



WEBCO presents Elevated Payroll

THE FUTURE OF WORKFORCE MANAGEMENT

Meet the WECO team:

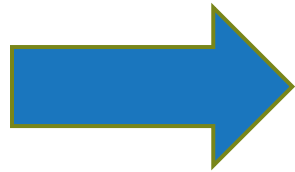
Nick Murer, CEO
& Sales Director

Jami Hamilton,
Controller &
CFO

Jeanette Carroll,
VP Operations
and Marketing

Kate Fritz,
COO/General
Counsel

What is Workforce Management?



Utilizing Workforce Management services means that you are outsourcing payroll administration, Human Resource tasks, and other employment liabilities, such as insurance, to a third-party Managed Service Provider (MSP). This model frees up your internal resources to grow and develop your core business, while also offsetting risks associated with employment, taxes and insurance.

Benefits of Workforce Management Outsourcing

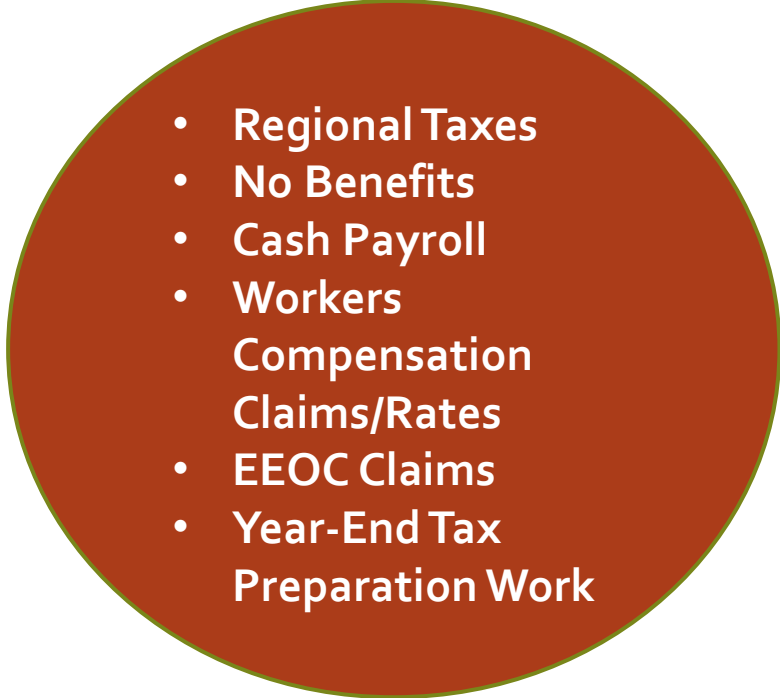
Risk Mitigation – We manage Workers Compensation, Department of Labor/ unemployment claims, as well as employment verification and carry Professional Employer Insurance.

Benefits Management – Employee health and wellness management and 401K access and administration.

No additional year end fees – all fees are included and visible on all invoices.


We do the work – WECO manages all payments, employment claims, filings and tax reporting so you can focus on growing your business.

Without a Managed Service Provider:

- 
- Regional Taxes
 - No Benefits
 - Cash Payroll
 - Workers Compensation Claims/Rates
 - EEOC Claims
 - Year-End Tax Preparation Work

This model creates increased employment liability.

WECO Managed Services:

- 
- Payroll with direct deposit
 - Employee benefits management
 - National Workers Compensation
 - Dept of Labor and Unemployment Insurance

This model mitigates risks and reduces direct liability.

What does this mean for you to use a Managed Service Provider (MSP)?

- Licensed in all 50 states for national expansion
- The Managed Service Provider is a long-term labor contract model for payroll and Human Resource Administration similar to a Professional Employment Organization (PEO)
- Risk mitigation and claims management for our clients with National Workers Compensation and Unemployment Insurance
- WECO provides our clients a central location for employee onboarding, time and assignment tracking, payroll administration and reporting
- WECO can separate invoices for each location/company for 280E tax mitigation, if desired
- Full visibility and tracking capabilities of all your data
- All Federal, State and Local tax filings handled
- Employment verification

But can't we do this internally?



Estimated savings over 4 years of
WECO managing payroll and services =

\$665,600

Where did you get \$1.78?

Costs for Internal HR department:

- Administrative/Human Resources = \$0.43/hr
- General Liability Insurance = \$0.19/hr
- Payroll Processing Fees = \$0.11/hr
- Banking Fees = \$0.34/hr
- Software/Platform, Postage, Filing Fees, etc. = \$0.41/hr
 - Employee benefit management
 - Taxes and Workers Compensation Costs Per Week
 - Employer Paid Payroll Taxes (SS, Medicare, Fed and State unemployment) = depends on payroll
- Garnishment processing= \$0.09/hr
- Professional employer insurance= \$0.15/hr
- Workers Compensation = depends on WC code, but due to volume, WECO's costs are lower= \$0.06/hr

Where did you get \$0.98?

Costs for WECO Elevated Payroll Managed Services:

- Administrative/Human Resources = \$0.32/hr
- General Liability Insurance = \$0.11/hr
- Payroll Processing Fees = \$0.10/hr
- Banking Fees = \$0.21/hr
- Software/Platform, Postage, Filing Fees, etc. = \$0.24/hr
 - Employee benefit management
 - Taxes and Workers Compensation Costs Per Week
 - Employer Paid Payroll Taxes (SS, Medicare, Fed and State unemployment) = depends on payroll
 - Garnishment processing
 - Professional employer insurance
 - Workers Compensation = depends on WC code, but due to volume, WECO's costs are lower

Elevated Payroll Options



WECO's Elevated Payroll models allow our clients to choose the level of service that works best for their organization.

Service Model	Services Provided
Elevated Elite	Full-service HR & payroll MSP model. Percentage of payroll fee.
Elevated Select	Mid-service model – WECO EIN, processing, filing, WECO workers compensation. Percentage of payroll fee.
Elevated Basic	Basic service – Client EIN, processing only. Base rate of \$12 per employee per month. Additional services billed at an hourly rate.

Building for the Future



- WECO's Elevated Payroll model allows our clients to exponentially DECREASE personnel costs as they grow. As employees are added, the payroll administration fee is reduced.*

Number of Employees	Administrative Fee Discount
Tier 1 = 1 – 50	0% Discount
Tier 2 = 51 – 100	2% Discount
Tier 3 – 101 – 150	4% Discount
Tier 4* = 151 – 200	6% Discount
Tier 5 = 201 – 250	8% Discount
Tier 6 = 251 – Capped	10% Discount

**At Tier 4 and above, Workers Comp self insurance is available . Significant savings may result. Pricing is based on current loss run rates .*

Elevated Elite Cost Calculator

[illegible]



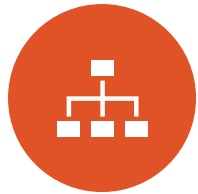
Elevated Payroll Platform

Elevated Payroll utilizes a leading-edge HR and staffing platform.

With full front and back-office capabilities, we are able to create custom workflows, which allow for a streamlined process from recruitment, to payroll processing, invoicing, reporting, and AR tracking.

The Elevated Payroll platform is the central database for WECO clients.

Why Elevated Payroll?



Because of WECO's unique model, we found a software partner that truly understood our services and could provide our clients with a fully functioning, centralized platform.



The platform is web based, so it is accessible on your standard browsers, though Chrome is preferred.



Clients and employees can manage their records from their mobile device using the browser on their device.



Users are assigned to role-based accessibility and role-based tasks, creating more efficient and productive workflows.



The platform allows us and our clients to be self-sufficient with full visibility to sales leads, customers, applicants, employees, back-office information, and we can create custom reports for our clients.

ELEVATED PAYROLL WORKFLOW





New Hire Onboarding

WECO's Elevated Payroll platform is a user-friendly employee driven information web collection portal.

- Platform will initiate and review W4 onboarding documentation
- I-9 compliance and employment verification
- Benefits registration and management
- Administration and compliance with FLSA and state wage and hour laws
- Guidance with general employment situations and concerns, such as EEOC, ADAAA, ADEA, FMLA and CRA
- Review of Client's employee manual, policies, procedures, and guidelines
- Sexual harassment and discrimination training (employee and managerial)
- Background checks
- Drug testing compliance documentation, DOT testing, DMV screening



Employees will receive an email from notifications@myavionte.com with a link to set a password:

Hi John,

A new user account has been created on your behalf. Click below to set your password and log in!

[Set Your Password](#)

This password link is only valid for the next 24 hours, please contact your administrator if you are unable to use it in time.

New Hire Onboarding

Employee/Contact Portal

Time sheet Management

Payroll Administration

Invoice Management

Accounts Receivable

The screenshot shows a web browser window with the title "Staff Login". The background of the page is a blurred image of pink cherry blossoms. In the center, there is a white login form for AVIONTÉ STAFFING AND RECRUITING SOFTWARE. The form includes fields for "New Password:" and "Confirm Password:", both masked with dots. A green bar below the confirm password field shows a thumbs-up icon and the word "Strong", indicating a strong password. At the bottom of the form, there is a "Password Rules" link and a "Save and Login" button. Three red numbered callouts are present: "1" points to the "New Password:" field, "2" points to the "Confirm Password:" field, and "3" points to the "Save and Login" button.

Staff Login

AVIONTÉ
STAFFING AND RECRUITING SOFTWARE

New Password:
.....

Confirm Password:
.....

Strong

Password Rules Save and Login

New Hire Onboarding

Employee/Contact Portal

Time sheet Management

Payroll Administration

Invoice Management

Accounts Receivable

The screenshot displays the AVIONTÉ Staffing & Recruiting Software interface. The top navigation bar includes links for myDashboard, Timesheets (highlighted with a red box and a hand cursor), Profile, and Pay History. The main content area shows a user profile for Tom Cruise and a section titled 'Assigned Tasks' which displays 'No Assigned Tasks.' A sidebar on the left contains a 'Tasks' section with the message '0 assigned tasks to complete.'

- After logging in, assigned tasks will be shown
 - Personal Info
 - Onboarding Package – W4, I-9 eligibility, Direct Deposit, Handbook and Policies Review & Acknowledgement



Employee/Contact Portal

An employee navigated interface that allows individual access to items such as:

- Timesheets
- W2
- Paystubs
- Employee information
- Status change



Timesheet management available within the Elevated Payroll portal.

- Employee enters hours, submits to manager weekly
- Manager reviews, edits if necessary and rejects if more data is needed from employee, or approves
- Manager submits to payroll



Employee enters time and submits to manager.

AVIONTÉ Staffing & Recruiting Software

myDashboard Timesheets Profile Pay History

Home

Week ending: Sun Jul 12 2020 Back to Timesheet Manager Week ending: Sun Jul 26 2020

Week Ending Sep 06 2020 Notes Apply Default Add Transactions 0

Consultant: Tom Cruise Company: Canyon Manager: Jerry Rice Job Title: Project Manager Job Dates: 2/2/20 - 2/1/00

Monday Jul 13 2020	Tuesday Jul 14 2020	Wednesday Jul 15 2020	Thursday Jul 16 2020	Friday Jul 17 2020	Saturday Jul 18 2020	Sunday Jul 19 2020
Mon In 7:45 AM	Tue In	Wed In	Thu In	Fri In	Sat In	Sun In
Break Start 7:30 AM	Break Start	Break Start	Break Start	Break Start	Break Start	Break Start
Break End 7:45 AM	Break End	Break End	Break End	Break End	Break End	Break End
Break 8:00 AM	Break Break	Break Break	Break Break	Break Break	Break Break	Break Break
Mon Out 8:15 AM	Tue Out	Wed Out	Thu Out	Fri Out	Sat Out	Sun Out

Regular Hours

0.00

Save Timesheet Save & Submit Timesheet Submit Zero Hours



Manager approves time and submits to payroll.

The screenshot displays the AVIONTÉ Staffing & Recruiting Software interface. The 'Timesheet' tab is active, showing a timesheet for consultant Tom Cruise for the week ending Sunday, September 20, 2020. The interface includes a calendar grid with input fields for In (In), Break Start, Break End, and Out (Out) for each day of the week. The timesheet has been submitted on 9/23/20 at 8:05 AM and is now locked for updates. The manager is in the process of approving the timesheet, with the 'Approve Timesheet' button highlighted.

Approve Timesheet

Approving hours for week ending: Sep 20 2020

Notes:
Optional notes to the employee regarding the time card here|

Cancel Approve Timesheet

Regular Hours: 8.00
Addl. Hours: 8.00

This timesheet has been submitted on 9/23/20 8:05 AM and no further updates are allowed.

Reject Timesheet X Approve Timesheet ✓



Alternate timesheet management system available from SwipeClock.

- Web based mobile app with geofencing
- Site location time clocks
- Enter/Import payroll hours
- Ability to cost code for 280E reporting
- View batch report
- Review and approve prior to processing payroll



Timeworks Plus System

Timeworks Plus time keeping hardware and software is available from Swipeclock.

TimeWorksPlus simplifies time tracking so you can spend less time processing hours for payroll. As your employees log time on their tablets, mobile phones or computers—or with a plug-and-play time clock—you'll eliminate messy time sheets where we can import workforce data directly into our payroll processing platform.



- Geolocation in mobile app or permanent clock in station
- Cost coding for 280E compliance
- Invoicing per location
- Fully integrated with Zenople platform



Simplified Time Tracking, Scheduling & PTO Management

Create schedules, track time and manage PTO in just a few minutes—simple and easy time tracking, employee scheduling and time-off request management.





Geofencing

Save time and effort spent figuring out if employees clock in and out at the right location. Geofencing makes it plain to see if they did. Simply draw a geofence around each site and assign employees to them. Color-coded pins on a filtered map view make outliers obvious.

Benefits of Geofencing

Easy clockin/out

Employees use the TimeWorksPlus mobile app to clock in and out. You see their GPS location and position relative to the geofence.

Easily spot out-of-bounds punches

Geofencing identifies employees who clock in or out beyond their workplace boundaries.

Manager Notification by Exception

Managers receive a notification only if a punch occurs outside the fence. This focuses attention on non-compliance.

GeoSmart Time Card

Managers see at a glance which employees clocked in with a GPS position, and whether the position was inside the geofence. Color-coded pins on each time card make it easy to spot problem punches. Click the pin to see that punch in relation to the geofence.

Printable Geofencing Reports

Managers can view and print reports that show visually all the punches for a particular employee or group in relation to the geofence. This report documents compliance or variance with clock policies.

Edge Hedge

Punches at the edge of the geofence count as inside the fence. This provides a margin of error for GPS accuracy.

Unlimited Geofences

Draw as many geofences as you need. Assign individuals or groups to each geofence. Start tracking.

GPS Tracking Flexibility

For employees who are not assigned a geofence, you can continue to collect GPS location.



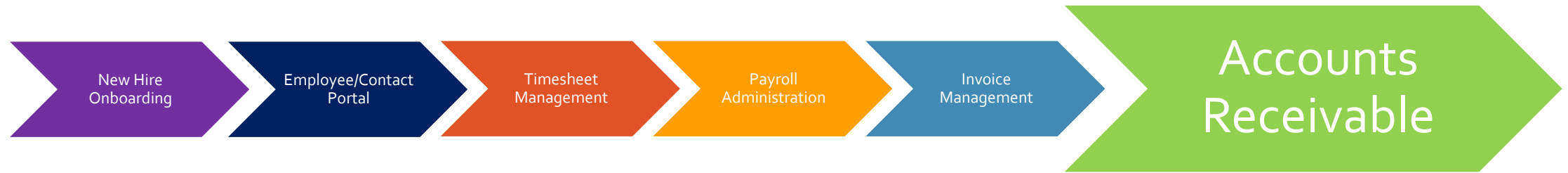
Payroll Administration System: *WECO will process all pay transactions and create employee paychecks.*

- Create paychecks
- Manage garnishments and deductions
- Ensure proper tax administration



Invoice Management: *WECO will process all billing transactions and create client invoice.*

- Create, edit, split, merge, and automatically send invoices
- Create split time invoices for 280E production roles versus retail roles



Accounts Receivable: *Central location for WECO to monitor balances and apply payments received from clients.*

- Enter payments
- View unpaid invoices
- Client can view/print invoices within the Contact portal

Optional Benefits

Health Insurance

Life Insurance

We do the work – WECO manages employee benefits so you can focus on growing your business.

Medical Benefits

Witlon offers a basic coverage plan that meets ACA requirements and four Anthem Blue Cross Blue Shield medical plans to choose from:

- Reliance BasicAdvantage
- Anthem Bronze PPO 7000
- Anthem Bronze Pathway EPO 7000
- Anthem Silver Pathway EPO 4500
- Anthem Gold PPO 1500

Reliance BasicAdvantage Total Plan

- Visit any doctor or hospital
- Enrolled dependents receive the same coverage as you
- No pre-existing conditions exclusions or limitations
- BasicAdvantage Total Plan enrollees also receive additional non-insurance benefits
 - Prescription Drug Card offering discounts at participating pharmacies
 - VSP Access Plan membership offering discounts on eye exams and prescription glasses at network doctors
 - On Call Travel Assistance
 - 24-Hour Telemedicine Services - Services are available after a \$30 per-consultation fee has been paid
 - Teletherapy Services - Services are available after a \$69 per-consultation fee has been paid
- Optional Dental Plan - Plan pays up to \$1,000 maximum per person each coverage year after a \$50 per person deductible
 - Visit any dentist
 - Covers most common services and gives your enrolled dependents the same coverage
- Optional Term Life Plan
- Optional Short-Term Disability Plan - Coverage available to employee only

Anthem Benefits Plans

	Deductible (Ind/Family)	Out of Pocket Max	Office Visits PCP/SPC	Inpatient Hospital	ER/Urgent Care	Prescription Drugs – Retail Network Formulary
Anthem Bronze PPO 7000/0%/7000 w/HSA Contract Code: 5LWT	\$7000/ \$14000	\$7000/ \$14000	Ded;0%/ Ded; 0%	Ded; 0%	Ded; 0% / Ded; 0%	National with R90 Select Deductible, then 0% coinsurance
Anthem Bronze Pathway EPO 7000/0%/7000 w/HSA Contract Code: 5LWU	\$7000/ \$14000	\$7000/ \$14000	Ded;0%/ Ded;0%	Ded; 0%	Ded; 0% / Ded; 0%	National with R90 Select Deductible, then 0% coinsurance
Anthem Silver Pathway EPO 4500/20%/7200 Contract Code: 5LTY	\$4500/ \$9000	\$7200/ \$14400	\$35/\$35 (first 3 visits); Ded; 20%	Ded; 20%	Ded; \$500/ Ded; 20%	National with R90 Select \$0/ \$20/ \$40/ \$80/ \$500
Anthem Gold PPO 1500/20%/5000 Contract Code: 5LW7	\$1500/ \$3000	\$5000/ \$10000	\$25/ \$50	Ded; 20%	Ded; \$300 / \$50	National with R90 Select \$0/ \$20/ \$40/ \$80/ \$500

WE DO THE WORK

Mitigated Risk

Lower
Administrative
Costs

Employment
Verification

Employee
Benefits

Centralized
Back Office

Workforce
Flexibility



The WECO workforce management model is focused on providing full-service Elevated Payroll services including employee benefit management, liability mitigation, and employee project management.

From hiring through the entire life cycle of the employee-employer relationship, we will be there every step of the way so you can focus on what you do best.

 **WE DO THE WORK**

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