



**We are people, helping  
people, with their people.**

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# EXPERIENCE A BETTER WAY

## PAYROLL | TLM | HR | BENEFITS

- “ RABco is like a one-stop shop; what they offer allows me to focus on what I am good at so that I can further grow my business...”
- “ RABco has always taken care of whatever issues have come up in an immediate and effortless manner...it's been like a love affair...”
- “ RABco knows how to manage payroll labor; you need that or you won't survive...I've never once waited for someone to get back to me...”
- “ I can't say enough about RABco... everybody there is so helpful and professional...I don't have to worry about my payroll being taken care of...”

**Erice Price**  
Attorney



**Grace Saroyan**  
Paul Ferrante



**Pete Gallanis**  
Restaurateur



**Mick Mahan**  
Music Producer



**92%**

OF CLIENTS WOULD  
RECOMMEND US

**96%**

RETENTION  
RATE

**98%**

SATISFIED  
CLIENTS



Find, follow, and like  
us on social media

**@Experiencerabco**



RABco Payroll Services, Inc., and Kronos, Inc., are independent payroll processing services and are not owned by City National Bank or any City National Bank affiliate. Pursuant to agreement, City National Bank exclusively markets the payroll processing services of RABco Payroll Services, Inc., to its clients and may receive compensation for its services. City National Bank is not responsible for the representation of RABco Payroll Services, Inc., regarding its services.

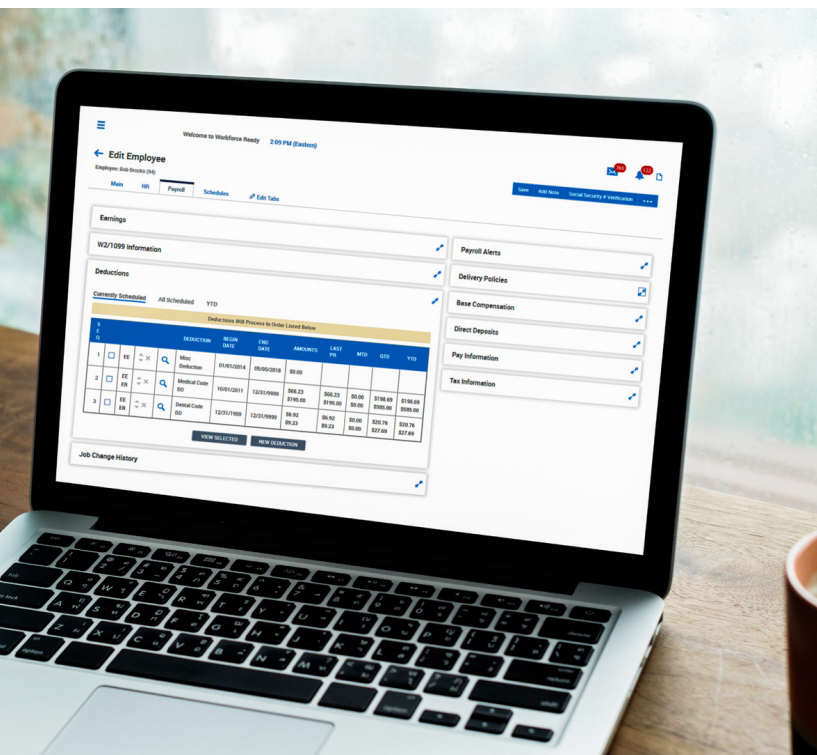
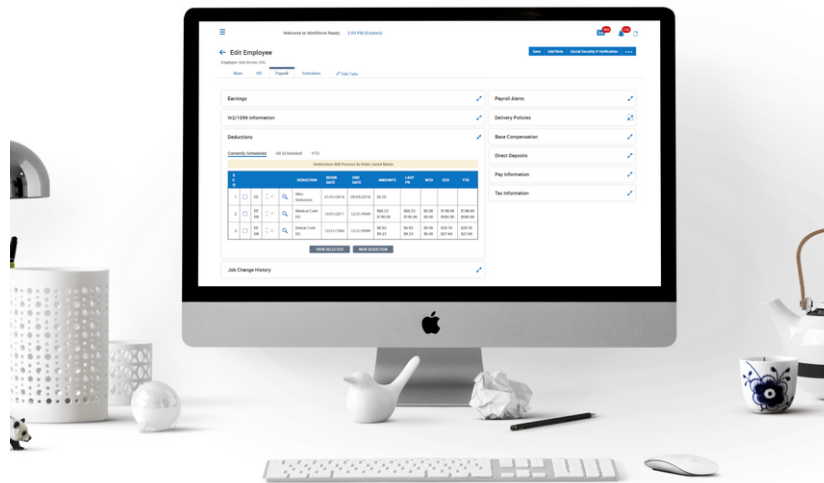
City National Bank Member FDIC. CNB is a subsidiary of Royal Bank of Canada.





## PAYROLL SUITE

- Dedicated relationship manager
- Timely payroll processing in 50 states
- Check printing, direct deposits, and positive pay services
- Customizable reports in an integrated, secure, and streamlined cloud-based platform
- General ledger/year-end reports
- Empower employees with a mobile app and self-service tools
- Available IT support, maintenance, and updates



## HUMAN RESOURCES SUITE

- Recruitment and onboarding tools
- Employee data reports and analysis
- Paperless HR functions
- Role-based self-service access
- Live support for HR compliance and employee relations issues
- Track employee performance and define goals

## HR On-demand

RABco's HR support center is an easy, efficient solution to help you manage your HR compliance and employee relations issues. Get access to certified HR professionals with live support on top of essential HR tools.

## TIME & LABOR MANAGEMENT SUITE



- Capture accurate real-time data with the InTouch time clock or mobile app
- Enforce accurate clock-in/-out times with Geo-fencing
- Maintain compliance with ACA manager
- Implement schedules using an advanced scheduling engine
- Manage accruals
- Protect company with integrated attestation tools
- Access manager/employee portals



## EMPLOYEE BENEFITS



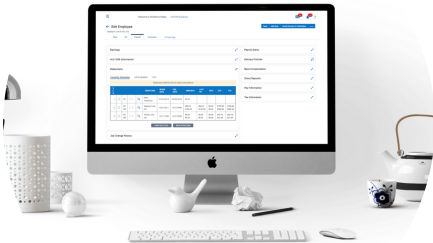
- Designed and implemented retirement plans with support, reporting, and remittance provided
- Access to one of the nation's largest insurance networks
- Avoid up-front premiums with pay-as-you-go workers' comp policies

## How RABco Services Can Help Your Business

In today's hectic business world, it's a challenge to juggle all the daily tasks that keep your business running efficiently. One of the most time-consuming tasks any business owner faces is payroll. In addition to processing payroll, we offer a number of employee benefits and HR services, making us your one-stop shop for all things employee related. We pride ourselves on delivering friendly, personal, and professional service at a level that is unparalleled. When you call, we'll know you by name...not account number.

# GET PAYROLL DONE RIGHT AND REDUCE ERRORS

*RABco Payroll Suite*



Even today, many organizations still rely on manual time tracking and accounting. Or they are using separate, nonintegrated accounting systems for time tracking and payroll. Getting payroll wrong can cost you in more ways than you thought. Using these routes can greatly increase the chance for costly errors of all sorts, from missing pay to penalties for inaccurate tax payments.

**22%**

Employees who inquire about missing pay

**20%**

Payroll professionals who spend about 18% of their time on data entry

**35%**

Payroll errors that are due to manual entry

**WITH OUR PAYROLL  
SOLUTIONS, YOU CAN:**

- **Empower managers to manage by exception**, reviewing and approving employee time daily, so that pay accurately reflects employee time
- **Proactively identify issues and collaborate** with email alerts and robust workflows that flag issues to avoid inevitable payroll problems
- **Save time for managers and supervisors**, so that they can focus more on revenue-generating activities, such as customer service or quality care



# ANALYZE AND REDUCE UNNECESSARY OVERTIME

*RABco Time and Labor Management Suite*



When a company is not exactly sure of the total hours an employee has worked, the typical response is to pay for more overtime than is anticipated, which can have several causes, from being short-staffed and mismanaging absences to a company culture that encourages overtime. The result is that you pay for more overtime than is necessary with no way of knowing you have it right.

**14 HRS**

The max amount of weekly overtime before it is less expensive to hire a full-time employee

**5.7%**

The total cost of overtime as a percentage, in a payroll cycle

**16X**

Idle time is up to 16 times more expensive than overtime caused by over-staffing

**WITH OUR TIME AND  
LABOR MANAGEMENT  
AND ADVANCED  
SCHEDULING SYSTEM  
SOLUTIONS, YOU CAN:**

- More accurately align staffing and scheduling with actual demand
- Gain real-time insights into your time recording and employee hours
- Create accurate schedules that align staffing requirements with budget and demand
- Automatically sort through employees based on predefined criteria to assign the right person to each position

# HIRE, ENGAGE, AND RETAIN BEST-FIT EMPLOYEES

*RABco Human Resources Suite*



Companies need employees who are committed to delivering exceptional service that drives loyalty and profits. But finding great associates isn't easy and keeping them is even more difficult. This revolving-door environment can have a negative impact on customer engagement, workforce morale, and ultimately your bottom line. Fortunately, there are steps you can take to address these talent challenges. Let's take a look at why companies are turning to automated workforce solutions to help them hire, engage, and retain best-fit associates.

**80%**

The amount of employee turnover that is caused by bad hiring decisions

**65%**

Of recruiters say talent shortages present the biggest obstacle to filling positions

**75%**

Of employers say they have made bad hiring decisions

**WITH OUR HUMAN  
RESOURCES AND  
ON-BOARDING  
SUITE, YOU CAN:**

- Eliminate paper, streamline administration, and drive productivity
- Create job requisitions with automated workflows and gain visibility into applicant status
- Focus on best-fit candidates by asking pre-screening questions and leverage the data to make better hiring decisions
- Optimize pre-hire engagement by sending notifications and configurable email communications to applicants