

**Fill the Gap:  
History and Compliance Data  
from the old to the new HCM System**

#PAYCON

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**SPEAKER**



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**AGENDA**



- 1. Participation & Warnings**
- 2. Change & Research**
- 3. Data prep**
- 4. Results**
- 5. Final Questions?**



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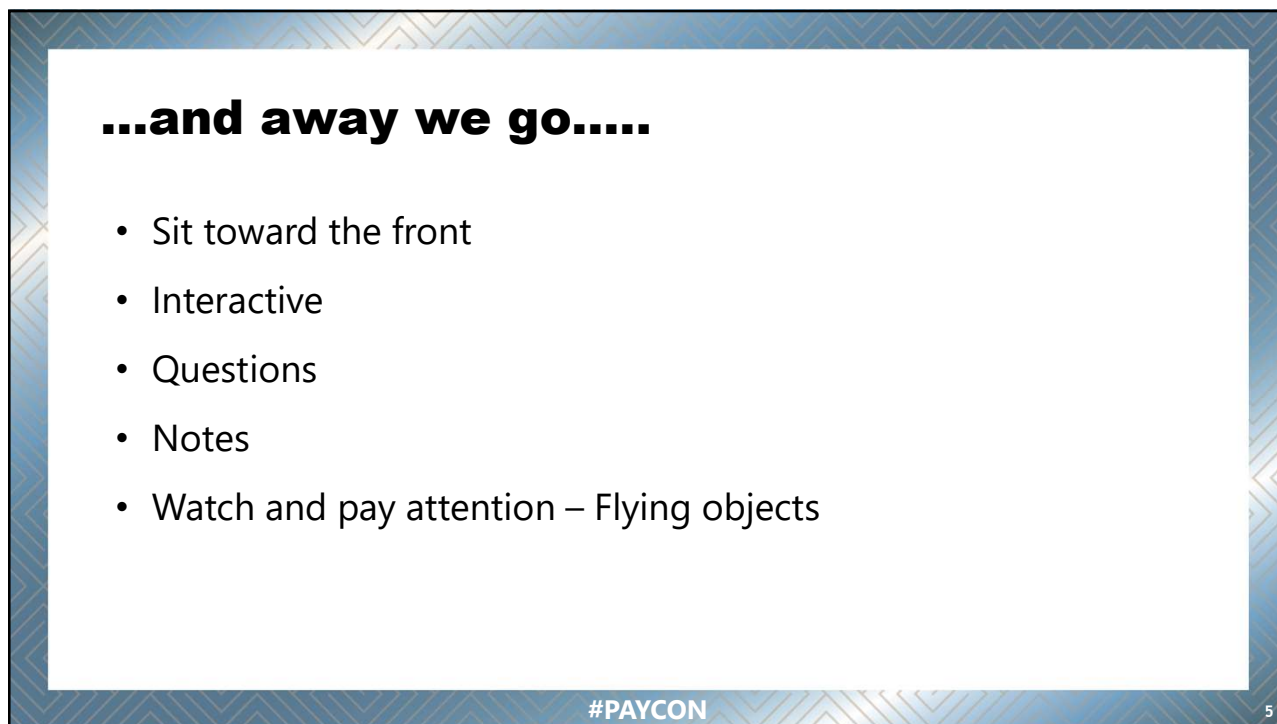


**PARTICIPATION &  
WARNINGS**

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**...and away we go.....**

- Sit toward the front
- Interactive
- Questions
- Notes
- Watch and pay attention – Flying objects

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**CHANGE & RESEARCH**

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A presentation slide with a blue and white geometric pattern border. The title "Why change?" is in bold black text. Below it is a bulleted list of six reasons for change. At the bottom center is the hashtag "#PAYCON" and a small number "7" in the bottom right corner.

**Why change?**

- Customer Service issue
- Change in Leadership at your organization
- Change in the providing company
- Age of Software / Technology
- Compliance
- Futures / Improvement of Processes

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A presentation slide with a brown and blue geometric pattern border. The text "DATA PREP" is centered in a blue hexagonal shape. At the bottom center is the hashtag "#PAYCON" and a small number "8" in the bottom right corner.

**DATA PREP**

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**Alfalfa (Hay not Hey!)**

- Baled



#PAYCON 9

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**Alfalfa (Hay not Hey!)**

- Baled
- Stacked



#PAYCON 10

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### Most common to collect

- Employee Profiles
- Employee Documents
- Pay Summaries
- Timecards (individual)
- Timecards with notes (punches)
- W-2s
- 1095-cs
- Pay Registers
- 940s/941s
- I-9 Information
- Recruitment
- Performance Reviews
- Position History

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# RESULTS

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**Be Ready!**

- Employees
- Compliance
- Legal
- Bargaining Units



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**FINAL QUESTIONS**

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**Final Questions**





#PAYCON 15



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## Contact Information

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Individual  
  
 Nine Peaks:  


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**44<sup>th</sup> PAYROLL CONGRESS**  
CONVENTION & EXPO

**UNLOCKED**  
THE HIDDEN KEYS TO THE PAYROLL PUZZLE

**Thank You for Attending!**  
Please Complete Your Evaluation  
50302 – Fill The Gap: History  
and Compliance Data

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