

rapid! PAYCARD - ELECTRONIC PAYROLL SUCCESS!

How Penmac Staffing Services Reduced Payroll Distribution Costs and Provided a Great Employee Benefit

Penmac Staffing Services, Inc. has been placing people first for over 22 years. Penmac is a premier supplier of staffing and human resource services. Over half-a-million people have walked through their doors seeking employment, education and career training. More than 600 business clients

depend on Penmac everyday to keep their businesses productive and competitive. Over 20,000 employees work for Penmac every year. Penmac, a certified woman-owned business, operates 30 offices in 11 states.

KEYS TO SUCCESS

OBJECTIVE: Reduce payroll distribution costs and optimize payroll processes.

SOLUTION: Introduce the rapid! PayCard Visa Payroll card as part of the company's new paperless pay (e-pay) initiative.

RESULTS IN JUST ONE YEAR:

- 98% e-pay
- \$100,000 Savings



There are 23 states that allow employers to mandate electronic deposit. Under this scenario, employees must choose to be paid by direct deposit to a bank account or a payroll card as check payments are not offered by the employer.

The Situation

In 2008, "Our executive team took a hard look at what it was costing us—both in dollars and environmental resources—to get our people paid each week," said Carmen Rost, Payroll Manager "We were amazed at the level of resources used to deliver payroll each week", Penmac was paying 75% of their workforce via paper check with the remaining on direct deposit. "Understandably, our employees want, and need, their pay on payday. They just can't wait for a paycheck to arrive in the mail. Therefore, a high percentage of our employees had chosen to drive to one of our offices on Friday afternoon to pick up their paycheck. This led to literally hundreds of thousands of dollars in lost billable time, inefficiencies or expense for us, not to mention lost wages for our employees."

KEYS TO SUCCESS

- Committed project team with senior management support
- Strong working relationship with rapid! PayCard
- Effective company-wide training program
- Attractive enrollment incentive programs for managers and employees

* This does not represent legal advice. Each company should check with its own legal department on appropriate methods of pay within each state.

The Solution

Penmac implemented the Employer ZERO COST rapid! PayCard as an alternative to paper checks for its employees, and the results have been dramatic. "We looked for the best options for our employees and selected rapid! PayCard as our paycard provider. They have the best product features and support in the industry and have been a definite asset for us." Initially the Penmac team was concerned about the employee reaction to an electronic payroll conversion but found that the program was well received. Every Penmac location was trained by rapid! PayCard on the benefits of the program and was supported through the conversion. "We brought in both local bank representatives and the rapid! Paycard for our employees to choose the best option for them. We wanted our employees to have the best options available. Most employees selected the rapid! PayCard because of its low cost, card features and benefits."

The Results

The results are in and they are significant. Penmac has now eliminated almost all paper checks. They are currently at 98% direct deposit and ePaystub participation. "We only cut checks now if we have made an error in new employee enrollment", said Rost, "The rapid! PayCard support staff is fantastic. If we ever have errors in payroll, or any problem, they work with us to correct any issue on the front end." Nearly 50% of Penmac employees currently receive their payroll on the rapid! PayCard. "**Penmac will save almost \$100,000**, this year alone, because of our electronic payroll conversion using the rapid! PayCard."

Critical to Penmac's success were two key factors:

- 1) High level Penmac executive commitment to the electronic payroll conversion and;
- 2) Complete training and support from rapid! PayCard for our branch personnel

"Our executive team was very comfortable with the rapid! PayCard product and felt confident that our conversion would be well supported by the rapid! team. They have been a great partner for Penmac in our electronic payroll conversion."

For more information about rapid! PayCard or to have a representative contact you visit www.rapidpaycard.com.

Having a rapid! PayCard VISA branded pay card means that it works everywhere VISA is accepted.

COMPANY PROFILE

Type of Service: Staffing Services

Number of Employees: 20,000

Number of Locations: 30

Employee Turnover: High

PROGRAM RESULTS

	2008	2010
Percentage Paid by Check:	75%	2%
Percentage of Electronic Pay:	25%	98%
Total Annual Savings		\$100,000

rapid! PayCard Company Summary

rapid! PayCard is a leading provider of VISA branded prepaid debit-cards to employees. The rapid! PayCard e-payroll Program is designed to take the paper out of payday.

rapid! PayCard helps companies save money and minimize their use of paper and resources so they can increase environmental sustainability efforts, through e-payroll.

Our employer focused programs can seamlessly integrate into your existing payroll process, saving time and money. Best of all, this can be done at NO COST to you as the employer!

Interested in ePayroll?

Learn more about the rapid! PayCard program. Contact us at:

- www.rapidpaycard.com
- 1.888.828.2270
- sales@rapidpaycard.com