

# Making Payroll and HR Easier — for Wholesale, Distribution, and Supply



APS believes that wholesale and distribution companies should have access to adaptable yet user-friendly payroll and HR technology. These organizations also need a partner with in-depth knowledge of industry-specific dynamics. We understand the importance of multi-location visibility, configurable scheduling, and compliance management in a centralized database.

It's easier for wholesale and supply businesses to control labor costs with software that allows them to leverage multiple time capture options and pay frequencies and manage the entire employee lifecycle from hire to retire. These organizations must also strictly adhere to labor compliance laws and OSHA requirements. On top of that is the need to effectively address workplace safety training.

Because wholesalers and distributors have employees who drive and work at different locations, they need a payroll and HR solution with mobile capabilities. Therefore, many wholesale and distribution businesses recognize that they can save time and control labor costs with a unified platform that syncs payroll and time data. APS provides this functionality with technology built in-house and our unique support structure.

APS' logically designed software enables quicker adoption of our platform so that clients can look forward to a better return on investment. Our unique support structure provides the wholesale industry with the dedicated assistance they need to address their day-to-day issues and ensure long-term satisfaction.

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APS is a great solution for any HR professional. APS customer service is top-notch, and they are there when you need them; they help you navigate through onboarding but still check with you to ensure everything is going great. Utilizing APS has transformed our HR department, and we would recommend APS to anyone looking for an all-in-one solution for your Payroll and HR needs.

**Melissa H.**  
Hoehn Plastics, Inc



# Common Challenges in the Wholesale, Distribution, and Supply Industry

Wholesalers and distributors face pressure to meet the needs of retail and commercial sectors with little disruption, so it can be challenging to streamline payroll and HR processes.

Furthermore, suppliers recognize that meeting the current and future supply demands means ensuring the viability of their services to their customers.

However, this goal is achievable when supply chain management companies manage their payroll and HR processes in an efficient, unified solution. The APS platform offers a centralized database to help wholesale and logistics companies with many common challenges:

- ▶ Limited visibility of data and locations due to disconnected systems
- ▶ Inaccurate time tracking for drivers and employees that work at multiple locations
- ▶ Difficulty with OSHA tracking and reporting
- ▶ Keeping up with different labor compliance laws across different states
- ▶ Mobile management of drivers and employees that work at multiple locations
- ▶ Handling complex payroll calculations for overtime and multiple pay rates in different locations

APS has a track record of helping logistics, supply chain, and transportation businesses and distribution centers automate their payroll and HR practices with configurable, easy-to-use technology. We understand that supply chain management companies typically have an HR department of one to three people.

APS leverages our partnerships with these organizations to identify ways our technology can solve these common challenges, so they can better manage their day-to-day operations to ensure high-quality deliverables.



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APS has been a breath of fresh air! It is very user-friendly. APS provides ample training, and there are online guides as well. My customer support team is just a phone call or email away, but I can generally figure it out if I do not already know. APS Hire has been a real treasure for us. Finding employees is a struggle, but APS has given us a tool to reach more people in a one-stop shop. We have had the best response from this from other hiring means used previously. Love it!

**Amy O.**  
Acadiana Bottling Company

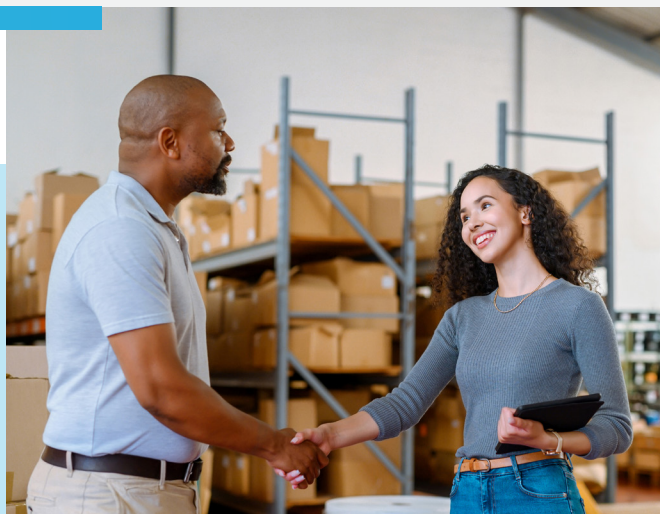


# Why Wholesale, Distribution, and Supply Companies Partner with APS

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

Wholesale and logistics businesses partner with APS because we offer solutions to meet their challenges:

- ✓ A centralized database with easy access to data across multiple locations to control costs and ensure productivity
- ✓ Ability to efficiently track and manage labor compliance to mitigate risk
- ✓ Multiple time capture options, including biometric verification, to ensure accurate time capture and prevent time theft and buddy punching
- ✓ Payroll technology that manages and calculates various pay rates and rules to ensure accurate paychecks and compliance
- ✓ Automated OSHA tracking and reporting to ensure compliance
- ✓ Mobile clock-in and mobile reporting enable staff to easily log their work hours to help control expenses more effectively



APS technology is well suited to the changing needs of the wholesale industry based on feedback from our clients. As a result, **80% of APS wholesale and distribution clients utilize our full system.**

# Additional Services for Wholesale, Distribution, and Supply Businesses

Take your business to the next level with us. Partnering with a vendor that offers additional services that integrate seamlessly with payroll and HR software gives wholesale and transportation companies a cutting edge. Manage all your data in one ecosystem to focus more on meeting the needs of the retail and commercial markets.

Many of our wholesalers and distributors leverage APS as part of their HR stack to ensure they use the right mix of applications for their businesses. This approach allows them to expand as they scale up and utilize our additional services, like background screening and tax credit management.

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

- + **Fintwist:** Paycard option for employees without traditional bank accounts to get paid accurately and on time.
- + **HIREtech:** Helps with tax credit management (WOTC) to ensure your business receives all your eligible tax credits.
- + **CypherWorx:** Leverage a learning management system (LMS) to increase completion rates and reduce cost with mobile-friendly technology.

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APS is a very clean and organized payroll solution. Everything is in one spot on one site, and you can see anything you need regarding payroll. It is easy to add employees and very straightforward. APS also does the 1095s for me and tracks reviews, benefits, and accruals. I came from ADP, and they had several different sites with different usernames. With APS, everything is centralized.

**Chris T.**  
Zip Beverage

**ZIP BEVERAGE**



# Wholesale, Distribution and Supply Payroll and HR Integrations

Because we have a significant client base in the industry, APS has developed imports, exports, and integrations with existing business applications to ensure that payroll and HR data is easily transferred to other systems, including point-of-sale (POS), accounting, and GL systems.

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



APS helps wholesale and distribution companies adapt and thrive by increasing visibility into the information needed for timely decision-making. With a single-system design, your critical data lives in a centralized source for more automated workforce management. Our wholesale clients appreciate our customer-centric approach and efficient technology so they can manage tax 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](http://www.apspayroll.com).

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#### Disclaimer

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