

Local Staff Serving Local Companies

Innovative has been providing solutions to local employers since 1991. We have experience working with small to large employers in a variety of industries, servicing over 1,000 companies throughout the North Bay and beyond. Our tenured professionals bring their decades of knowledge in IT, Payroll, Accounting, and HR administration to support our clients, across all organizational types, and through a myriad of constant legislative changes. Everyone has unique needs. By listening to and working with our clients, we are able to provide strategic input and technical expertise, to help design a solution that meets the needs and budget of each client.

Schedule a consultation with one of our Business Solution Specialists and learn how we can help your organization.



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Innovative's commitment to customer service and responsiveness has been key to a working relationship that spans over 20 years.

- Client since 1995

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We believe that Innovative provides the best and most comprehensive HRMS platform in the industry.

- Client since 2016

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Innovative has been an invaluable business partner since we began our operation – and they are right in our own backyard!

- Client since 2010



Getting your people **paid**

- ✓ Payroll
- ✓ Time & Attendance
- ✓ Advanced Scheduling
- ✓ H.R. Administration

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www.ibspayroll.com

innovative
BUSINESS SOLUTIONS
FOR HUMAN CAPITAL MANAGEMENT





✓ Trust the experts



Payroll Solutions

- ✓ Detailed Pay Statement Preview
- ✓ Full Tax Deposit & Filing Service
- ✓ Paid Time Off Accruals
- ✓ Direct Deposit & Paycards
- ✓ Customizable Earning & Deductions
- ✓ Instantly Print Live & Manual Checks On-Site
- ✓ Multi-Level Allocation Reporting
- ✓ Journal Entry Report & Import File
- ✓ Retirement Plan Report & Import File
- ✓ Workers' Comp Report & Pay-As-You-Go



Human Resource Solutions

- ✓ On-Boarding, Applicants, & Job Requisitions
- ✓ Benefit Administration & Open Enrollment
- ✓ Position & Job Management
- ✓ Performance Evaluations & Development
- ✓ Leave Management
- ✓ Trainings & Credentials
- ✓ EEO/OSHA/VETS/FMLA Reporting
- ✓ Compliance Tracking & Alerts
- ✓ Lite & Enterprise Versions

One paperless, unified cloud platform to manage your workforce through the entire employee life cycle.

Flexible web & mobile applications to meet your business needs.

Solutions that work, regardless of your organization size, type, or location.

All Modules Feature:

- ✓ Mobile Application
- ✓ Employee & Manager Self-Service
- ✓ Powerful Data Imports & Exports
- ✓ Customizable Reports & Graphs
- ✓ Detailed Audit Reports
- ✓ Automated Event Notifications
- ✓ Email Report Generator

Wondering how your company can reduce administrative paperwork, compliance risk, human error, and labor costs?

Visit www.ibspayroll.com for more info.



Time & Attendance Solutions

- ✓ Time Collection: Clocks, Web or Mobile
- ✓ Attendance Behavior Rules & Tracking
- ✓ Overtime Calculation Rules & Notifications
- ✓ Meal Break Rules & Notifications
- ✓ Robust Labor Allocation Features
- ✓ Track Multiple Rates / Types of Pay
- ✓ Time Off Requests
- ✓ Expense & Mileage Reporting
- ✓ Customizable Approval Processes



Advanced Scheduling Solutions

- ✓ Skill-Based Schedules
- ✓ Customizable Rules & Constraints
- ✓ Fatigue & Overtime Management
- ✓ Flexible Scheduling Methods
- ✓ Customizable Schedule Views
- ✓ Color-Coded Reports & Graphs
- ✓ Open Shift Management
- ✓ Swap Shift Requests
- ✓ Employee Availability