## Understanding Payroll for North America Business Processes

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
</table>
| 1.   | Payroll for North America supports the following high-level payroll processing features:  
• Set up and maintain core payroll tables.  
• Set up and maintain employee pay data.  
• Process the payroll.  
• Post to general ledger.  
• Pay taxes.  
• Pay third parties.  
• Produce reports. |
| 2.   | The basic steps of payroll processing are: create paysheets, pay calculation, pay confirmation, and generate checks and direct deposits. You can employ audit reports and data review pages to verify and correct the results of each step before moving on. You can also review and adjust employee balances. |
| 3.   | Use the integration with PeopleSoft Enterprise General Ledger and EnterpriseOne General Ledger to transfer the expenses and liabilities incurred from a pay run to the General Ledger application. |
| 4.   | Payroll for North America provides dozens of reports to help you monitor payroll processing and comply with regulatory and tax reporting requirements. You can view reports online or print hard copies. You can also tailor the reports to fit the special needs of your organization. |
| 5.   | Within the basic payroll processing framework, Payroll for North America supports these additional business processes:  
• (USA) Savings bonds.  
• (USA) Group-term life insurance imputed income.  
• (E&G) Contract pay administration.  
• (E&G, USA) Tax treaty processing for non-resident aliens.  
• (USA) Tip allocation.  
• (USA) FLSA (Fair Labor Standards Act) processing. |
| 6.   | Within the basic payroll processing framework, Payroll for North America supports these additional Canadian-specific business processes:  
• Canada Payroll Savings programs.  
• Canadian low interest loans.  
• Business Payrolls Survey reporting.  
• Record of Employment reporting. |
| 7.   | This concludes the Understanding Payroll for North America Business Processes topic.  
**End of Procedure.**