



EMPLOYEE PAY FREQUENCY AND WAGE ACCESS OPTIONS



EMPLOYEE PAY FREQUENCY ANALYSIS

Facts

- KISD pays all employees, with the exception of 260-day calendar workers, once-a-month
- This August, the Human Resources department conducted a survey of all employees to determine that rate of preference for moving to twice-a-month pay periods
- Current survey results: 3978 votes
 - 51% once-a-month
 - 49% twice-a-month

Risks

- Going to two pay periods a month will necessitate added personnel in Payroll, Benefits, and HR to process timecards, establish pay in the system under tighter timelines, and to adjust benefit deductions
- Current estimates would be **8** added specialist positions and the necessity to move some employees from a 222-day calendar to a 256-day calendar
- Total permanent increase in cost for these added personnel and calendar days would be **\$940,000** a year.
- Added pressure on campuses to process timecards more frequently

Assumptions

- A growing number of employees are asking to be paid on a more frequent basis
- Increasing the number of pay periods will necessitate increased personnel at central office to ensure that pay is accurate, and that proper reports on pay are made to governing agencies (IRS, Attorney General, etc.)

Opportunities

- Wagestream offers employees the opportunity to access funds from their earned income prior to payday
- These payments would not be loans. Employees would be able to access money through the Wagestream App when they had a need for funds prior to their next payday
- The district can set a limit on the amount of money that could be made available to employees, and prevent employees who have obligations such as wage garnishment from participating

MORE INFORMATION REGARDING WAGESTREAM

The Wagestream logo, featuring a stylized 'W' made of three horizontal bars, with the word "Wagestream" in a sans-serif font.

3.5M+ employees across 2,000+ brands, globally, use Wagestream

Logos of brands using Wagestream:

- GE, DrivenBrands, rbi restaurant brands international, wayfair, FIREHOUSE SUBS, DriveTime, new balance
- DOLLAR GENERAL, McDonald's, CardinalHealth, purple, POPEYES, CAREPATHrx, sunrun
- SIZE MORE, EMERUS, Altium Packaging, FLOOR DECOR, Crate&Barrel, GENERAC
- ALAMO DRAFTHOUSE CINEMA, DAVIDSON HOSPITALITY GROUP, Owens & Minor, BURGER KING, RaceTrac, ALDO, TERRIBLE'S

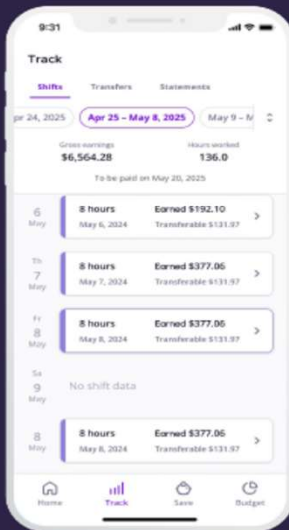


MORE INFORMATION REGARDING WAGESTREAM

Wagestream's holistic financial wellbeing solution

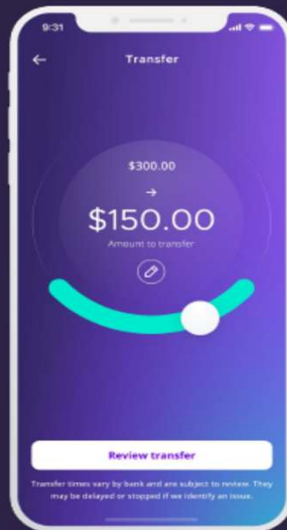
Track

Track earnings and view hours worked



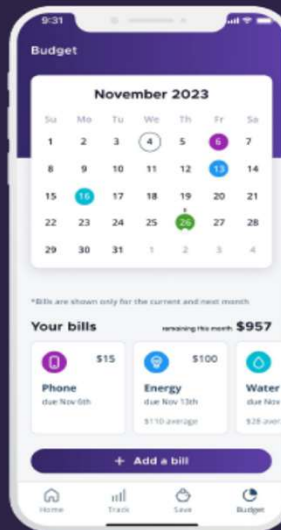
On-Demand Pay

Access earnings on demand, ahead of payday



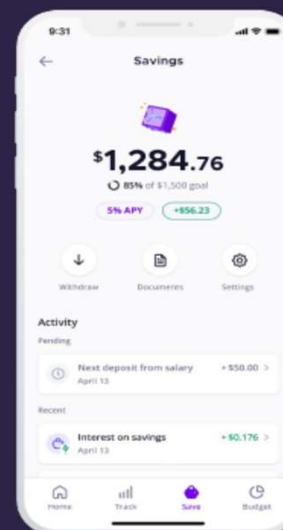
Budget

View upcoming bills to manage personal cash flow



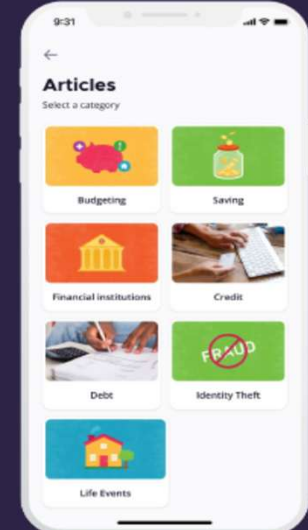
Savings Account

Earn 5% APY to build financial security



Education

Improve financial literacy with digestible tips



MORE INFORMATION REGARDING WAGESTREAM



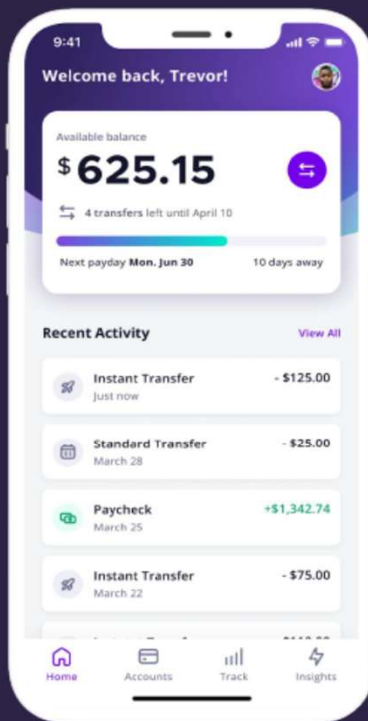
WELLS
FARGO

Settlement Accounts
are provisioned by Wells
Fargo

Settlement Accounts

Settlement Accounts allow instant access to wages with **no impact on cash flow**

- o Assigned to every enrolled user
- o Replaces their direct deposit in payroll (*employees on paper check are not eligible*)
- o No action required from corporate payroll
- o Allows access to wages every day of every month



Payroll operates as normal, no change required

MORE INFORMATION REGARDING WAGESTREAM



Setup and Tracking - TX ERP

✓ Integrated with TX ERP



MORE INFORMATION REGARDING WAGESTREAM



Wagestream in Texas

40,000+ Texas district employees have access to Wagestream



"Thank you HISD for this option!! It's peace of mind knowing it's available."



Wagestream district employee survey

"Has helped my family tremendously"



Wagestream district employee survey

"Made my life so much better"



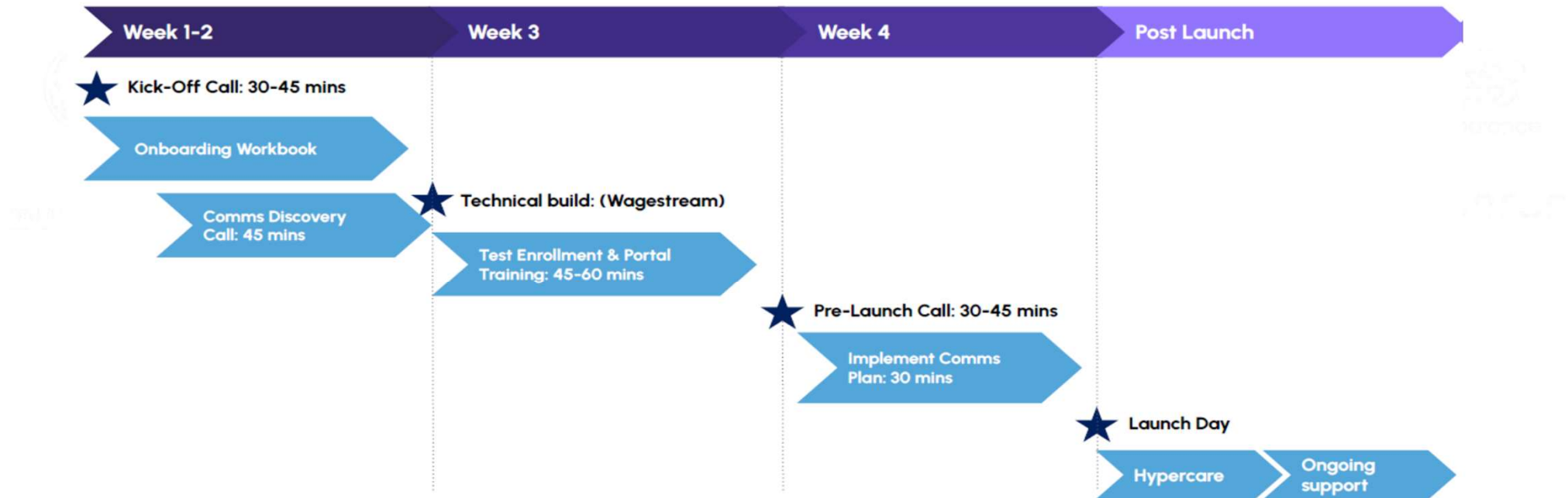
Wagestream district employee survey

MORE INFORMATION REGARDING WAGESTREAM



Tentative Project Timeline

Total Time Needed: 4-5 hours over 4-6 weeks*



*This timeline is contingent on client delivering Wagestream the necessary data in a timely manner.