

Making Payroll and HR Easier —for Hospitality Organizations



APS believes that hospitality organizations should have payroll and HR technology that is powerful yet user-friendly. We understand the importance of managing labor margins for a healthier bottom line. It's easier for hospitality organizations to control margins with software that allows them to manage multiple employee types and schedules, tip credits, weighted overtime calculations, and different jobs and pay rates in a centralized database. These organizations must also ensure seamless integrations with point-of-sale (POS) systems. On top of that is the need to manage compliance and address risks.

With so much on their plates, many hospitality organizations recognize that they can save time and minimize errors by streamlining their internal payroll and HR processes. APS provides this with technology built in-house and our unique support structure.

APS' logically designed software enables hospitality staff to quickly learn and use our platform so clients can look forward to a better return on investment. Our unique support structure provides clients with the dedicated assistance they need to address day-to-day issues and ensures long-term satisfaction.

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The biggest benefit APS has given us is time. It takes much less time for our payroll to be processed and submitted. The reporting has also saved our payroll department a significant amount of time. We were able to custom-build reports that we needed and can easily adjust them for specific circumstances. The time that APS has saved us results in a much better cost-effective solution because anything that saves my team time ultimately saves our company money.

Melissa A.
Guene Historic District

GRUENE

Common Challenges in the Hospitality Industry

Hospitality organizations operate in a rapidly changing environment, so it can be challenging to streamline HR and payroll processes. Furthermore, hospitality organizations recognize that staying competitive depends on consistently providing high-quality customer satisfaction.

However, this goal is achievable when organizations manage their payroll and HR processes in an efficient, unified solution. The APS platform offers a centralized work environment to help hospitality organizations with many common challenges, including:

- ▶ Managing schedules for seasonal and part-time employees across locations and properties
- ▶ Visibility into data across locations and properties in a single platform
- ▶ Regulatory compliance, including FMLA, OSHA, and I-9s
- ▶ Accurate payroll calculations, including weighted overtime, regular rate of pay (RROP), and tips
- ▶ Managing payroll tax filing and payments with accuracy and timeliness
- ▶ Solid integrations with point-of-sale (POS) systems

APS has a track record of helping small and mid-sized hospitality organizations automate their payroll and HR practices with configurable, easy-to-use technology. We understand that the hospitality industry typically has an HR department of one to three people. APS leverages our partnerships with hospitality clients to identify ways our technology can solve these common challenges so they can manage profit leaks better and make more strategic decisions.



Onboarding, performance reviews, goals, and benefits are all in one place! The live feed to our insurance provider has saved us money by keeping enrollment up to date and providing an auditable record to dispute charges.

Julia P.
Telluride Lodging



Why Hospitality Organizations Partner With APS

Our platform is built to make payroll and HR tasks more manageable for the hospitality industry. Our goal is to provide efficient, usable, and adoptable technology and a unique client experience to ensure long-term satisfaction.

Hospitality organizations partner with APS because we offer solutions to meet their challenges:

- ✓ Transparency into labor costs associated with employee scheduling to avoid overstaffing and understaffing.
- ✓ Payroll technology that calculates various pay rates and rules, including weighted overtime, RROP, and 8846 reporting, to ensure accurate paychecks and compliance.
- ✓ Online management of processes such as FMLA, I-9s, OSHA, and health insurance to ensure compliance.
- ✓ Centralized visibility of multiple properties in a single platform with the ability to assign user-specific roles per location.
- ✓ Payroll technology that calculates various pay rates and rules, including weighted overtime, RROP, and 8846 reporting, to ensure accurate paychecks and compliance.
- ✓ Imports with many popular POS systems for employee hours, earnings, and deductions to reduce manual data entry and increase payroll accuracy.



APS' technology is well suited to the specific needs of hospitality organizations based on feedback from our clients. As a result, **28%** of APS clients are hospitality organizations and restaurants.

Additional Services for Hospitality Organizations

Grow your hospitality organization with us. Partnering with a vendor that offers additional services that integrate seamlessly with payroll and HR software gives hospitality organizations a competitive advantage. Manage all of your data in one ecosystem to focus more on customer and employee satisfaction.

Many of our hospitality clients leverage APS as part of their HR tech stack to ensure they use the right mix of applications for their business. This approach allows them to expand as they grow and utilize our additional services, like background screenings and tax credit management.

At APS, our mission is to make payroll and HR easier by putting the client first. Our vendors align with our personalized approach to support.

- + **Verified First:** Hire quality employees with background screenings, Form I-9, and E-Verify tools that integrate with APS Hire for a streamlined process.
- + **Immediate:** Enable earned wage access for early access to earned but not yet paid wages for your employees, which is a competitive advantage when recruiting applicants.
- + **Sage Intacct:** Our native integration with Sage Intacct's accounting software aligns your payroll and financial data.

- + **Fintwist:** Provide a pay card option for employees who do not have traditional bank accounts so you can pay your staff accurately and on time.
- + **Synergi:** Get help with tax credit management (WOTC) to ensure your hospitality organization receives all your eligible tax credits.
- + **CypherWorx:** Leverage a learning management system (LMS) to create employee development courses to onboard, upskill and help retention efforts.



I highly recommend APS to anyone and everyone! Their platform and customer service greatly surpass any others out there...and I have tried them all!!! I promise anyone considering their services will not be disappointed. The ease of use combined with their fabulous customer service will have you as over the moon with this platform and company as I am.

Heather S.
Arnaud's Restaurant

Hospitality Payroll and HR Software Integrations

Because we have a significant client base in the industry, APS has developed imports, exports, and integrations with many popular platforms, including point-of-sale, timekeeping, and accounting packages.

If you don't see the system you currently use listed here, please ask us about it.



APS helps hospitality organizations adapt and thrive by increasing visibility into the information that matters most for better control over labor margins. With a single-system design, all of your critical data lives in a centralized source for more automated workforce management. Our hospitality clients appreciate our customer-centric approach and efficient technology so they can manage regulatory compliance, complex payroll and calculations, and HR processes across locations.



About APS



APS has a mission: to make payroll and HR easier. We design our unified solution to simplify workforce management tasks for mid-market organizations. We provide our clients and partners with personalized service and support to accomplish their goals. Streamline payroll processing, automate HR workflows, and elevate the employee lifecycle with a single-system platform. We are APS, your workforce partner.

Mid-sized businesses choose APS as their workforce partner because of our focus on the customer experience. As a result, we continually maintain 98% customer retention and satisfaction rates. For more information on APS and how we can help make payroll and HR easier for your mid-market business, visit www.apspayroll.com.

Disclaimer

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3010 Knight Street
Suite 300
Shreveport, LA 71105



Sales: 855.945.7921
Monday – Friday
8am – 5pm, CST
sales@apspayroll.com



Toll Free: 888.277.8514
Phone: 318.222.9774
Fax: 318.222.0601