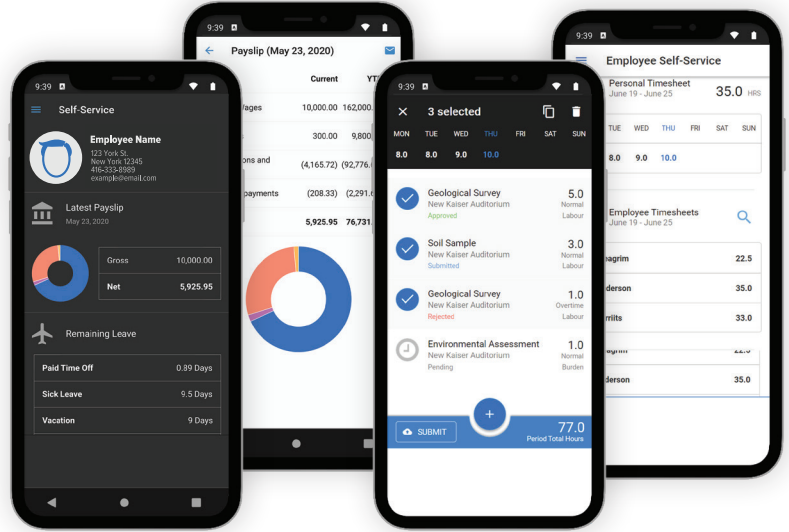# HUMAN CAPITAL MANAGEMENT & PAYROLL

The construction industry has a multitude of unique labor management requirements – such as strict worker safety compliance and certifications, as well as numerous challenges – such as rapidly fluctuating labor costs driven by intermittent periods of labor shortages. Always knowing where all your resources are situated, what projects they are working on and what certifications and training programs they have completed is essential for running a profitable construction operation. In addition, your employees – especially those in the field – can greatly benefit from self-service tools to organize and access personal data – including their personal profiles, payroll details, vacation and time off requests, performance reviews and other HR-related information.

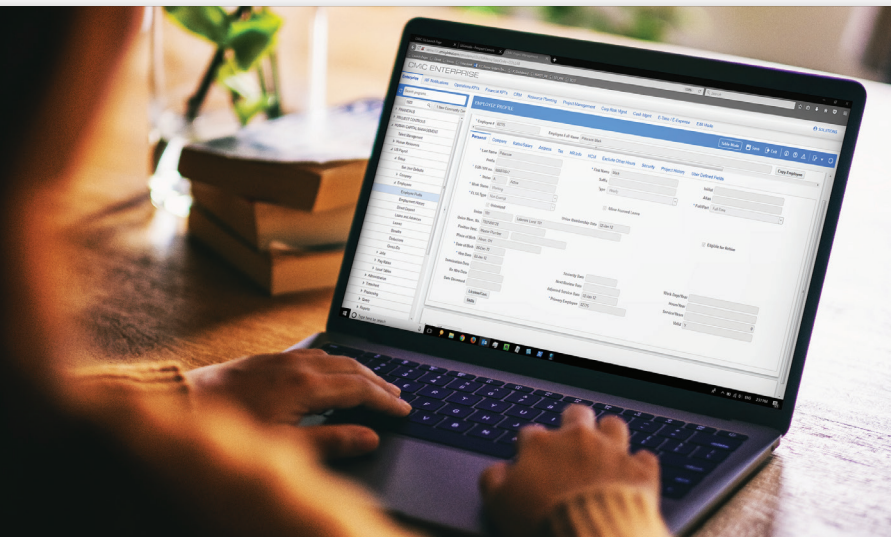| Payroll Management	Expense Management	Time Management	Employee Self Service	Employee Management	HR Lifecycle Management

CMiC HCM & Payroll is designed to simplify and streamline the way your construction firm manages its human capital, from recruiting, hiring, onboarding and training new talent to engaging with, motivating, compensating and retaining employees. Employees can access the system through a web portal to maintain or update their profiles, view their benefit plans, access payroll information and enter, modify and update their hours and paid time off. Your teams at jobsites can do all this by accessing the HCM & Payroll app through their mobile devices.

To ensure better collaboration and investment protection, the CMiC system easily integrates with existing payroll systems, such as Workday. CMiC HCM & Payroll handles employee hiring and onboarding, learning and professional development, performance reviews, compliance and HR workflows. The system is cloud-based – which means that it's accessible from any web browser – and offers broad operating flexibility to construction firms and their employees. As an add-on benefit, our partnership with Green Shades helps employees with tax filings and taxation record access.

Features & Benefits of CMiC Human Capital Management & Payroll

MANAGER & EMPLOYEE SELF SERVICE

- Provide employees secure access to their personal information on any device (smartphone, tablet, laptop)
- Increase productivity of HR and Payroll managers by automating routine tasks
- Enable employees to access their benefits with ease through a single employee portal (view salary history; reprint paystubs; view benefit status, including PTO, Flex, and 401(k) balances; and more)
- Automatically update deductions in payroll, saving time and avoiding duplicative data entry

PAYROLL

- Process payroll and support compliance (including federal, state and local payroll tax requirements) by delivering accurate employee paychecks, tax reporting, and regulatory rules
- Streamline routine (monthly, quarterly and annual) administrative tasks and file tax returns easily and on time
- Integrate with other financial reporting, such as general ledger and owner billing; easily share reports with your external accountant, HR leaders and executive management – in the aggregate or for individual employees

SINGLE SIGN-ON

- Provide easy access to the app for all employees

BENEFITS ENROLLMENT

- Provide employees greater benefits planning awareness, flexibility and control
- Cultivate a culture of trust by providing greater transparency and convenience to employees
- Eliminate manual audits and reconciliation; ensure enrollment in the right plans
- Trigger events based on employee updates entered through the system
- Update employee benefits automatically when providers change their specifications
- Generate, update and transmit 1094-C and 1095-C forms directly to the tax authorities, such as the IRS
- Review current benefits plan, costs and credits from any device

TIME ATTENDANCE MANAGEMENT

- Measure, track and report not just labor hours, but also where and when your employees are spending their time (jobs, department and/or activities); capture units and define billing rates
- Enable better productivity for employees, project managers and payroll managers

REPORTING & ANALYTICS

- Comply with government regulatory reporting requirements
- Create dashboards and reports that reflect the company's hiring, employee engagement and employee satisfaction results

CMiC HCM & Payroll brings together technology, workflows and people to enable a fully connected workplace with a truly engaged workforce. At the core of it, CMiC is purpose-built to satisfy the unique HCM and payroll needs of the construction industry. Our solution allows you to spend less time on administrative tasks and more on fostering employee engagement and driving team productivity.

To learn more about CMiC's HCM & Payroll solution, click on the Contact Us link.

CMiC delivers complete and unified ERP and FIELD solutions for construction and capital projects firms. CMiC's powerful software transforms how firms optimize productivity, minimize risk and drive growth by planning and managing all financials, projects, resources, and content assets—from a Single Database Platform™.

CMiC
CONSTRUCTION SOFTWARE. EVOLVED

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