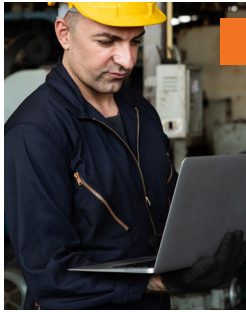


## Seat King partners with Paycor to transform its unique payroll process



*Josh Pearce, Chief People Officer*

“The way the previous system was set up was a huge headache and did a massive disservice to our inmate teams who couldn’t be treated like civilian employees. We treat all Seat King employees alike, from their job applications to the annual review process.”

### Prior to Paycor

Probably the last place anyone would expect to find a high-end product manufacturing company is inside a maximum-security prison. But that’s exactly where Seat King, a mower and tractor seat maker owned by Hutchinson, Kan.-based management holding company, Capital III, calls home. The company employs about 200 prisoners at Hutchinson Correctional Facility, hiring, paying and training them just like their civilian counterparts. One of Seat King’s major payroll challenges, however, is the **uncommon deductions the pay to the state such as mandated room and board and an inmate savings program.**

**Before switching to Paycor, Chief People Officer, Josh Pearce was dissatisfied with the company’s previous provider’s lack of innovation, unwillingness to work with their inmate population, and multiple botched open enrollments.** Seat King needed a solution that could not only manage its unique situation to cover both inmate and non-inmate employees, but also integrate with their ERP system.

### Partnership with Paycor

After switching to Paycor, Seat King can now customize payroll to fit the needs of each inmate’s particular deduction set. **They can also format the hiring and review processes to be the same across their entire workforce, which readies the inmate population for a civilian job market.** And by eliminating a siloed HCM system, the company now has everything in one place at the click of a button. **Using Paycor’s Payroll and HR solutions, Seat King can now readily identify tax credit opportunities. And, with Pulse Surveys, it’s a snap to measure employee engagement.** Pulse surveys are easy to build, distribute and analyze, making it simple to gather employee feedback on a regular basis.

### Challenges

- Lack of flexibility
- **Lack of customization for inmate population deductions**
- Unreliable customer service
- **Siloed outdated systems**

### Solutions & Key Features

- **User-friendly streamlined software**
- Easy filing for WOTC tax credit opportunities
- **Customizable interface for unique payroll deductions**
- Improved hiring processes

## Customization

Every inmate employee has deductions for room and board and a mandatory savings program, but some also have victim's restitution, child support or fines to pay. **Paycor's flexibility enables Seat King to customize payroll deductions on a case-by-case basis.**

## Work Opportunity Tax Credits (WOTC)

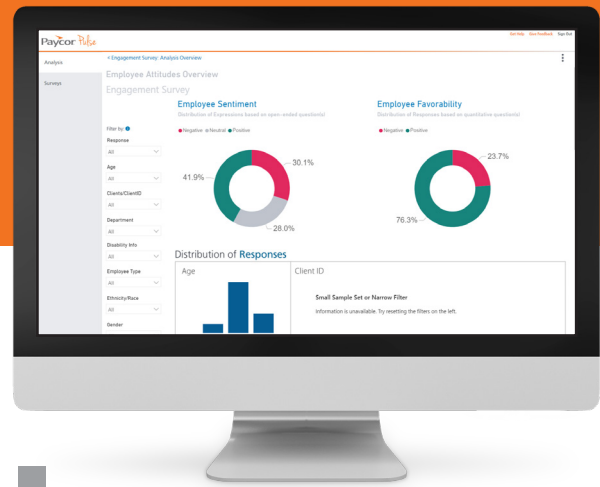
Seat King previously managed these credits manually, which meant they missed out on tax credit opportunities. Paycor's integrated solution now helps the company identify Work Opportunity Tax Credits for eligible individuals.

## Employee Engagement

Surveys are important to keep in touch by asking frequent questions like, "What's your biggest challenge this week?" or annual questions such as, "How can we improve the company?." **Paycor Pulse provides continuity from building surveys to analytics.** Insights provide the team with the information needed to make informed decisions.

The ability to customize the end-user's experience brought Seat King to Paycor.

- Payroll
- HR
- Benefits
- WOTC
- Pulse



"Our goal is to be a great employer that treats our inmate employees the same as our non-inmate population by giving them a traditional employment experience from the interview to their release."

– Josh Pearce



Paycor