



# isolved Solutions Guide

SelectHCM is proud to be  
A certified isolved People Cloud partner



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## isolated delivers agility.

isolated People Cloud presents businesses with a single, consistent source of truth for all employees, throughout the entire employee lifecycle. Integrated technology means HR and business leaders can make informed people decisions with real-time data. Workflows are connected and automated, enabling faster, error-free responses to operational needs, and freeing HR teams to focus on strategic business objectives.

With rapid deployment and time-to-value, your business never has to slow down or compromise in risk management or employee experience.



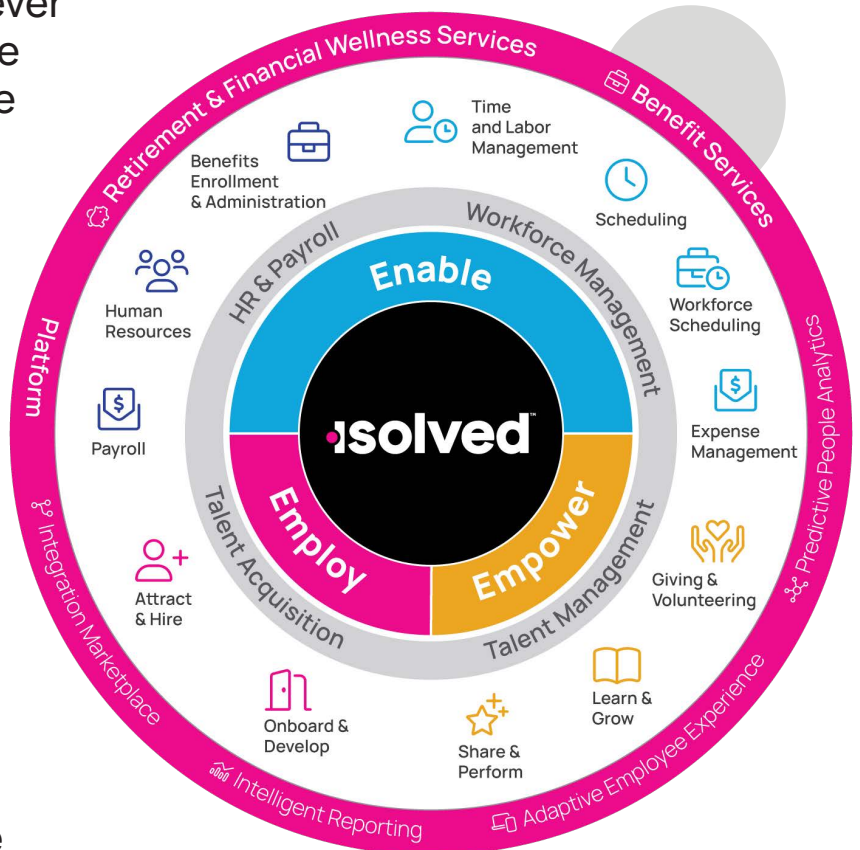
**Rapid time-to-value measured in weeks**



**Automation speeds up execution**



**Employee Self-Service reduces HR workload**



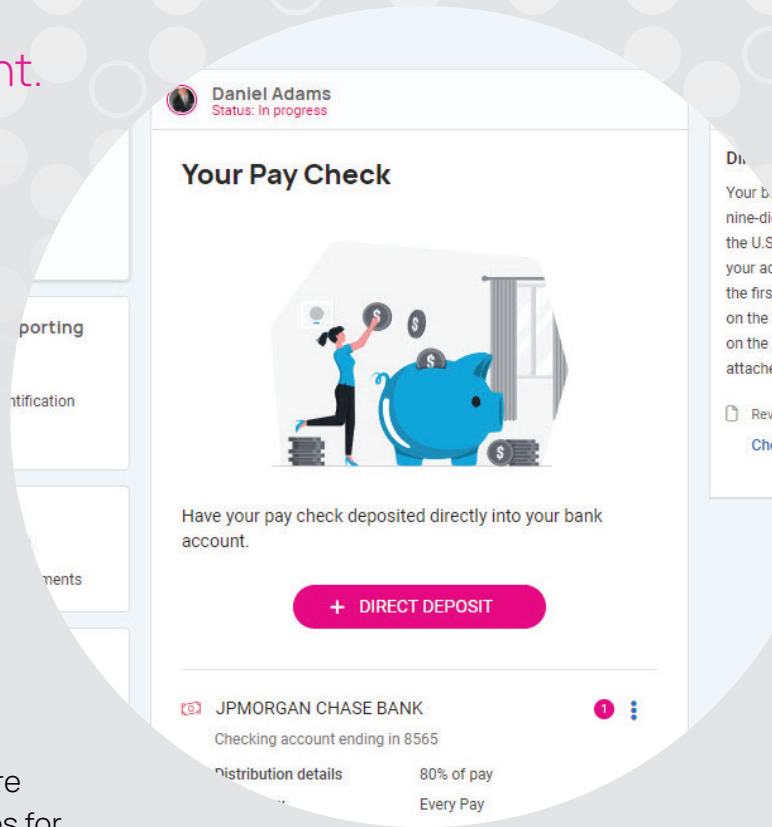
## Attract and hire award-winning talent.

### Talent Acquisition

As the future of work continues to evolve, employers must be agile in adopting the tools required to quickly attract, hire and onboard the very best talent. With isolved Talent Acquisition solutions, you can convey a positive employee experience, impart the culture and values of your organization, and realize quick time-to-value in onboarding employees.

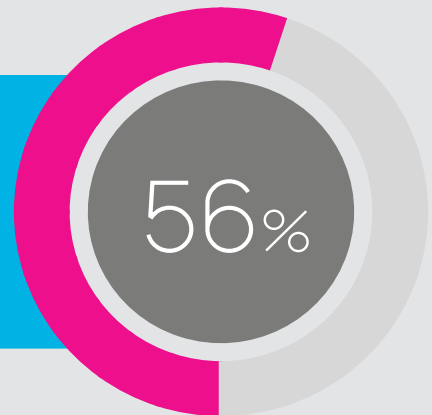
### Attract & Hire

isolved Attract & Hire is a customizable Applicant Tracking System (ATS) built to help you optimize every stage of your recruiting process. Whether you want to scale your team quickly, source remote candidates or reach diverse talent, isolved Attract & Hire gives you the technology to find the best-fit candidates for your open roles. Save time for the things that matter the most while making sure nothing falls through the cracks.



Employees are hard to attract and even harder to keep. 56% of HR leaders say retaining talent was more difficult in 2021.

isolved's 2022 Transforming Employee Experience Report



### Onboard & Develop

From the moment a candidate accepts your offer and joins your organization to the point of their departure, their interactions and impressions matter. isolved Onboard & Develop solutions provide analytics, templates, and wizards to ensure consistency and compliance as you onboard new employees and connect with them in more meaningful ways.

#### Features & Benefits

- Post to hundreds of job sites in one click
- Attract quality candidates
- Reduce time to hire
- Improve the candidate experience
- Provide collaboration across hiring teams
- Perform background checks
- Easily automate manual tasks
- Manage compliance documents
- Automate onboarding notifications
- Eliminate paper forms

## Achieve efficiency and compliance.

### HR & Payroll

isolated HR & Payroll enables you to add more value with less redundancy, fewer errors, decreased risk and deeper analytics. Self-service capabilities put the power in the employee's hands, freeing up time to turn your HR function into a strategic business driver.

### Human Resources

No matter your industry or location, your employees are increasingly asking for more engaging, personalized workplace experiences—including anytime, anywhere access. With isolated HR, automate tedious tasks while improving HR agility and impact. Automated workflows, configurable forms and reports, and real-time access to accurate and consistent employee information enable you to reduce your administrative workload and minimize compliance risk.

### Payroll

Today's evolving workforce requires self-service actions for managing compensation and quickly accessing pay. With isolated Payroll, process payroll in a few clicks and reduce the burden of keeping up with employment tax rates, calculating liabilities, creating reports, and making payments. Customize your employee experience and enable self-service onboarding, changes to direct deposit and personal information, tax filing and more.

### Benefits Administration

isolated Benefits Enrollment & Administration enables employees to research, select and enroll in the benefits that suit them—without having to rely on your HR team. Enhance your employee experience, simplify enrollment, and relieve headaches by consolidating HR and benefit administration to gain efficiencies and marketplace competitiveness.



## Features & Benefits

### Human Resources

- New-hire reporting
- PTO/vacation accrual management
- Job and salary management
- Certifications management
- Job History

### Payroll

- Real-time payroll preview
- Garnishment management
- Year-end W-2/1099 processing
- Automated tax filing
- Employee and manager self-service
- Complete payroll-related tax service
- Check, direct deposit or pay card payment options

### Benefits Administration

- Streamline open enrollment
- Real-time integration
- Carrier-specific reports
- Automated process
- Benefit-cost analysis
- Life-event wizard



## Compliance Solutions

Our compliance solutions help you remain compliant with the ever-changing tangle of regulations and legal requirements. It includes:

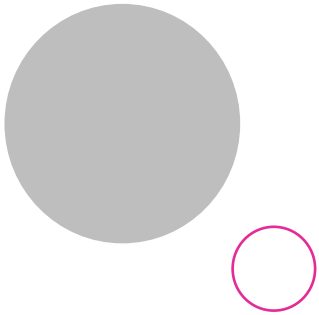
### ACA Print & File

Applicable large employers are required to file returns with the IRS each year documenting their compliance with IRC sections 6055 (if self-insured) and 6056. With ACA Print & File from isolved, the data you provide is used to produce hard copy 1094 and 1095 forms and eFile those forms with the IRS on your behalf.



### ACA Compliance

Our most complete ACA solution, isolved ACA Compliance provides additional functionality that automates employees' benefits eligibility as dictated by the ACA, alleviating the confusion and stress of tracking employees through measurement periods and subsequent management of the benefits enrollment and dis-enrollment process.



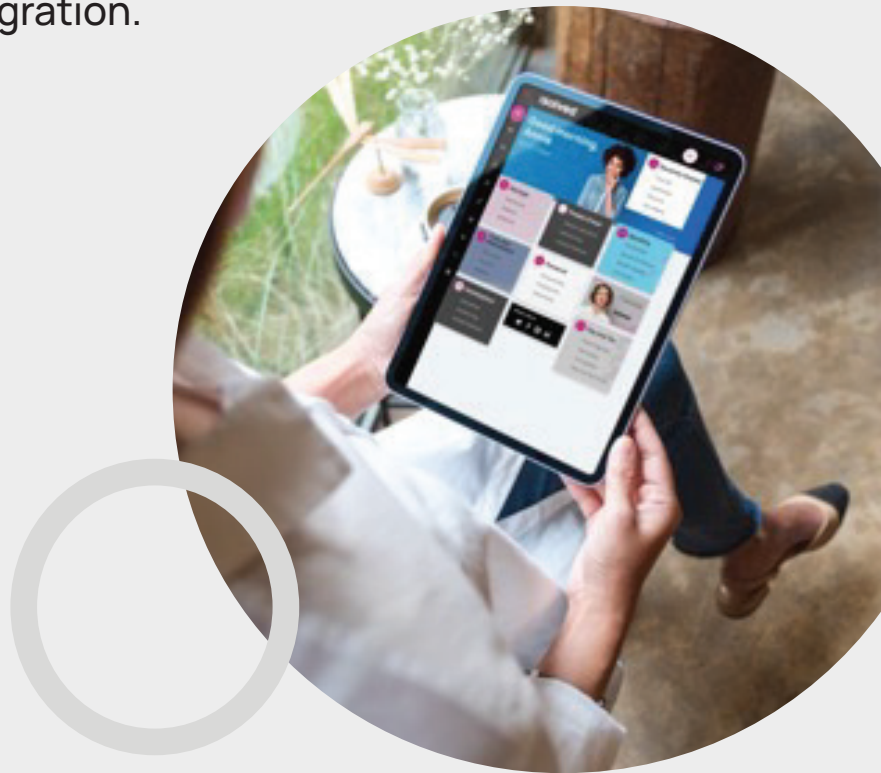


## Empower your people.

### Workforce Management

With isolved Workforce Management, accurately track and process time, attendance and expenses for your entire workforce.

Employees participate in their success with collaborative scheduling, expense submittals and payroll integration.



### Time and Labor Management

isolved Time and Labor Management ensures accurate payroll and compliance while efficiently managing time, labor and attendance across your entire workforce—even employees who are remote or on the go.

### Scheduling

Empower staffing managers to assign schedules and collaborate with employees from any connected device—mobile, tablet or workstation—all while managing requests and making shift adjustments on the fly.



## Workforce Scheduling

isolved Workforce Scheduling allows employers to quickly schedule employees as large groups or an entire organization.

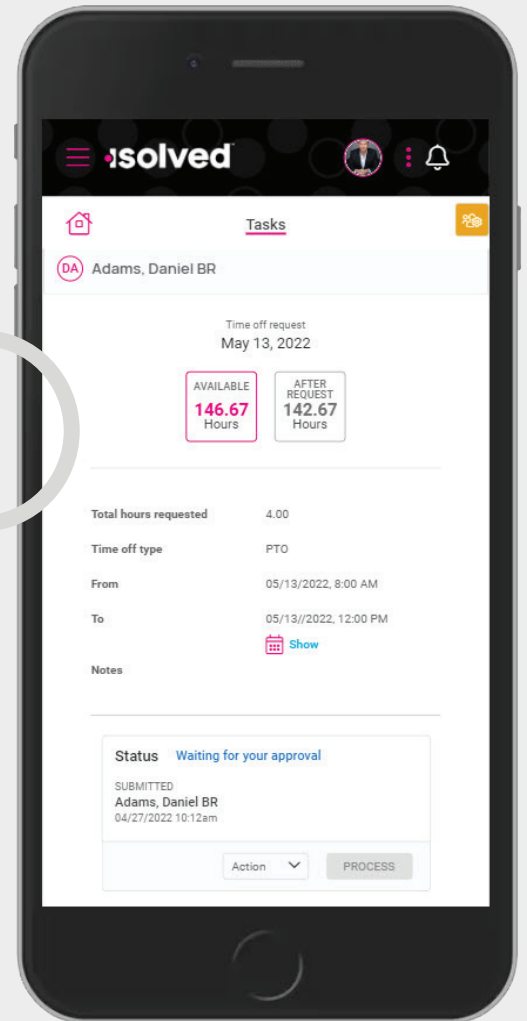
Quickly categorize employees, set schedules, communicate shift shortages and requirements, and predict future workforce needs.

## Expense Management

Employers need to ensure alignment with company budget goals and policies while gaining visibility into what funds are moving in and out of the business. With isolved Expense Management, automate processes, comply with regulations and maximize employee participation in expense reporting without the need for additional software.

## Occurrence Tracking

As a tool to optimize employee performance and effectiveness, isolved Occurrence Tracking enables you to increase visibility on time and attendance patterns. Provide managers with comprehensive insights into workforce attendance habits and improve communication between your HR team and employees. Easily monitor employee occurrences and automate your corrective actions.



## Features & Benefits

- Time clock options, including NXG clocks with optional biometric scanner
- Rules-driven pay policies
- Shift differentials
- Labor allocations
- Crossing midnight boundaries
- Comp time management
- Overtime and premiums
- Meal and break tracking
- Error alerts
- Geofencing (set location boundaries for clocking in/out)
- Shift scheduling
- Coverage and schedule requests
- Schedule alerts
- Shift eligibility
- Schedule large groups or entire workforce
- Predict future workforce needs
- Employee expense submission
- Expense reporting
- Employee reimbursement management
- Define and manage infractions



“

I would definitely recommend isolved to anyone who is looking for a system that has variety of features, customization when needed, ease of use and a great experience for your employees – anyone who is looking for a whole package.”

- Morgan Dunn, HR Manager, IHMVCU



Connect, align and engage.

## Talent Management

Enable your employees to stay connected, share ideas, seek feedback and collaborate—all while improving productivity and boosting performance. isolved Talent Management solutions allow employees to learn, share, innovate and grow to be the best they can be.

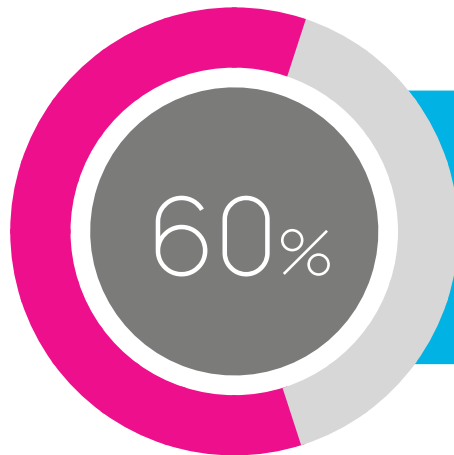
## Share & Perform

isolved Share & Perform enables multi-directional employee communication that drives toward a transformative company culture.

Built-in employee recognition and performance management tools allow both employees and managers to engage in maximum business success.

## Learn & Grow

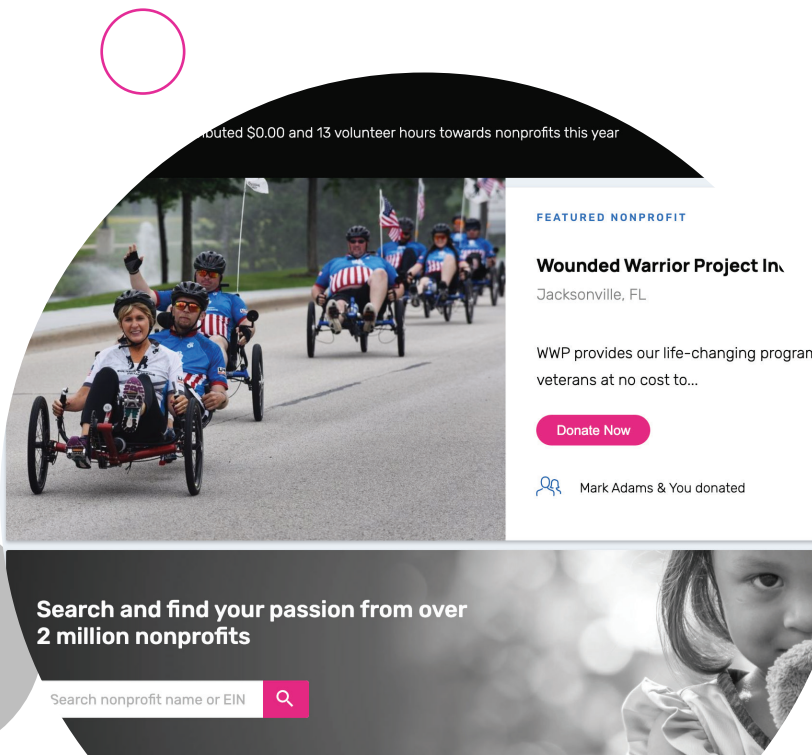
Employees are looking for more value from their employers, with learning opportunities being at the top of their lists. Execute your organization's online education and growth objectives with isolved Learn & Grow, an end-to-end learning management system for continuous career growth and upskilling.



60% of Millennials and Gen Zs would leave a company within two years if the company were not having a positive impact on their community

## Giving & Volunteering

isolved Giving & Volunteering provides both employees and employers what they are asking for—alignment with charitable causes plus simple, seamless methods for managing giving programs, processing contributions, and reporting social responsibility. Now, even as a small employer, you can compete for top talent while fostering employee loyalty and retention.




Contributed \$0.00 and 13 volunteer hours towards nonprofits this year

**FEATURED NONPROFIT**

**Wounded Warrior Project Inc.**  
Jacksonville, FL

WWP provides our life-changing program for veterans at no cost to...

[Donate Now](#)

 Mark Adams & You donated

**Search and find your passion from over 2 million nonprofits**

Search nonprofit name or EIN

ITY

ntered for Foster Dogs Incorporated

TRENDING NONPROFITS



## Features & Benefits

### Share & Perform

- Collaborative feed wall
- Knowledge-sharing tools
- Pulse surveys
- Rewards and recognition
- Interactive org charts
- Goal setting
- 360 reviews
- Performance reviews
- Nine Box

### Learn & Grow

- 150 pre-built courses
- Gamification
- Create learning paths, quizzes, certifications
- Custom content
- Content Marketplace
- SCORM viewer

### Giving & Volunteering

- Corporate giving and volunteering campaigns
- Automate processes from campaign launch through tax reporting
- Payroll integration
- Over 2 million non-profit organizations
- Promote company-sponsored nonprofits and social causes



## Deliver employee experience by design. Intelligent Accessible Platform

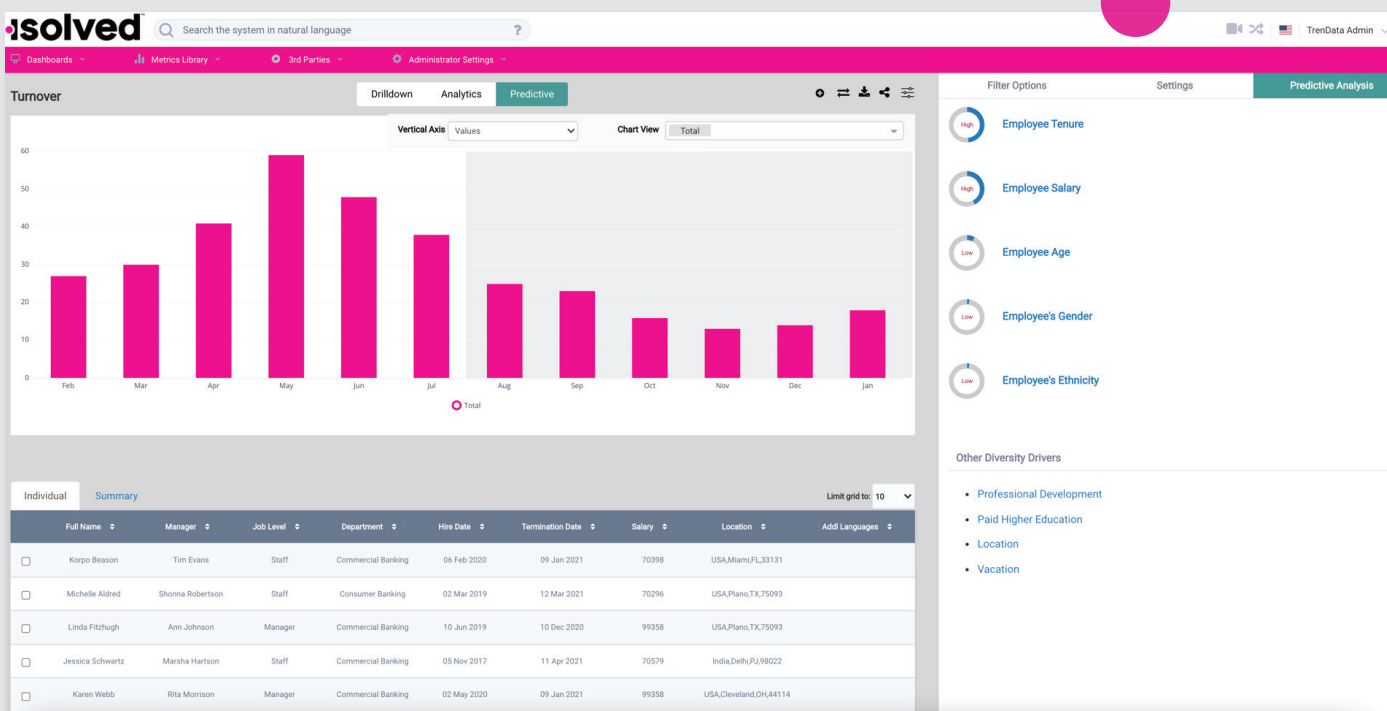
Employing Artificial Intelligence driven systems that provide a fully rounded view of employees and their work, HR teams can bring together performance metrics and behavioral drivers, presenting meaningful, data-driven actionable insight to leaders making complex but critical decisions regarding the workforce.

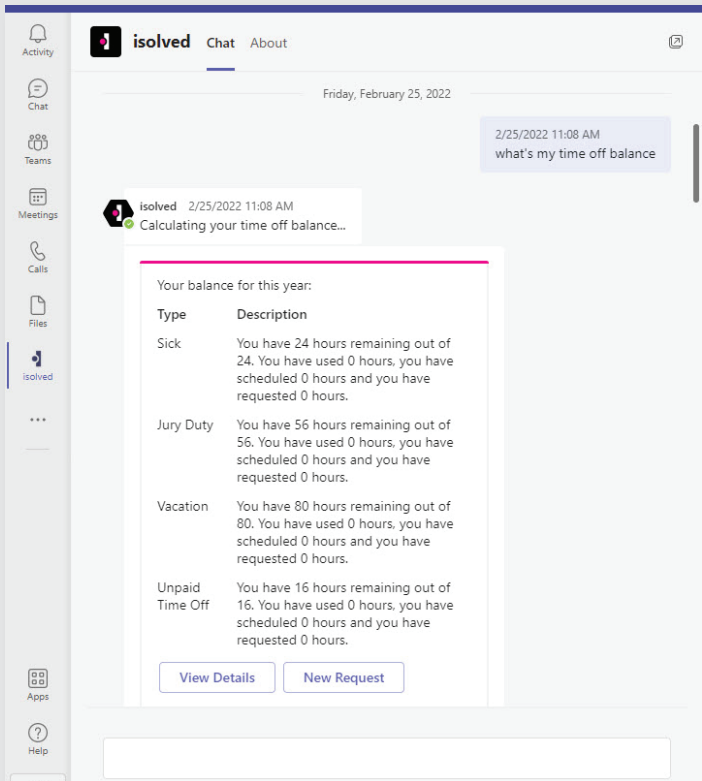
## Intelligent Reporting

With isolved, you'll get over 300 standard reports that help you track key metrics for your organization. Reports such as Payroll Summary, Employee Census and OSHA Incidents give HR administrators the data needed to make key decisions in real time. Create custom advanced reports easily, and with only a click of the mouse create formulas where needed.

## Predictive People Analytics

With the power of AI-based solutions, HR teams can now visualize workforce metrics to better plan for changes in the employment landscape. isolved Predictive People Analytics provides comprehensive benchmark data to help source and secure top talent and predict attrition across individuals and groups—all resulting in improved employee experience and operational goal alignment.





## Conversational Virtual Assistant

With isolved Conversational Virtual Assistant (VA), employees can find answers to common questions about their work schedule, timecard information, their elected benefits and even payroll matters they need quickly. The VA helps with requests in a fun, chat-like way keeping basic HR service desk requests to a minimum – all from within popular work apps your employees already use.

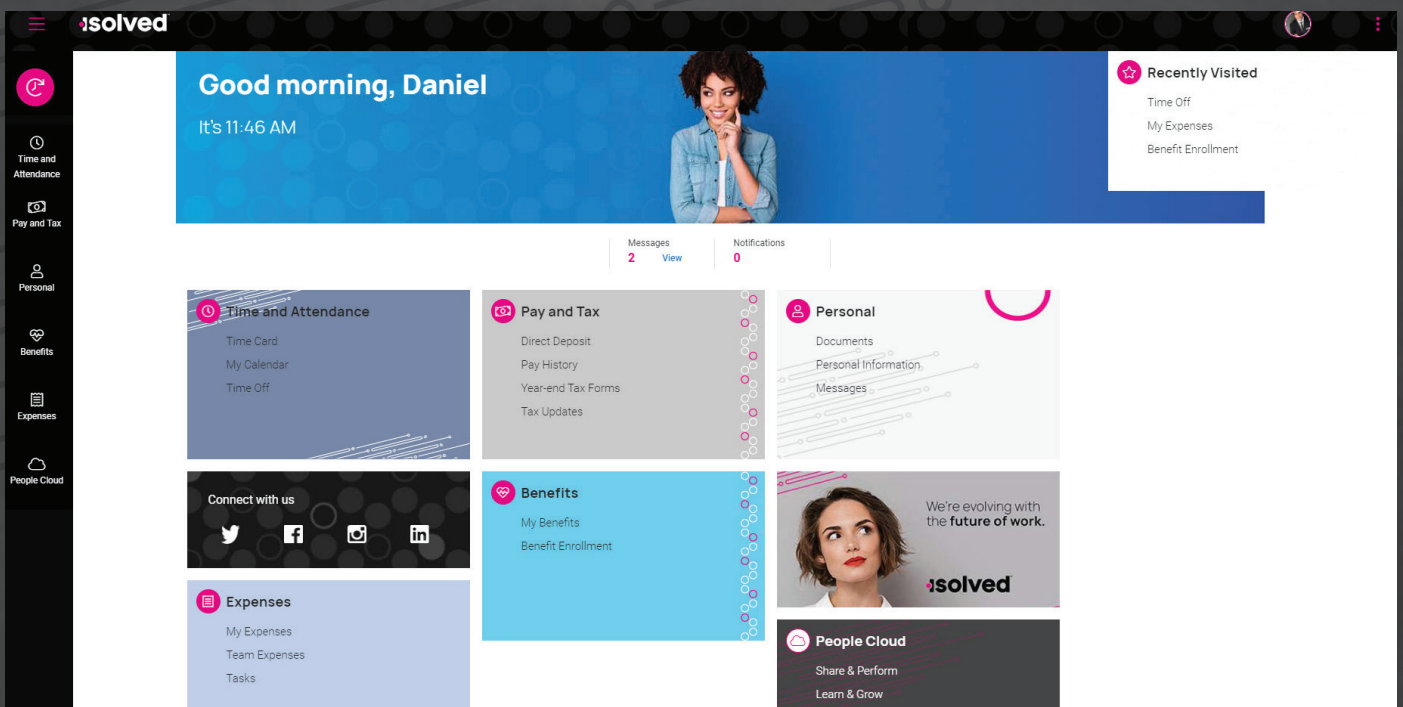
## Integration Marketplace

In the isolved Integration Marketplace, you'll find a collection of additional HCM modules that help create the ideal solution for your organization's needs.



## On-the-Go Adaptability for a Better Employee Experience

The isolved **Adaptive Employee Experience** allows employees anytime, anywhere access to view and request time off, update address and banking information, and complete other standard HR tasks directly from any device. This secure, self-service environment saves your HR resources time and effort, enabling them to focus on more strategic initiatives.



**The most challenging  
business is the business of  
people. Make it easier with  
SelectHCM and isolved.**

Learn more about how we can help  
you employ, enable and empower  
your workforce today.

**is**

 **SelectHCM**

