training workshops
Talent Management Standard Setup		Add on, per Order Form
Kiosk Programming and Setup	Add on, per Order Form	Add on, per Order Form
Payment Terms		
Paid Monthly by bank debit	Required	Required
Contract Term	Annual – e.g. Nov 1 – Oct 31	Annual – e.g. Nov 1 – Oct 31

	Managed HCM Services	
	Managed Payroll	Managed Benefits
Payroll Managed Services		
Dedicated Payroll Manager	✓	
Administer payroll calendars and payroll runs	✓	
Administer off-cycle/manual check requests, calculations, and processing	✓	
Quarter and Year End payroll tax support	✓	
Garnishment administration	✓	
Configure general ledger (GL) interface	✓	
Tax registration setup in new states and localities	✓	
Respond to agency inquiries	✓	
Check and payroll reconciliation	✓	
Managed Benefits Services		
Configuration of Customer's EE benefits		✓
Employee Benefits changes		✓
Open enrollment planning, support and configuration		✓
Life Event Benefit Change Support		✓
Health carrier feed setup (if available)		✓
Health carrier change notices to broker (if carrier feed unavailable)		✓
ACA reporting and filing guidance		✓
Communication recommendations for open enrollment		✓
Quarterly reconciliation reports of medical, dental, and vision		✓
Human Resource Services		
On-Demand HR Resource Library	Add On, Per Order Form	Add On, Per Order Form
Annual Handbook Review		Add On, Per Order Form
Job Descriptions		Add On, Per Order Form
Federal and State Compliance Laws		Add On, Per Order Form
Compliance Posters		Add On, Per Order Form
HR Tech Employee Support		
Tech Support for Employee Self Service and native mobile apps		Add On, Per Order Form
Payment Terms		
Paid monthly by bank debit	Yes	Yes
Contract Term	Annual	Annual

Additional Service Fees		
Item	Rate	Billing Event
Employee Technical Support Monthly Minimum Billing Amount. Minimum is waived with Managed Services	\$2	PEPM min; \$599 Per Month
HR Compliance, HR Hotline, Handbooks, and DOL e-posters (supports one state)	\$1	PEPM min; \$50 per month
HR Compliance, HR Hotline, Handbooks, and DOL e-posters (support for all states)	\$1.50	PEPM min; \$125 per month
Terminated Employee access to check history and W2's.	\$950	Annual
Payment Per Event Service Fees		
Mailing of Forms, Checks, or Other	Cost + \$.50	Per item min. \$50
Printed Paper W2 / 1095 forms	\$4	Per item min. \$50
Professional Services (hourly rate, per quote, per project)	\$350	Per hour
Additional Payroll Runs (52 Scheduled Check Dates Included)	\$100	Per run
Priority Package Shipping	\$60 + 1\$ S/H	Or actual cost if greater
Late payroll posting (Typically 5PM EST or as defined by PeopleGuru current policy)	100	Per occurrence (**)
Notification of Change ACH (NOC)	\$50	Per item
Positive Pay Exception (Early Check Cashing)	\$50	Per item
Returned Items, voids, reissue, reversals, and stop payments	\$50	Per item
Stale-Dated checks voided with funds return to customer – 180+ days	\$25	Per item
Assisted Payroll Adjustments	\$25	Per transaction (**)
Assisted off-cycle payroll run	\$250	Per hour (min \$250) (**)
Standard Garnishment Setup	\$25	Per occurrence (**)
Judgements	\$200	Per hour (**)
Check Copy	\$20	Per item (**)
Direct Mailing of Checks or Advice	Postage +\$.50	Per item (min \$50)
Customer-initiated wire transfers	\$50	Per occurrence
Next day ACH File processing (requires cleared funds via Customer- initiated wire transfer)	\$100	Per occurrence
Late receipt of funds; plus 18% per annum interest (NSF fee applies if any)	\$100	Per occurrence
Manual Data Entry Payroll Tax/Wage Data	\$100	Per Tax ID plus \$5 per employee
Manual Data Entry Tax Data	\$100	Per form per Customer ID per liability data
Additional ACH transfers per Employee (2 included)	\$.50	Per occurrence
First NSF plus 2.5% of NSF amount	\$150	Per occurrence
Subsequent NSF plus 5% of NSF amount	\$250	Per occurrence
(**) Not applicable with Payroll Managed Services elected.		

Tax Filing Per Event Service Fees		
Agency Registration Service	\$250	Per agency (**)
Amended Returns	\$250	Per agency form (**)
Applied for IDs- first quarter	\$100	Per agency assigned ID not provided within 30 days (**)
Applied for IDs- subsequent quarters	\$150	Per 30 day interval- agency assigned ID not provided within 30 days (**)
Copies of Tax Returns, Advice of Debit, or Deposit Reports	\$50	Per document requested (**)
Inquiry Response- Customer Error Only	\$100	Per agency notice (**)
Inquiry Response- State Agency Tax Bill	\$50	Per agency response due to a federal interest repayment (**)
Manual / Reverse Deposits	\$275	Per deposit (**)
Multiple Worksite Reporting	\$100	Per report (**)
SSA/IRS W-2 Out of Balance Inquiry Response	\$250	Per agency notice (**)
Tax Risk & Relief Mitigation Research	\$400	Per hour (min \$400)
Quarterly Tax Management Package	\$75	Copies of Quarterly Tax Statements per Federal ID per quarter (**)
(**) Not applicable with Payroll Managed Services elected.		
Year End Per Event Service Fees		
1099 Filing Annual Setup Fee	\$125	Per legal entity
1099 Filing Fee	\$6.95	Per Employee filing
Amended Returns	\$250	Per agency form
Advanced Recruiting Ad-On		
Item	Setup Fee	Monthly Fee
Brands Module (per brand)	\$1,200	\$110
Background Screening	\$1,200	\$110
Accurate (background screening)	\$1,200	\$110
OrangeTree (background screening)	\$1,200	\$110
Sterling (background screening)	\$1,200	\$110
PointHR (background screening)	\$1,200	\$110
Pre Check (background screening)	\$1,200	\$110
TalentWise (background screening)	\$1,200	\$110
First Advantage (background screening)	\$1,200	\$110
Criteria Corp (assessment testing)	\$1,200	\$110
OutMatch (assessment testing)	\$1,200	\$110
Predictive Index (assessment testing)	\$1,200	\$110
First Advantage (Tax Credits)	\$1,200	\$110
Equifax (Tax Credits)	\$1,200	\$110
Texting Module (includes 50,000 messages/yr)	\$500	\$50