

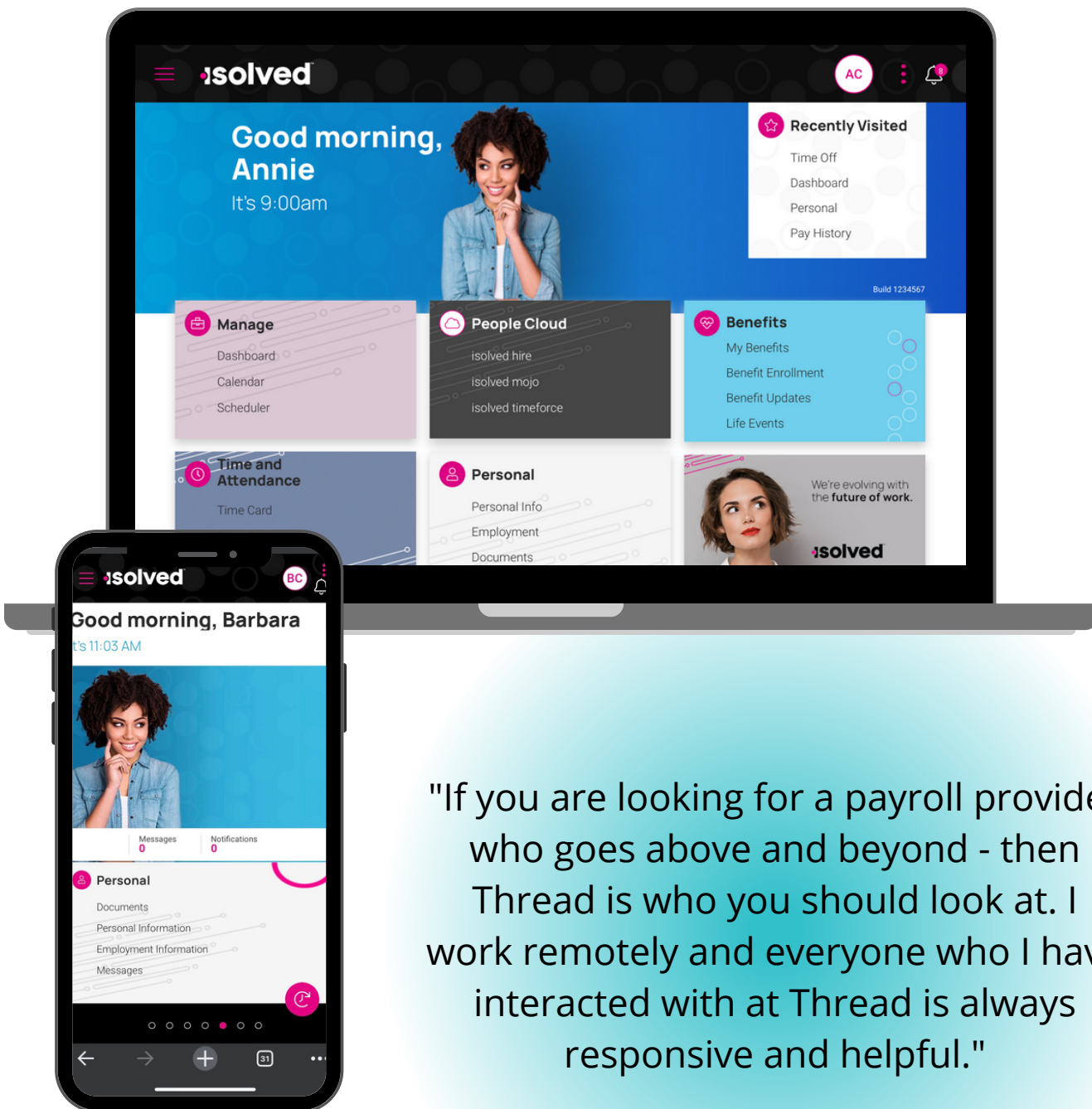


OUR SOLUTIONS AND SERVICE

**Building High-Performance, High-Culture
Companies by Connecting People and
Technology for a Better Workplace**

Seamless all-in-one tech | Tight-knit client care

Tailored HR consulting | All woven together



"If you are looking for a payroll provider who goes above and beyond - then Thread is who you should look at. I work remotely and everyone who I have interacted with at Thread is always responsive and helpful."

Controller, Manufacturing

A seamless all-in-one tech solution

Thread + isolved deliver a fully connected employee experience that you can tailor to your precise needs. Our platform helps you take on the challenges of human capital management so you can focus on creating a better workplace.



We Connect

Guiding you through the chaos of workforce management processes with a best in class HCM software is our specialty!

Learn more about our **customized solutions** to meet your unique business needs.



We Unify

Helping your organization leap over the gap as you grow, by reducing risk, implementing best practices and training your team!

Discover the powerful benefits a **dedicated HR Consultant** brings to your business.



We Support

Providing devoted one-on-one attention to our clients and world class service is what makes our software more than software!

Meet the team behind the service who are creating a better workplace.

Employ, Enable, and Empower your Employees



Attract
& Hire



Onboard
& Develop



Payroll



Core HR



Time &
Expenses



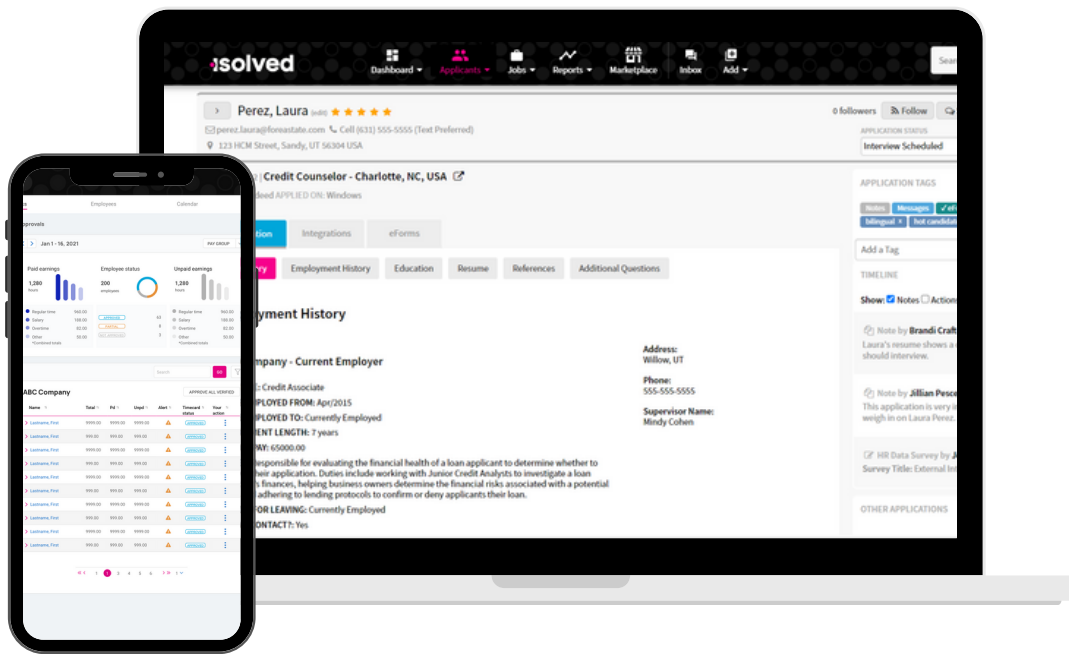
Benefits &
Services



Share &
Perform



Learn &
Grow



Attract & Hire

Where Streamlined Solutions Meet Human Hiring

Hiring is hard. In today's candidate market, you've got to be on your toes from the first words you write your job description to the moment you send an offer letter. The candidate's experience with your company and the communications they receive along the way are vital in showcasing your appreciation for their time. Having an established hiring process, time-saving tools and quick follow-through are all key to finding (and keeping!) your next great employee.



Attract Qualified Talent Post your open position to 4,000+ job boards in a single click and leverage employee referrals. Branded career sites and mobile-optimized applications ensure a seamless candidate experience.



Stay Top of Mind Nurture candidates by staying in touch right inside the candidate profile. Easily communicate every step of the way with one-click email templates, assessments, and interview scheduling.



Hire at Scale Move faster by automating admin tasks. Reduce time to hire by collaborating with team members and scoring candidates for fast feedback.



Access Actionable Insights Inform and improve your hiring process with robust reporting. Pre-built reporting means you can make better hiring decisions in less time.



Simplifying HR to Support Engagement

Your HR package may include but is not limited to the services listed below.

HR Support

- Proactive Support and Check-In Conversations with your HR Team
- Unlimited "Ask the HR Pro" Q&A
- HR Checklists and How-to-Guides
- Job Description Samples & Review
- Employee Handbook Creation (Multi-State Included)
- Templates of Forms and Letters
- Policy and State Law Library
- Quick Reference Articles

Management Training

- New Manager Training and Coaching - virtual, recorded, or live if you're local
- Interviewing, Performance Management, Employment Law 101
- Leadership, Professionalism, and more

Engagement Tactics

- HR Strategy and Employee Engagement Consulting
- Employee Relations Coaching for Designee & Managers

Risk Reduction

- Employment Law Alert Notification
- Monthly Projects such as Employee Handbook Updates, Compliance Audit Assistance, Forms/Policy Reviews
- Compliance Audits: Employee Files, I-9s, Wage and Hour, Risk Assessment, Classifications, Labor Laws, Posting Requirements, etc.

Process Improvement

- Resources for ADA, FLSA, FMLA, etc.
- Compliant and Practical Pre-Hire & New-Hire Processes and Forms
- HR Coaching for Leaves of Absence, Claims Management, and Terminations

Strategic Support

- Monthly Alignment Meetings and Ongoing HR Coaching for a Designated Team
- Timeline and Priorities Collaboration
- Turnover Reports



Managed Services

Our umbrella of managed services offerings is designed to help business and HR leaders fill the gaps and move faster in their roles. Our services are customizable for your organization. You choose which service(s) help you the most.

ProActive HR

Looking for help with both compliance and proactive HR initiatives like employee engagement and retention?

What you get with ProActive HR:

- We help with the backroom and give HR a seat at the table
- Thread provides hours of HR work each month for around 30% of the cost of adding to the team
- Our team is well-versed in compliance laws to keep you protected

Managed Payroll

Forget about the multitude of variables involved with handling payroll, and let the experts do it for you!

Here's some of the ways we help:

- Data Input and Auditing
- Balancing
- Tax Remittance
- Client/Admin Questions
- Garnishments
- Reporting
- Handle Payroll Admin

Thread Recruiting

Spend less time searching for people & more time perfecting your people plan.

What's included:

- Job Postings
- Resumes Screenings
- Initial Phone Screenings
- Tracking the Process
- Providing Recommendations

Thread Onboarding

Get on board with offloading your hiring processes!

What you could expect:

- Create offer letter templates
- Build digital new hire packets
- Complete e-verify process
- Initiate background checks and drug screenings
- Get new hires through the onboarding wizard
- Ensure i-9s and tax forms are completed
- Field onboarding questions



Payroll & Core HR

Bring Payroll & HR Together

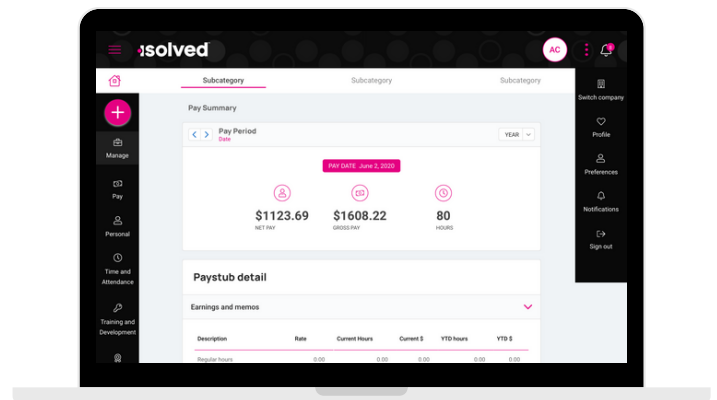
Say goodbye to disparate systems or clunky integrations and hello to making better-informed decisions. Take on a more strategic role with less redundancy, fewer errors, and better analytics through a single source of truth. By accessing, sharing, and analyzing your HR and Payroll data from isolved People Cloud, you'll drive organizational performance more strategically.

isolved People Cloud An intelligently-connected HCM platform providing a single data set designed to improve your business decisions and planning.

Insightful Reporting No more missed opportunities. Generate reports with actionable insights for measuring and accelerating business growth.

Richer Employee Experience Employees now become partners. Boost employee engagement by offering real-time access to data through self-service capabilities.

Improved Compliance Tackle ever-changing employment legislation. Making updates to a single data set is optimal for adapting to changes related to taxes, employment regulations and more.



Payroll and HR Capabilities

- Total compensation
- Direct deposit & pay cards
- Tax filing & credits
- Garnishments
- Expense reimbursement
- Salary management
- Employee self-service
- Manager self-service
- PTO accrual
- Job history
- Benefits administration
- Certification tracking
- Data integration & audit
- Document management
- Wellbeing/wellness



Workforce Management

Minimize your workload with Expense Management

To comply with regulations and ensure employees are spending within budget and according to expense policy, expense management technology provides visibility into what funds are coming in and out of the business.

Why Expense Management?

47%

of companies use a dedicated expense management software

35%

of companies don't know what they spend per Expense Report

46%

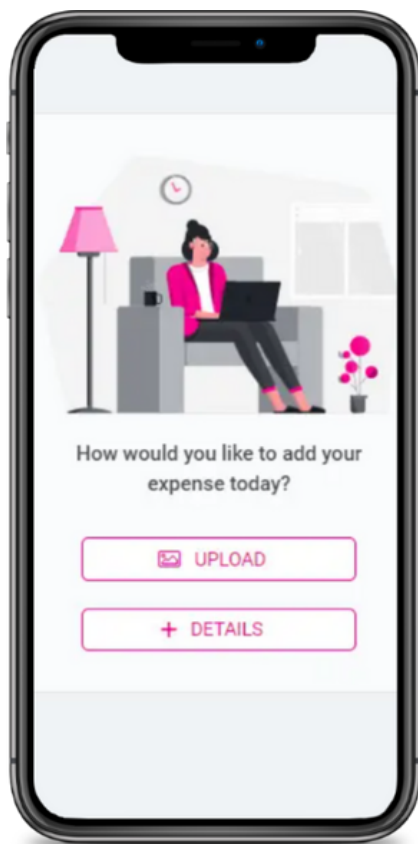
of companies achieve positive ROI in less than one year after switching to a cloud-based expense system

- Boost employee satisfaction
- Faster expense processing and reimbursement
- Access reports anytime, anywhere
- Ensure compliance with company and government guidelines

Streamline the expense reporting process with a system that seamlessly integrates with Thread Payroll

This easy-to-use system simplifies the expense report process and shortens work. This also increases employee satisfaction by allowing for a quick turnaround for the employee's funds.

Using the Adaptive Employee Experience (AEE), employees and managers can submit, oversee, and approve single entry expenses whether they are at their desks or on the road. Employees will have access to their expense status, pay history, and any documents needed for their personal tax statements. Meanwhile, administrators can get what they need quickly to ensure accurate processing with a single view of automated approval workflows, reporting, and more with the configurable system to meet the requirements of each organization's expense policy.



Improve your organization's financial health by identifying opportunities to save costs and avoid potential risks.

Benefiting from a single system of record, administrators can keep control of expenses and tax reporting to enhance employee compliance. They can track expenses by business category, purpose, subcategories, departments, and other drill-down reporting – including integration into their finance general ledger all in one place.

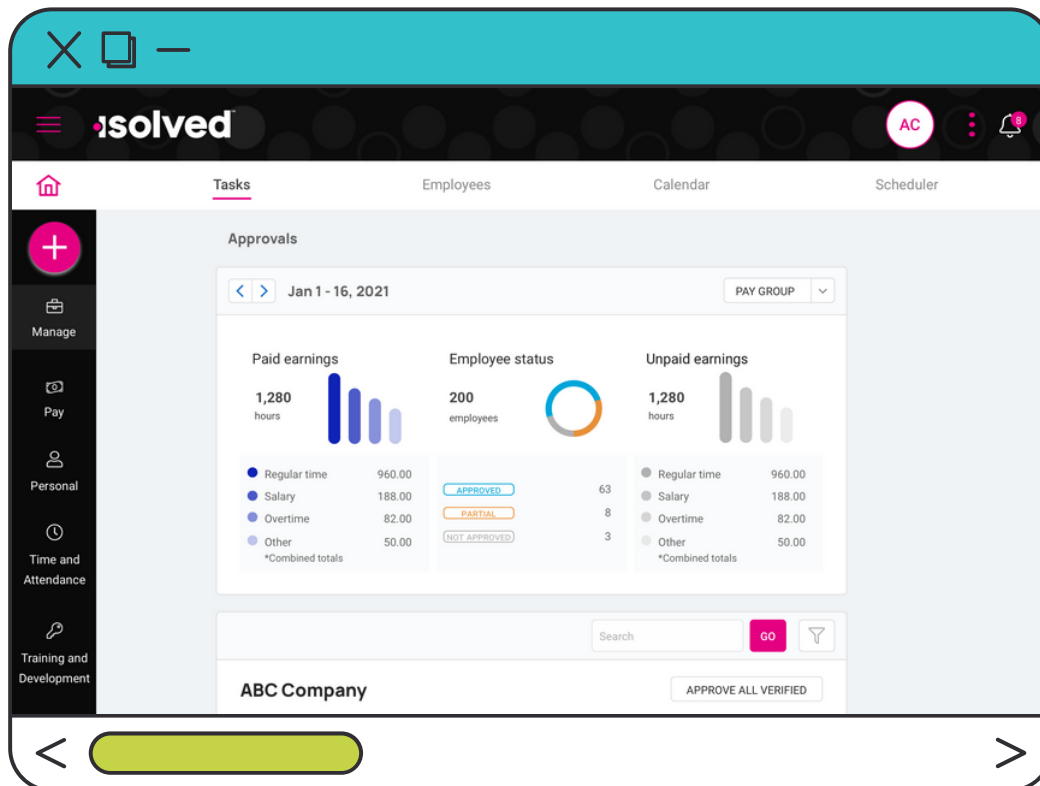
Thread customers benefit from the highest security and compliance standards of Microsoft Azure and isolated People Cloud. By eliminating another third-party application and bringing expense management into a company's single HR system, potential weak spots are reduced, eliminating entrances for hackers to access.



Workforce Management

Save time. Minimize errors. Improve compliance.

The reality is HR is expected to get payroll right, every time. Therefore, it's critical to implement an accurate and reliable process. Move beyond outdated software, time sheets, and spreadsheets to process employee time and attendance with proficiency.



Improve your payroll process by accurately tracking, managing, and processing time, labor, and attendance for your entire workforce, even those who are remote or on the go. Adaptive and scalable cloud-based HCM software facilitates strategic workforce engagement, collaboration, and compliance with all regulations including the Affordable Care Act (ACA).

Access and analyze your employee data through a single source of truth. With insights from your employee information, you'll save time and money and reduce the risk of data loss – all while strategically improving your business and employee experience.

Features and Benefits



No separate time system

Collect, manage and process your time right through Thread



Better manage your employees

Manage your time and attendance data and employee profiles



Manage comp time

Comp time allows you to offer extra paid time off in lieu of costly overtime pay for overtime hours worked



Make scheduling a breeze

Build shifts and schedules, set permission rules, determine shift eligibility, send instant scheduling alerts, and set up coverages and shift requests



Improve your bottom line

Eliminate buddy punching and time theft



Make time tracking easier

Easily and efficiently track your employee time



Handle any work environment

Track employee time from home, the worksite, multiple locations and more



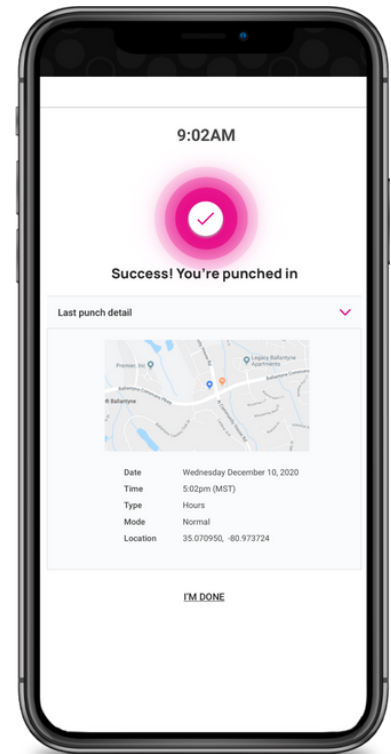
Collection methods

Choose the time collection method that works best: virtual clocks, mobile app, or physical time clocks



Geofencing

Eliminate time-clock errors with geofencing, a way to create map boundaries and allow employees to clock in and out within the boundaries





Benefits & Services

Fully Optimize The Way You Handle Benefits Enrollment

Benefits enrollment can be a sore spot for HR and benefits managers. Filling out election forms and manual data entry tends to take a lot of time. But with isolated, benefits enrollment has never been easier. The robust human capital management (HCM) system allows you to set up all benefit plans at once, driving enrollments and deductions throughout the system.

Step away from the monotony of managing benefits administration and focus on strategic tasks with the simplicity of benefits enrollment through isolated.

Benefits enrollment through Thread + isolated brings:



Organized Enrollment, transforming employee experience for a better today and a better tomorrow.



Increased employee engagement with proper checks and reporting simplifying the open enrollment period



Employee self-service, allowing employees to review options and enroll in benefits from anywhere at any time



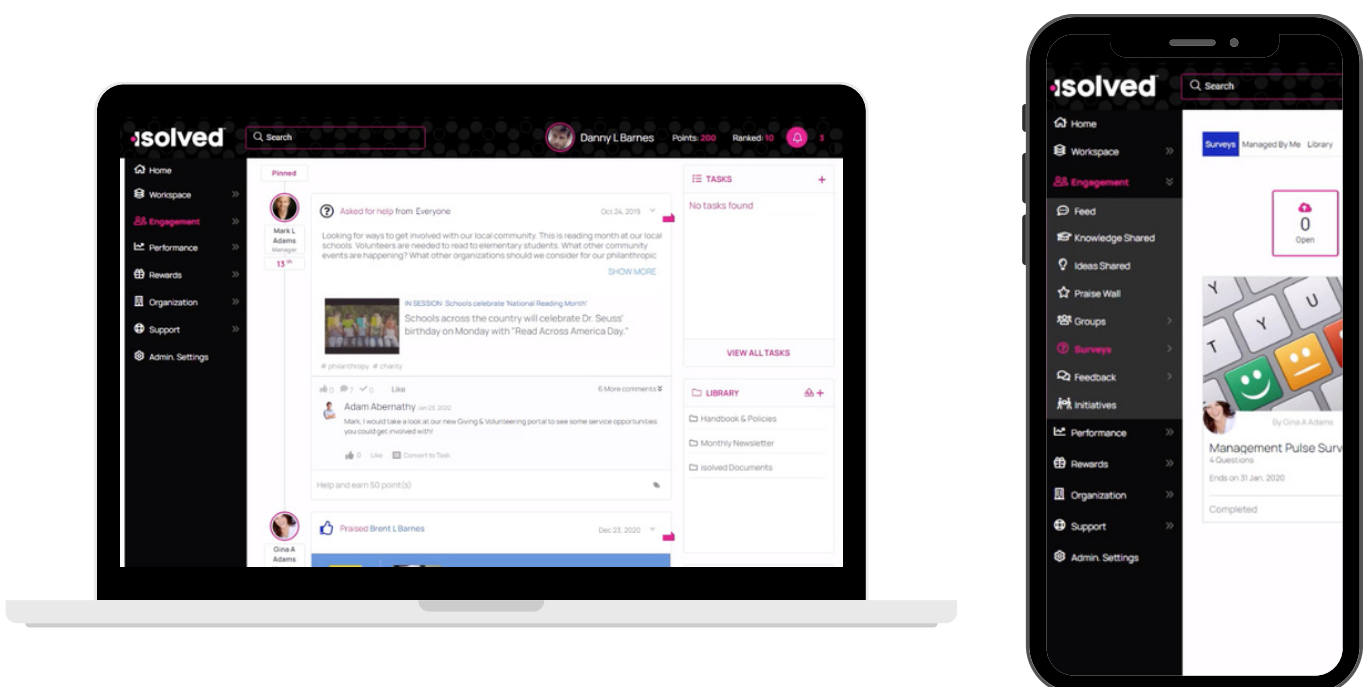
Share & Perform

Rewards, Recognition & Engagement

Capitalize on the opportunity to engage with your employees and increase talent recognition.

Recognizing and understanding employees beyond the context of work is serving as a valuable post-pandemic opportunity – one that can boost your employee engagement and, consequently, your customer experience. Many of the courses within this library are available in multiple languages and include written materials for visual learners.

The resilience of your employees was constantly tested by the pandemic. As you and organizations like yours reacted and adjusted to the quickly changing working world to ensure safety and support, self and family care, employees flexed and adapted accordingly.



Easily drive multi-directional engagement between employees and with them to build an even better organization. Thread Share & Perform helps you facilitate these meaningful and effective connections.

Pulse surveys, designed to find out what a specific individual, group, or function is thinking and feeling about a particular situation or project.

A lively feed wall to stay aligned across functions and locations while taking, collaborating, and keeping up with colleagues and projects.

A personalization dashboard that keeps the most important information right where you need it.

Crowdsourcing ideas and watching as good ones take off and go viral with upvotes from the entire organization.

Gamification elements to keep employees engaged and excited about interacting with one another and moving up the leaderboard.

Interactive org charts, which provide in-depth insights into the organization's structure and flow, as well as help employees, understand their reporting structure and the structure of those around them.

Praise for team members who have outstanding performance. Don't wait for the annual performance review or quarterly staff meeting to praise your employees who are performing well.

Rewards and recognition tools that allow your team members to rack up points when they collaborate, share and help one another. If you want to take the recognition to the next level, award cool stuff to your employees when they achieve true status.

Tools to share ideas and knowledge with other employees across the organization.



Predictive People Analytics

Collect your people data to view metrics and predict future trends with actionable insights to reach business goals and increase retention.

ANALYZE

View employee data such as commuting distance, average last raise, and average tenure time all within a simplified, graphical view. Compare your employees' work habits and performance to predict the risk of turnover and future opportunities for development.

PREDICT

Through integration with isolated People Cloud and customized filters, determine which current trends need your immediate attention while predicting future onboarding, retention, and succession planning requirements to ensure alignment with your business goals.

VISUALIZE

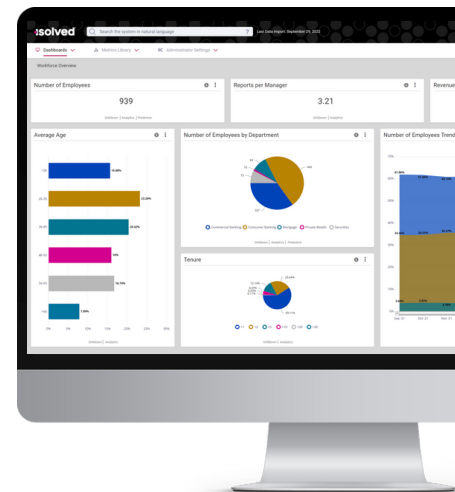
With multiple built-in report types and dashboards, access a simple view of relevant data and insights to drive business action. HR and business leaders have all relevant metrics at their fingertips to drive employment decisions and long-term planning.

The constantly evolving workforce has created the need to look more deeply into what motivates employees and keeps them engaged. HR Teams can now anticipate future workforce fluctuations and provide data-based strategic value on employee expectations that have already started to reshape the workplace.

Get Access To:

- Better visibility and insights to plan people-decisions
- Ability to incorporate HR, Finance, and Benchmarking data sources
- Centralized metric and analytics dashboards for one-stop action
- Trending, Insights, and Predictive Modeling for Prescriptive Analytics solutions
- Easy and more complete understanding of HR and People data
- Actionable insights and justification from human resources to C-Suite
- Predictive view into the future of workforce and necessary actions

ANALYZE THE TRENDS, PREDICT YOUR OPTIONS TO REDUCE TURNOVER AND INCREASE PROFITABILITY WITH THREAD.





Detailed Reporting

Access reporting tools that are easy to use and understand

Thread's People Cloud includes a point, click, and drop reporting system that is extremely simple to use. It's part of a modern employee experience by design through a connected platform that effortlessly navigates and streamlines the entire HR/employee journey.

If you have fumbled with report scripting, writing SQL statements, or searching for obtuse field labels all in a quest to view your HR and payroll information in the format you want, then this is the game-changer you've waited for.

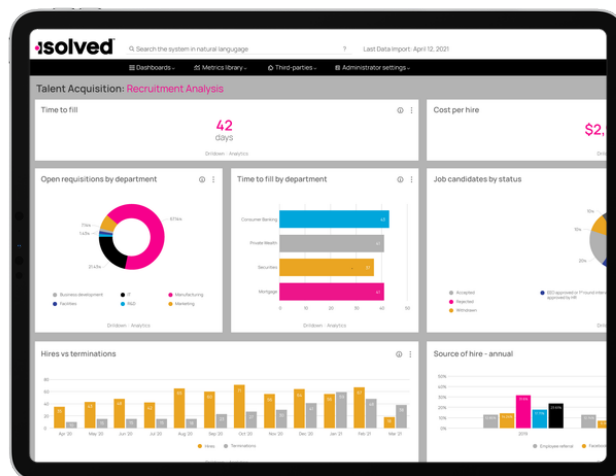
Start with commonly used, predefined fields, and then add in the fields you need – with a simple click. Decide you want to remove a field and it's gone with another click.

And the real magic?

Build formulas without crafting out complex mathematical statements. Simply choose and click. Build a formula in under a minute with confidence!

With reporting, you can:

- Change your sort, groups, and headers with a click
- Run your report by date range or by point in time
- Run for a single company or multiple companies
- Produce PDF or Excel formats
- Classify your reports (Report Groups) that can be used for security and role-based usage
- The report types within Thread's Report Writer include Payroll Summary, Payroll Check Detail, Labor Distribution, General Ledger, Education Skills, Training, Certifications, and more!





Mobile

A Better Employee Experience by Design

Providing application and data access anywhere on any device is more important now than ever before. Whether working from home, in the office, or on the go, employee experience impacts your customer experience and business success.

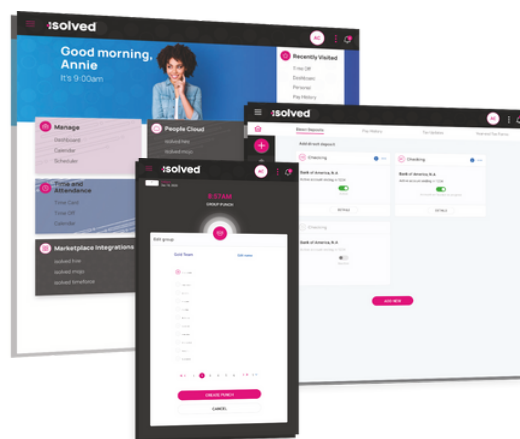
Welcome to the **isolved People Cloud** personalized user experience, a consumer-grade app that exceeds employees' usability expectations and makes it a breeze to access important information. This modern experience is user-friendly, intuitive, and fully responsive across all devices.



Employees and managers get instant access to the tools they need, from HR to payroll, talent, and performance to time tracking. It's all **built into one seamless technology**. The modern user interface empowers your employees to control their information from anywhere, on any device.

What's included in the personalized interface?

- **Year-end form**, available at your employee's fingertips
- **Pay history** to view earnings at a glance
- Full **paycheck details** and an archive
- Modern time cards with **simplified tracking**
- Filterable **calendar** with access to schedules, absences, and an hourly summary
- **Time-off** balances and requests
- Emergency **contacts**, beneficiaries, and dependents
- Federal **reporting** data
- A **customized experience** at every login



Deliver a streamlined experience for your workforce with a personalized and modern user experience. Whether you're on iOS, Android, or desktop, you'll find a consistent and engaging interface that responds to your needs in the office, at home, and on the go. Futureproof your business with a comprehensive, employee-focused platform.



Thread offers a way to make HR an advantage in your business. Thread is a business like yours. We have a team of amazing people doing great work for our clients, which then makes us succeed. We aim to be a company our employees love and candidates are flocking to. We want that for you and your team too.

With Thread you get isolved, the seamless all-in-one tech platform leading the nation; tailored HR consulting protecting your business; and tight-knit client care, which our clients rave about. We're building high-performance, high-culture companies for a better workplace. Join us.

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