

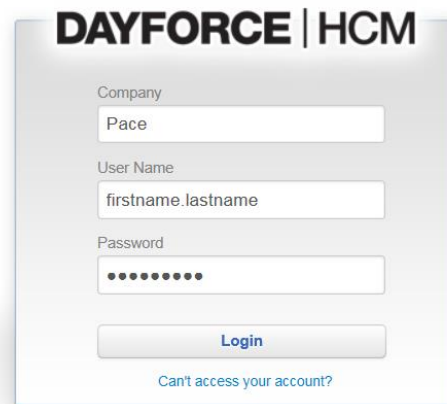
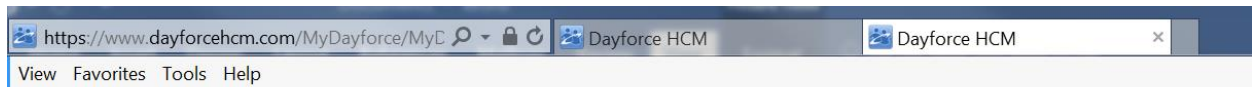
Your total compensation is your base salary plus other forms of compensation that you receive. It includes incentive payments, such as commissions and bonuses, and fringe benefits, such as paid vacation and sick time, health and life insurance.

Total compensation statements give employees information on the complete pay package awarded to them on an annual basis, including both direct and indirect compensation. Direct compensation can be defined as “all compensation (base salary and/or incentive pay) that is paid directly to an employee.” Indirect compensation can be defined as “compensation that is not paid directly to an employee and is calculated in addition to base salary and incentive pay (e.g., employer-paid portions of health/dental/vision insurance, retirement benefits, educational benefits, relocation expenses, employee paid time off, Vacation Pay, Cell Phone expenses, employee discounts, Service Awards, Flu Shots, Smoking cessation program, financial freedom program by Dave Ramsey).” Some of the indirect benefits aren’t tracked by the system, however you will be able to view all that is currently being tracked.

What you earn for working over the course of a year is made up of a variety of components. Your annual wages or pay -- what you bring home before taxes in your paycheck -- and what you earn in total annual compensation are two very different things, particularly if your company provides significant benefits

Screen 1

Login to www.dayforcehcm.com (Company is Pace), (User name is typically your first.lastname)
If you need to reset your password, please contact your local HR Department.



DAYFORCE | HCM

Company

User Name

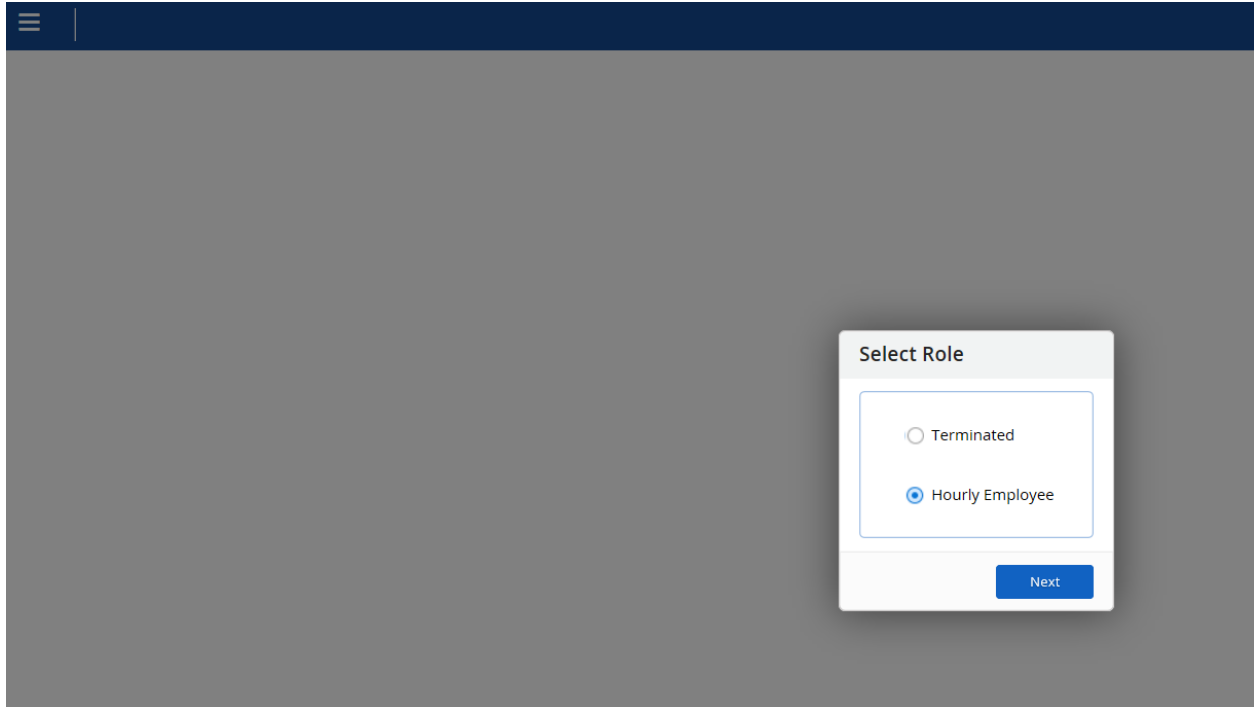
Password

[Can't access your account?](#)

Screen 2

When you see the “select role” options, please choose either “hourly employee” or “salary employee”. Whichever is applicable will appear.

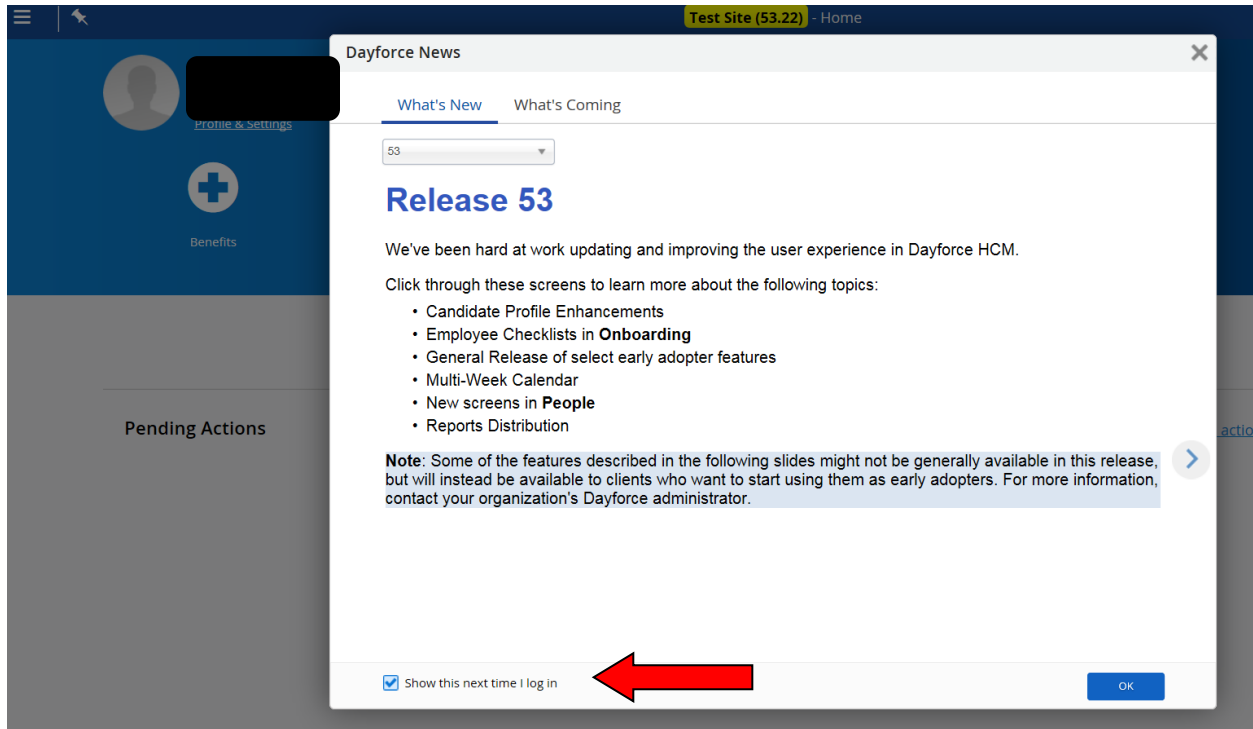
Then click “next”



The screenshot shows a dark blue header bar with a white hamburger menu icon on the left. The main content area is a solid grey color. Centered on the screen is a white dialog box titled "Select Role". Inside the dialog box, there is a white rounded rectangle containing two radio button options: "Terminated" (unselected) and "Hourly Employee" (selected). Below the options is a blue button with the text "Next".

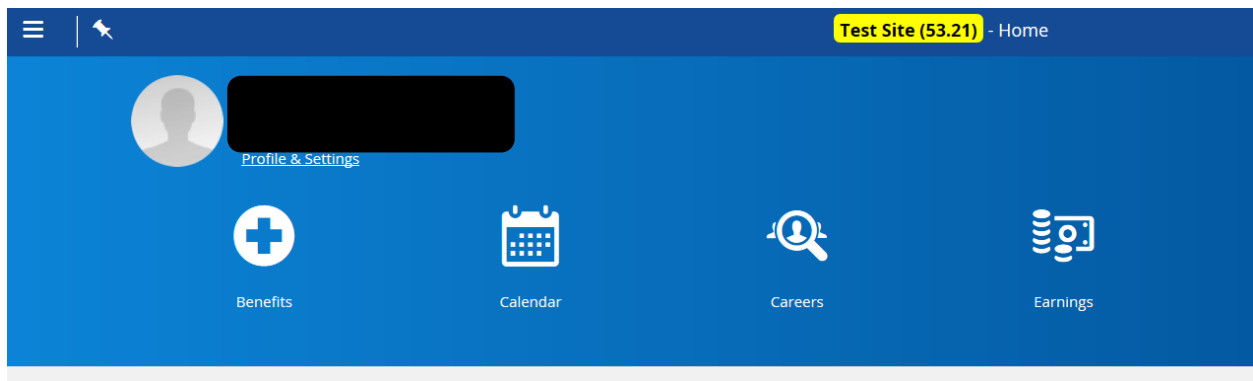
Screen 3

You may or may not see this white pop-up, if you do simply click “ok”. You can uncheck the box at the bottom right to never see this message again.



Screen 3

Click on the “Earnings” icon



*Earning amounts shown in these directions are for educational purposes only. Paystubs in this document may not be exact.

Screen 4

To view your 2017 year-end earnings, click on your last pay date of the year within the “earnings statement” category.

Earning Statement		Pay Date
December 2017		
Pace Industries, LLC [Redacted]		12/8/2017
Pace Industries, LLC [Redacted]		12/1/2017
November 2017		
October 2017		
September 2017		

If you click on your most recent pay date from the screen above, you will see a summary of earnings and net pay for a specific pay date. Notice the red arrows below indicating the blue circles on either side of the screen. These will take you to prior pay dates or more current pay dates.

← ← Pace Industries, Inc. [Redacted] 12/8/2017 • Normal → →

[Summary](#) [Statement](#)

Earnings	Amount	Percentage
Pre-Tax Deductions	103.57	11.36%
Taxes	130.33	14.29%
Post-Tax Deductions	2.48	0.27%
Net Pay	675.13	74.08%

Hours	Amount	Percentage
Regular	44.97	100.00%

Net Pay Distribution	Amount
Direct Deposit: [Redacted]	675.13


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If you click on the word "statement", which you see circled above, you will see the pay stub for the pay date you chose. Example below.

Test Site (53.21) Earnings

Earning Statements Year End Forms Compensation
Pace Industries, LLC [REDACTED] 12/8/2017 • Normal

> Statement



Employer Name: PACE INDUSTRIES
Employer Phone: [REDACTED]
Employer Address: 481 S SHILOH DR
 FAYETTEVILLE, AR 72704

Employee Name: [REDACTED]
Employee #: [REDACTED]
Employee Address: [REDACTED]
Department: [REDACTED]
Job Title: [REDACTED]

Pay Date: 12/8/2017
Pay Period: 11/26/2017 - 12/2/2017
Deposit Advice #: [REDACTED]
Pay Frequency: [REDACTED]
Pay Rate: [REDACTED]
Federal Filing Status: [REDACTED]
Federal Exemptions: [REDACTED]
State Filing Status: [REDACTED]
State Exemptions: [REDACTED]

	Current 11/26/2017 - 12/2/2017			YTD As of 12/2/2017	
	Hours/Units	Rate	Amount	Hours/Units	Amount
Earnings			\$ 885.06	2,228.28	\$ 39,201.94
Regular			\$ 793.14	2,068.28	\$ 32,935.55
Holiday				88.00	\$ 1,394.88
OT Premium			\$ 74.75		\$ 2,502.10
Vacation				72.00	\$ 1,145.52
Shift Diff			\$ 17.17		\$ 779.90
Additional Pay					\$ 37.61
Double OT					\$ 406.38
Memo Information					
Medical ER			\$ 162.88		\$ 8,166.24
HSA ER			\$ 19.23		\$ 423.06
Pre-Tax Deductions			\$ 65.53		\$ 2,926.57
Vision Pretax			\$ 3.41		\$ 78.43
Dental Pretax			\$ 10.72		\$ 394.94
Tobacco Pretax			€ 20.00		€ 980.00

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This is an example of a full view check stub.

PACE INDUSTRIES

Employee Name: [REDACTED] Pay Date: 12/29/2017
 Employee #: [REDACTED] Pay Period: 12/17/2017 - 12/23/2017
 Pay Frequency: [REDACTED] Deposit Advice #: [REDACTED]
 Pay Rate: [REDACTED] Employer Name: PACE INDUSTRIES
 Department: [REDACTED] Employer Phone: [REDACTED]
 Job Title: [REDACTED]

Employee Address: [REDACTED] Employer Address: 481 S SHILOH DR
 FAYETTEVILLE, AR 72704

Federal Filing Status: [REDACTED] State Filing Status: [REDACTED]
 Federal Exemptions: [REDACTED] State Exemptions: [REDACTED]

	Current 12/17/2017 - 12/23/2017			YTD As of 12/23/2017	
	Hours/Units	Rate	Amount	Hours/Units	Amount
Earnings			\$ 924.96	2,376.74	\$ 48,075.05
Regular			\$ 850.06	2,144.74	\$ 38,863.64
Holiday				88.00	\$ 1,591.04
OT Premium			\$ 52.19		\$ 3,623.23
Funeral Pay				24.00	\$ 425.28
Vacation				120.00	\$ 2,169.84
Shift Diff			\$ 22.71		\$ 1,194.44
Additional Pay					\$ 7.58
Bonus					\$ 200.00
Special Information					
Medical ER			\$ 276.43		\$ 14,779.18
HSA ER			\$ 19.23		\$ 499.98
401K/Roth Match			\$ 9.25		\$ 558.80
Pre-Tax Deductions			\$ 104.11		\$ 6,087.30
401K %			\$ 37.00		\$ 2,258.80
Vision Pretax			\$ 3.17		\$ 166.40
Dental Pretax			\$ 9.98		\$ 523.90
HSA Med Pretax			\$ 53.96		\$ 2,637.96
HSA Family					\$ 500.24
Taxes			\$ 133.52		\$ 6,926.07
Fed W/H			\$ 34.30		\$ 1,839.38
FICA EE			\$ 53.19		\$ 2,743.29
Fed MWT EE			\$ 12.43		\$ 641.57
W/H			\$ 33.60		\$ 1,701.83
Post-Tax Deductions			\$ 12.12		\$ 336.62
USable Life Ins					\$ 227.36
2x Supp Life			\$ 1.88		\$ 48.88
Dependent Life			\$ 0.60		\$ 31.46
Net Pay	Routing #	Account #	Amount		Amount
	[REDACTED]	[REDACTED]	\$ 675.21		\$ 34,725.06
			\$ 675.21		

Messages from your Employer



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To view/print your W2 or 1095-C click on “Year End Forms”. Choose the year you wish to view and you will have the option to print.

The screenshot shows a web application interface with a dark blue header. On the left, there is a hamburger menu icon and a back arrow icon. On the right, the text "Test Site (53.24) - Earnings" is displayed. Below the header, there are three navigation tabs: "Earning Statements", "Year End Forms" (which is underlined and highlighted), and "Compensation". The main content area is a list of items for the year 2016. The first item is "2016 W-2 - Pace Industries, Inc." and the second is "2016 1095-C - Pace Industries, Inc.". Both items have a small blue square icon to their left. The "2016 W-2" item is currently selected and highlighted with a light blue background.

See full view of W-2 below:

To the right is an explanation of the contents of the wage boxes on your W-2. Please note that the Gross amount shown may include adjustments.				Federal Box 1		Sec. Sec. Box 3 & 7		Medicare Box 5	
				Gross Wages	██████	██████	██████		
				Taxf Benefits	██████	██████	██████		
				Group Term Life	██████	██████	██████		
				Adoption	██████	██████	██████		
				Deferred Comp	██████	██████	██████		
				Section 125	██████	██████	██████		
				Other Pretax/Wage Limit	██████	██████	██████		
				W-2 Wages	██████	██████	██████		
D. CONTROL NUMBER	This information is being furnished to the Internal Revenue Service			2017	1. WAGES, TIPS, OTHER COMPENSATION		2. FEDERAL INCOME TAX WITHHELD		
B. EMPLOYER IDENTIFICATION NUMBER	A. EMPLOYEE'S SOCIAL SECURITY NUMBER			3. SOCIAL SECURITY WAGES		4. SOCIAL SECURITY TAX WITHHELD			
C. EMPLOYER'S NAME, ADDRESS, AND ZIP CODE Pace Industries, Inc. 481 S Shiloh Dr Fayetteville AR 72704					5. MEDICARE WAGES AND TIPS		6. MEDICARE TAX WITHHELD		
E. EMPLOYEE'S FIRST NAME AND INITIAL					7. SOCIAL SECURITY TIPS		8. ALLOCATED TIPS		
					9. VERIFICATION CODE		10. DEPENDENT CARE BENEFITS		
					11. NONQUALIFIED PLANS		12. a-d C		
F. EMPLOYEE'S ADDRESS AND ZIP CODE					14. OTHER		W		
							DD		
15. STATE	EMPLOYER'S STATE I.D. NO.	16. STATE WAGES, TIPS, ETC.	17. STATE INCOME TAX	18. LOCAL WAGES, TIPS, ETC.	19. LOCAL INCOME TAX	20. LOCALITY NAME			

D. CONTROL NUMBER				This information is being furnished to the Internal Revenue Service			2017	1. WAGES, TIPS, OTHER COMPENSATION		2. FEDERAL INCOME TAX WITHHELD	
B. EMPLOYER IDENTIFICATION NUMBER				A. EMPLOYEE'S SOCIAL SECURITY NUMBER			3. SOCIAL SECURITY WAGES		4. SOCIAL SECURITY TAX WITHHELD		
C. EMPLOYER'S NAME, ADDRESS, AND ZIP CODE Pace Industries, Inc. 481 S Shiloh Dr Fayetteville AR 72704					5. MEDICARE WAGES AND TIPS		6. MEDICARE TAX WITHHELD				
E. EMPLOYEE'S FIRST NAME AND INITIAL					7. SOCIAL SECURITY TIPS		8. ALLOCATED TIPS				
					9. VERIFICATION CODE		10. DEPENDENT CARE BENEFITS				
					11. NONQUALIFIED PLANS		12. a-d C				
F. EMPLOYEE'S ADDRESS AND ZIP CODE					14. OTHER		W				
							DD				
15. STATE	EMPLOYER'S STATE I.D. NO.	16. STATE WAGES, TIPS, ETC.	17. STATE INCOME TAX	18. LOCAL WAGES, TIPS, ETC.	19. LOCAL INCOME TAX	20. LOCALITY NAME					

Copy 2 To be filed with Employee's STATE, CITY, or LOCAL tax return 2017 Dept. of the Treasury - Internal Revenue Service

FORM W-2 Wage and Tax Statement

D. CONTROL NUMBER				This information is being furnished to the Internal Revenue Service			2017	1. WAGES, TIPS, OTHER COMPENSATION		2. FEDERAL INCOME TAX WITHHELD	
B. EMPLOYER IDENTIFICATION NUMBER				A. EMPLOYEE'S SOCIAL SECURITY NUMBER			3. SOCIAL SECURITY WAGES		4. SOCIAL SECURITY TAX WITHHELD		
C. EMPLOYER'S NAME, ADDRESS, AND ZIP CODE Pace Industries, Inc. 481 S Shiloh Dr Fayetteville AR 72704					5. MEDICARE WAGES AND TIPS		6. MEDICARE TAX WITHHELD				
E. EMPLOYEE'S FIRST NAME AND INITIAL					7. SOCIAL SECURITY TIPS		8. ALLOCATED TIPS				
					9. VERIFICATION CODE		10. DEPENDENT CARE BENEFITS				
					11. NONQUALIFIED PLANS		12. a-d C				
F. EMPLOYEE'S ADDRESS AND ZIP CODE					14. OTHER		W				
							DD				
15. STATE	EMPLOYER'S STATE I.D. NO.	16. STATE WAGES, TIPS, ETC.	17. STATE INCOME TAX	18. LOCAL WAGES, TIPS, ETC.	19. LOCAL INCOME TAX	20. LOCALITY NAME					

Copy 2 To be filed with Employee's STATE, CITY, or LOCAL tax return 2017 Dept. of the Treasury - Internal Revenue Service

FORM W-2 Wage and Tax Statement

D. CONTROL NUMBER				This information is being furnished to the Internal Revenue Service			2017	1. WAGES, TIPS, OTHER COMPENSATION		2. FEDERAL INCOME TAX WITHHELD	
B. EMPLOYER IDENTIFICATION NUMBER				A. EMPLOYEE'S SOCIAL SECURITY NUMBER			3. SOCIAL SECURITY WAGES		4. SOCIAL SECURITY TAX WITHHELD		
C. EMPLOYER'S NAME, ADDRESS, AND ZIP CODE Pace Industries, Inc. 481 S Shiloh Dr Fayetteville AR 72704					5. MEDICARE WAGES AND TIPS		6. MEDICARE TAX WITHHELD				
E. EMPLOYEE'S FIRST NAME AND INITIAL					7. SOCIAL SECURITY TIPS		8. ALLOCATED TIPS				
					9. VERIFICATION CODE		10. DEPENDENT CARE BENEFITS				
					11. NONQUALIFIED PLANS		12. a-d C				
F. EMPLOYEE'S ADDRESS AND ZIP CODE					14. OTHER		W				
							DD				
15. STATE	EMPLOYER'S STATE I.D. NO.	16. STATE WAGES, TIPS, ETC.	17. STATE INCOME TAX	18. LOCAL WAGES, TIPS, ETC.	19. LOCAL INCOME TAX	20. LOCALITY NAME					

Copy B To be filed with Employee's FEDERAL tax return 2017 Dept. of the Treasury - Internal Revenue Service

FORM W-2 Wage and Tax Statement



1/30/2018

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If you click "Compensation" you will see your yearly comp total for the year you chose. You can choose a different year by clicking the blue circles with arrows below.

Test Site (53.24) Earnings

Earning Statements Year End Forms Compensation

2017

Your Total Compensation for 2017
Pace Industries, Inc.: \$48,977.22

Total Compensation: Pace Industries, Inc.

Earnings	\$45,237.73	92.36%
Additional Pay Other 2000	\$7.58	
Bonus 4400	\$200.00	
Funeral Pay 2200	\$425.28	
Holiday 3200	\$1,591.04	
OT Premium 1300	\$3,445.86	
Regpay 1000	\$36,272.92	
Shift Differential 1200	\$1,125.21	
Vacation 3100	\$2,169.84	
Employer Paid Benefits	\$442.29	0.90%
HSA ER	\$442.29	
Employer Paid Taxes	\$3,297.20	6.73%
AR UT ER	\$72.00	
Fed MWT ER	\$603.35	
Fed UT ER	\$42.00	
FICA ER	\$2,579.85	
Total:	\$48,977.22	

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