# HCM Integrations & Analytics Products & Solutions

We are SUPER excited to share TAP's Top HCM Integrations & Analytics Products & Solutions, that each of you have helped design and build. You've brought the customer challenges to the table over the last 4+ years and TAP has delivered these quickly, affordably, with quality, and with great Customer Satisfaction.

Not all projects are perfect, but TAP averages a 4.8 out of 5 Customer Satisfaction Rating with a 70%+ Response Rate. And when we do have customer challenges, TAP is quick to resolve these and improve the Customer's Satisfaction.

We always recommend calling TAP to discuss custom solutions before walking away from a deal due to: Technology, Integration, or Data challenges. Many of these challenges now have 'repeatable' products and solutions that you can sell over and over again. If you have a product/ solution need that you think would give you and Paycor a competitive edge, come talk to us! Let's partner & strategize to build, repeatably sell, and win with this solution together. We have some amazing examples of this below.

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*Lastly, in terms of value, over the last 3+ years, TAP has helped 95+ Paycor Sellers win 150+ deals for 135 clients,* **representing 55,000+ New Employees and counting in the Paycor platform!** *And TAP's Integrations make the Paycor Platform even 'stickier' improving Customer Retention!*

### Additional Resources

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# Historical Documents & Data Migration

All customers large and small can benefit from migrating some or all HR documents (W2s, W4s, i9s, Paystubs, Conf Agreements, Personnel Files, and more) and Data from their legacy HCM system so Your Customers can be 100% on the Paycor platform. We've migrated as few as 500 documents, but up to 600k documents! Customers don't have to spend 100s of hours manually exporting and importing documents or keeping a login to their legacy system. Who wants that? Let TAP do this automatically for them saving them thousands of ROI dollars. Literally, this solution is AMAZING for any Paycor Customer.

**Implementation Deal Range for Your Commission**: $500 to $80,000+

**Monthly Software Maintenance for Your Commission**: $0 (this is a one time implementation with no ongoing maintenance, but there have been a few deals needing ongoing document migration)
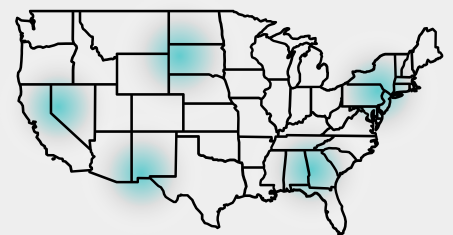
**Expertise Pulling Documents/Data from**: ADP, Dominion, HR Alliance, Paycom, Paylocity, Paychex, iSolved, Bullhorn, Heartland, Ceridian, UKG, BambooHR, Proliant, Payright, Greenhouse, and more

**Document & Data Types**: Documents include (PDFs, JPGs, etc.): W2s, W4s, i9s, Paystubs, Conf Agreements, Personnel Files, Employee Pics. Data includes: Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, and more

**Typical Implementation Time** (Depends on many factors): Average 4-8 weeks

**Deals Closed/Implemented Last 2 Years**: 70+

**Top Paycor Sellers**: Aaron Putnam-4, Brandon Barber-3, Brett Luccia-3, Lara David-3, Scott Lambert-3

**Customer Size Range**: 10 to 2,000+ Employees

**Customer Number of Locs:** 1 to 260+

**Customer Industries:** Restaurants/Retail, Healthcare, Entertainment, Manufacturing, Government, Non-Profit, Hospitality, Banking/Finance, and more!

**Customer Regions**: Southeast, West, Midwest, Southwest, Northeast

## Example Customer Successes

You know when…HR Directors of a 6 state, 9 location language service provider (Universal Language Service) had to migrate over 500 critical employ documents to Paycor manually …Well, TAP 'Talks the Talk'. Paycor Account Executive, Aaron Putnam, closed another deal, leaving the client happy, and yet another MESS solved. Read more here

You know when…Lara David, a Paycor PMME, faced the challenge of finding a solution to migrate 600,000 documents for her client, Civitas Senior Living, who operates 25 locations across 6 states…Well, TAP 'Turned the Page'. Read more here

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## Restaurant & Retail Point of Sale (POS) Bi-Directional/360 Integrations & Analytics

You know when…multi-location Restaurant/Retail franchise or independent Owners and Managers spend WAY too much time with **M**anual **E**fforts and **S**pread**S**heets (MESS) working with employee, time, and tip data in and around their HR and POS systems AND they need automation and analytics to be more efficient and improve their margins? Well, TAP solves that with expert POS one-way and bi-directional/360 integrations with Paycor plus advanced reporting/analytics with Toast, Aloha, 7Shifts, CrunchTime, Qu, and many other POS systems.

**Implementation Deal Range for Your Commission**: $12,000 (one way) to $35,000+ (bi-directional & multi-POS connections for multi-brands)

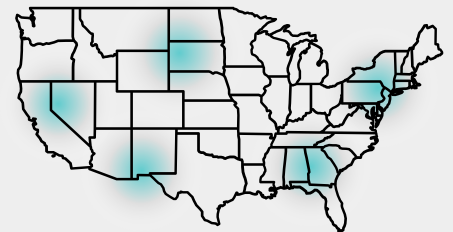**Monthly Software Maintenance for Your Commission**: $360/mo. to $3000/mo+

**POS Experience**: Toast, Aloha, 7Shifts, Qu, CrunchTime, Brink, RTI, Infor, Custom, MICROS (Oracle), Epicor, Slice, Restaurant365, and more

**Integrated Data Types:** Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, and more

**Typical Implementation Time** (Multiple factors): Average 4-8 weeks

**Deals Closed/Implemented Last 2 Years**: 40+

**Top Paycor Sellers**: Chris Bradford-7, Boyd Lake-3, Craig Isaac-3, Brian Auerbach-2, Dan Newell-2, Jessica Hess-2

**Customer Size Range**: 100 to 7,000+ Employees

**Customer Number of Locs:** 11 to 260+

**Customer Industries:** Restaurants/Retail, Entertainment, Franchises, Hospitality, Health Clubs, and more!

**Customer Regions**: Southeast, West, Midwest, Southwest, Northeast

### Example Customer Successes

You know when…Restaurant Owners of a 33 location restaurant group in the Southwest (Eegee's) were wasting countless hours tracking data between Paycor and their point of sale (Qu)…Well, TAP helped Former Paycor VP of Sales, Mike Shumard cook up another amazing recipe! Read more here

You know when…Restaurant Managers of a 7 State, 30 location restaurant group in the Northeast (Honeygrow) were spending 100s of frustrating hrs/week managing time & tip data between their point of sale & HR systems … well, we helped Paycor Account Executive, Kristi Carruthers solve that. TAP into 'The Rest of the Toast Integration Story'

### Additional Resources

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## Enterprise Resource Planning (ERP) to Paycor Bi-Directional/360 Integrations & Analytics

Does your manufacturing, energy, engineering, or construction Customer want to be more efficient integrating employee, time, or account information from Paycor to their ERP? Well, TAP solves this by skillfully integrating multiple ERP systems with Paycor's core employee, time, GL, or other data. This can be one-way or bi-directional/360 plus advanced reporting/analytics that base reporting can't handle.

**Implementation Deal Range for Your Commission**: $12,000 (one way) to $25,000+ (bi-directional; may increase with multi-ERP connections for multi-brands, etc.)

**Monthly Software Maintenance for Your Commission**: $360/mo to $800/mo+ (could increase with more connections, locations, etc.)
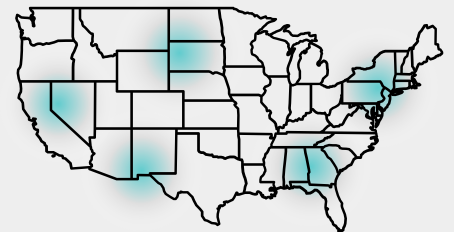
**ERP Experience:** Vista, Microsoft Dynamics/Business Central, COINS, Syteline, Oracle NetSuite, Epicor, Custom, Epicor, Odoo, Sage, and more

**Integrated Data Types:** Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, and more

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years**: 20+

**Top Paycor Sellers**: Kathryn Ainsworth-5, Nate Jack-2, Katie Thorstenson-1

**Customer Size Range**: 20 to 5,000+ Employees

**Customer Number of Locs:** 5 to 60+

**Customer Industries:** Logistics, Construction, Staffing, Manufacturing, Energy, Utilities, Waste, Engineering, HVAC, Plumbing, Architecture, Transportation, and more!

**Customer Regions**: Southeast, West, Midwest, Southwest, Northeast

### Example Customer Successes

You know when…Paycor PMME, Kathryn Ainsworth was trying to find a solution for an integration between Paycor & Vista, a core business system for her client (Linestar Integrity) that oversees 10 locations in 3 different states…Well, like Star Wars, TAP became their 'New Hope'. TAP was the force Linestar needed, uniting Paycor & Vista with ease. Journey details here

You know when…Manufacturing HR Directors had to manually track employee, time, and account information across 2 states and six locations, all managed through various systems? Southeast Superior Industrial Maintenance found themselves in that situation. And well…we solved that. TAP became the ally Paycor Enterprise Executive Candice Cope needed when the 'HR rain started to pour.'Read more here

### Additional Resources

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# TAP's Advanced Reporting, Analytics, & AI

Does your customer (any industry) need advanced reporting & analytics that either the Paycor platform or other Customer system(s) can't handle? Do you have a customer ready to 'dip their toe' into AI? Well, TAP solves this by skillfully integrating with one or many systems, pulling the appropriate data, transforming it according to Customer business rules, combining it with other data, and turning data into Actionable Information. All of this to help your customers make better business decisions to win and grow in their industries.

**Implementation Deal Range for Your Commission**: (depends on data sources, number of reports, etc.): $8,000 to $30,000+

**Monthly Software Maintenance for Your Commission**: $360/mo to $1000/mo+ (could increase with more reports, connections, locations, etc.)
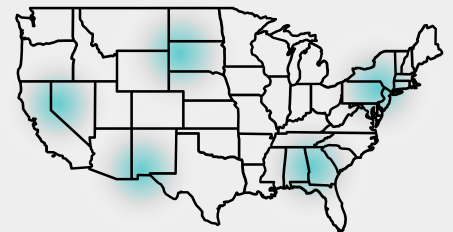
**Reporting Experience:** PowerBI, Microsoft Fabric, Tableau, and more

**Integrated Data Types:** Employee, Time, Tip, Customer, GL, Job Codes, Payrates, Payroll, Deductions, Scheduling, Financials, Projects, Sales, Invoices, Payments, Inventory, Attendance, and more

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years**: 20+

**Top Paycor Sellers**: Chris Bradford-2, Alex Robinson-2, Brandon Barber-1, Charlie Schellhorn-1, Erica Nelson-1, Helen Anderson-1, Jhanak Konzen-1, Jim Haranhan-1, Lisa Roy-1, Nathan Porter-1

**Customer Size Range**: 11 to 2,000+ Employees

**Customer Number of Locs:** 1 to 120+

**Customer Industries:** Manufacturing, Automotive, Telco, IT, Marketing, Healthcare, Facilities/Building Maintenance, HVAC, Cinema, Hospitality, Real Estate, Restaurant, Franchises, and more!

**Customer Regions**: Southeast, West, Midwest, Southwest, Northeast

## Example Customer Successes

You know when...The Director of Finances of a Southern Real Estate Business (Big Canoe) needs a solution that removes labor-intensive data input & endless spreadsheets...Well, TAP solved that. Paycor PMSE, Charlie Schellhorn, can now rest knowing Bic Canoe is sailing smoothly on the lake of efficiency.

You know when...Paycor PSE, Brandon Barber, needed to find a solution that integrates multiple platforms (HR, Point of Sale (POS), Benefit administration, Learning Management (LMS), Financial, ERP) for his client, Evo Entertainment, a media company with operations across multiple states and 7 locations... Well, 'Another MESS Bites The Dust'. See how TAP's custom integration solved this.

## Additional Resources

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POWERED BY TAP HCM INTEGRATIONS & ANALYTICS HUB

# Advanced Custom GL

Does your customer have unique GL conversion, transformation, or reporting needs or challenges? Well, TAP solves this by having strong GL expertise and understanding to help customers with these custom GL needs that can't be handled by the Paycor platform.

**Implementation Deal Range for Your Commission**: $12,000 (one way) to $25,000+ (bi-directional; may increase with multi-system connections for multi-brands, etc.)

**Monthly Software Maintenance for Your Commission**: a. $360/mo to $800/mo+ (could increase with more connections, locations, etc.)
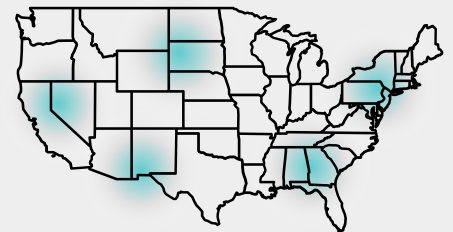
**Financial System Experience:** QuickBooks, Yardi, NetSuite, Sage, and more

**Integrated Data Types:** GL

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years**: 5+

**Top Paycor Sellers**: Katie Thorstenson-1, Anthony Pipia-1

**Customer Size Range**: 20 to 2,000+ Employees

**Customer Number of Locs:** 5 to 60+

**Customer Industries:** Real Estate, Construction, Staffing, and more

**Customer Regions**: Southeast, West, Midwest, Southwest, Northeast

## Example Customer Successes

You know when…General Managers of a real estate company with 14 locations across 3 states, like Goldfarb Properties, need to customize their unique General Ledger (GL) needs…Well, TAP solved that. We helped Paycor MMSE, Anthony Pipa navigate the Matrix of complex financial systems (Yardi) to find the solution. Read More Here.

You know when…Former Paycor MMSE, Katie Thorstenson was trying to find a solution that integrates multiple systems (POS, LMS, ERP etc.) for her southern client, a 3 state, 5 location management service (Greenfire)…Well, TAP solved that. Their HRMS is now timekeeping in sync. Learn more

## Additional Resources

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# Mass Data Conversion

Paycor needed to migrate 150+ customers' data for a 3rd party reseller converting to Paycor's platform. Well, TAP solved that and developed a mass data conversion tool and process for this. This can now be leveraged for future Paycor needs.

**Implementation Deal Range for Your Commission**: Custom Pricing

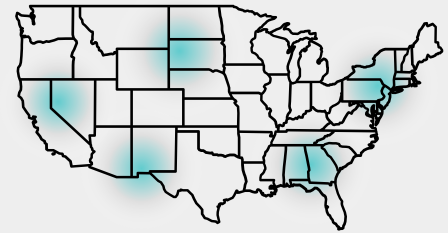**Monthly Software Maintenance for Your Commission**: N/A

**Source HR System Experience:** ADP, Dominion, HR Alliance, Paycom, Paylocity, Paychex, iSolved, Bullhorn, Heartland, Ceridian, UKG, BambooHR, Proliant, Payright, Greenhouse, and more

**Integrated Data Types:** Employee, Payroll, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, and more

**Typical Implementation Time** (Multiple factors):Average 3-4 months, but this could take months depending on the number of converting customers

**Deals Closed/Implemented Last 2 Years**: 1 representing 150+ companies

**Top Paycor Sellers**: Jesse King

**Customer Size Range**: 20 to 2,000+ Employees

**Customer Number of Locs:** 5 to 60+

**Customer Industries:** Any Industry

**Customer Regions**: Southeast, West, Midwest, Southwest, Northeast

## Example Customer Successes

You know when…Jesse King, a Paycor Sr VP of Implementations, faced the challenge of finding a solution to preserve his client's massive employee data conversion when migrating over to Paycor…Well, TAP 'Moved to the Groove'. Their paper trails are now digital pathways to success. Read more here:

## Additional Resources

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# 'Best of the Rest'
# Other Common Repeatable Automation Solutions

You know when...A customer has another system that needs Employee, Time or other HCM data and they don't want to manually enter this data in their other systems? Well, TAP solves that by expertly integrating and automating Paycor HCM data with many other systems like Applicant Tracking Systems (ATS), Learning Management Systems (LMS), Time Tracking Systems, CRMs, Active Directory (AD), Background Check Systems, 401k/Benefit Management Systems, State Reporting Systems, and more. Don't walk away from a deal because a customer needs something that the Paycor system can't handle. Call TAP.

**Implementation Deal Range for Your Commission**: $10,000 (one way) to $35,000+ (bi-directional & multi-system connections for multi-brands)

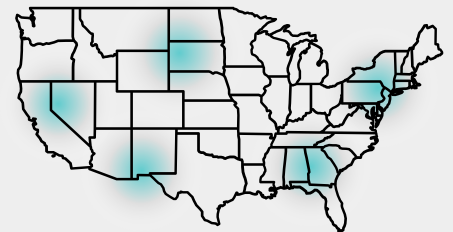**Monthly Software Maintenance for Your Commission**: $360/mo to $1500/mo+

**System Experience:** TrackTime, Unifocus, LegalServer, Vista, Apploi, Business Solver, Lever, SchedulePop, Workstream, Greenhouse, Wisetail, Axonify, Deleget, Optum, Accurate, Snagajob, Fourth, LaSRS, and more

**Integrated Data Types:** Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, Eligibility, 401k, Benefits, New Hires, Bonus, PTO, and more

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years**: 30+

**Top Paycor Sellers**: Mike Shumard-3, Alice Seal-2, Connor Kramme-2, Nick Owen-2



**Customer Size Range**: 17 to 5,000+ Employees

**Customer Number of Locs:** 2 to 400+

**Customer Industries:** Hospitality, Lodging, Resorts, Hotels, Security Services, Legal, Construction, Manufacturing, Restaurant, Franchise, Healthcare, Automotive, Funeral, Retail, Entertainment, and more

**Customer Regions**: Southeast, West, Midwest, Southwest, Northeast

## Example Customer Successes

You know when...Paycor RSD, Craig Isaac, was struggling to find an ATS solution for his client—a 110-location restaurant group in the Northeast (including Dunkin, Roy Rogers, etc.)—that integrated HR & ATS seamlessly? Well, we've seasoned their operations with innovation. 'Taste The Transformation' here.

You know when...Paycor MMSE, Scott Barker, was challenged with finding a solution for his client—a global multi-brand restaurant company (Inspire Brands)—that integrated their HR & Benefits System seamlessly? Well, TAP 'Dished Out' a solution. Discover the 'Secret Blend' here.

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# Want a Competitive Sales Edge in the Market? Partner with TAP.

You know when…Mike Shumard, a former Paycor VP, determined his team could not sell to Auto Dealers across the country because the Paycor system did not have a ready integration with CDK, the Dealer Management System that has 85% of the market? Well, TAP partnered with Paycor and Mike to build this integration, opening the doors to more Paycor sales to Auto Dealers across the country. So, is there a system integration, special feature, or something else holding you back from scaling Paycor sales to an industry or market? Education systems like Ellucian (Paycor MMSE, Ryan Ruffing is researching this with TAP), International Companies, etc. Well, don't fret. Call TAP.

**Implementation Deal Range for Your Commission**: $10,000 to $20,000 (negotiable when we partner together)
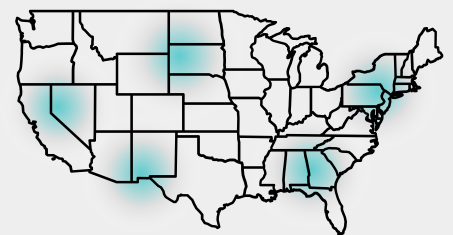
**Monthly Software Maintenance for Your Commission**: $360/mo to $1000/mo+ (negotiable when we partner together)

**System Experience:** TAP has built integration solutions with 100s of systems. Bring your need to TAP and we'll solve it and repeat it. Search here under 'System Types' or 'Brands' to see TAP's System Integration variety.

**Integrated Data Types:** Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, Eligibility, 401k, Benefits, New Hires, Bonus, PTO, and more

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years**: 20+

**Customer Size Range**: 17 to 2,000+ Employees

**Customer Number of Locs:** 2 to 400+

**Customer Industries:** Automotive, Hospitality, Lodging, Resorts, Hotels, Security Services, Legal, Construction, Manufacturing, Restaurant, Franchise, Healthcare, Education, Funeral, Retail, Entertainment, and more

**Customer Regions**: Southeast, West, Midwest, Southwest, Northeast

## Example Customer Successes

You know when…Mike Shumard, a former Paycor VP, realized his team could not sell to Auto Dealers because the Paycor system did not have an integration with CDK, the Dealer Management System that has 85% of the market? Well, TAP partnered with Paycor and Mike to build this integration, opening the doors to more Paycor sales to Auto Dealers across the country

You know when…Restaurant owners of a multi-state & location restaurant group (Freddy's Frozen) faced the challenge of manual data management and inefficient systems with their Brink POS…Well, TAP 'Served Up a Solution', leaving Paycor SESE, Andy Coughlin with another deal closed & one more MESS gone.

## Additional Resources

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