

# Electronic Payroll Direct Deposit and PayCard

## Ideas

to reach your goals.

## Advice

to make your decisions with  
more confidence.

## Solutions

to meet your challenges with  
greater ease.

## Reliable, Automatic Payments to Simplify Payroll Processing and Enhance Employee Satisfaction

You need to offer employees an electronic and efficient method for receiving their recurring payroll whether they have a bank account or not, and reduce the costs associated with check processing.

### PNC Delivers

With PNC's **Direct Deposit** service, you can leverage the Automated Clearing House (ACH) network to electronically disburse funds for recurring payments such as employee payroll, expense reimbursements, and pension / annuity payments. Your employees with bank accounts can receive their payments in a convenient, timely manner.

PNC's **PayCard** service provides your employees who do not have a bank account with similar convenience and timeliness via their own personal Visa® payroll card.

In combination, these services offer a cost-effective way to completely automate disbursement of wages and other payments to your employees. Plus, employees will spend less time away from work cashing checks and avoid costly check-cashing fees.

### Easy to Implement Solutions

- **Direct Deposit** – PNC helps you enroll your employees in the Direct Deposit program. We can provide information regarding the applicable NACHA Rules.
- **PayCard** – PNC provides you with the tools needed for a successful card program, including templates for marketing the program to employees, training and phone support, and access to the toll-free PNC PayCard Customer Service Hotline for your employees.

### How It Works

- Simply use the enrollment data provided by participants in the Direct Deposit and PayCard services to update your payroll or disbursement system. You can contract with a third-party processor to maintain and initiate payments.
- At least two business days prior to the desired due date, you initiate the payments to PNC for release into the ACH network and/or loading funds to each PayCard.
- You may also use PNC's PINACLE® ACH module to easily build, store and update your company's payroll and disbursement records online.

*The NACHA Electronic Check Council estimates that companies with 100 employees can save nearly \$19,000 per year by switching to electronic pay. Businesses with 30,000 employees can save over \$5.7 million per year<sup>1</sup>.*



## ACH Reporting and Optional Services

ACH entries can be returned for various reasons, such as an invalid account number for the recipient. In the case of Direct Deposit, it may also be appropriate for the receiving financial institution to send a Notification of Change (NOC) instructing you to modify the recipient's account information.

- PNC will provide returns information to you in a user-friendly report format that can be exported to a spreadsheet or comma delimited file format. Larger programs may also desire a NACHA-formatted data transmission of returns.
- Schedule Checking enables you to supply a schedule of when PNC should receive your ACH files. In the event your files are not received, PNC proactively notifies your company.
- Monitor your file status via the PINACLE® ACH module including file status, dollars processed, and revisions. The ACH File Acknowledgement, ACH Settlement Projection, and ACH Maintenance reports efficiently recap your activity.

## Benefits to Your Organization and Your Employees

- Reduce payroll costs including check stock and storage fees, printing and reconciling payroll checks, overnight mail fees, costs to reissue lost checks, and stop payment fees.
- Increase employee participation in electronic payroll since employees do not need to have a checking account or to be at work to receive their paycheck. Also, should you experience difficulty in delivering payroll checks due to an emergency situation, employees already enrolled in the PNC Direct Deposit and PayCard programs would continue to receive their pay electronically on time.
- Eliminate the need for employees to leave work to cash their check on payday and wait in long lines to cash or deposit their paycheck.
- Enhance employee satisfaction by offering convenient and less costly methods for employees to receive their pay. An August 10, 2010, USA Today article stated that "Fees for most check-cashing stores are ... typically 1% to 3% per \$100. For frequent check cashers, this can add up to hundreds of dollars every year."
- Offer employees the prestige of carrying a Visa® card, especially those in lower pay / high turnover segments that may be unbanked, without being subjected to traditional credit or debit card underwriting requirements.

***At PNC, we combine a wider range of financial resources with a deeper understanding of your business, to help you achieve your goals. To learn more about how we can bring ideas, advice and solutions to you, please contact your Treasury Management Officer or visit [pnc.com/treasury](http://pnc.com/treasury).***

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<sup>1</sup> See NACHA's website, [http://electronicpayments.org/c/bus\\_ddep\\_costs.cfm?hp=bus](http://electronicpayments.org/c/bus_ddep_costs.cfm?hp=bus), for details and a savings calculator.