

# Human Capital Management Plans Comparison

Feature	Essentials	Time Essentials	Benefit Essentials	Total HCM
Online Payroll Software	★	★	★	★
Deposit Federal/State/Local Payroll Taxes	★	★	★	★
File Federal/State/Local Payroll Tax Returns	★	★	★	★
Direct Deposit	★	★	★	★
On-site Check Printing	★	★	★	★
Garnishments	★	★	★	★
Quickbooks General Ledger Export	★	★	★	★
Benefit Accrual Tracking	★	★	★	★
Workman's Compensation Tracking	★	★	★	★
New Hire Reporting*	★	★	★	★
HR Support Center*	★	★	★	★
W-2 Generation and Federal/State Filing*	★	★	★	★
Job Costing	★	★	★	★
Custom Reports	★	★	★	★
Employee Self-Service Center (Online)	★	★	★	★
Employee Onboarding (Online)	★	★	★	★
Performance Evaluations	★	★	★	★
Track Employee Contacts & Prior Employment	★	★	★	★
Track Certifications/Education/Training/Skills	★	★	★	★
Track Awards/Disciplinary Actions/Assets	★	★	★	★
Track Employee Documents/OSHA Incidents	★	★	★	★
Track Anything with Unlimited Custom Fields	★	★	★	★
Web/Magnetic*/Proximity*/Biometric* Clocks		★		★
Hour/Punch Entry		★		★
Labor Allocation		★		★
Custom Meal & Break Policies		★		★
Holiday Management		★		★
Overtime Management		★		★
Time Rounding Rules		★		★
Error Monitoring By Alerts		★		★
Advanced Shift Scheduling		★		★
Employee Online Benefit Enrollment			★	★
Benefit Enrollment Welcome Messages			★	★
Benefit Enrollment Email Alerts			★	★
Benefit Deductions Auto Update In Payroll			★	★
Check Memos Auto Update in Payroll			★	★
Manage Special Elections & Terminations			★	★