

# Rewards.

MY TOTAL REWARDS OVERVIEW



- Competitive Compensation
- Financial Incentives & Bonus Program
- Medical & Prescription Coverage
- Dental & Vision Insurance
- Life & Disability Coverage
- 401 (k) with Company Match
- Perks and Incentives



## Benefits and Total Rewards

*Southland Data Processing takes pride in offering a benefits program that provides flexibility for the diverse and changing needs of team members.*

### Health, Medical and Prescription Insurance Benefits

- SDP's Total Rewards financial, health and wellness package includes:
- Health insurance through a company-sponsored Group Medical Plan from a nationally recognized medical plan carrier.
- Plans include options for medical, hospitalization and prescription drug coverage.
- Coverage is available to team members and their eligible dependents.



### Other Medical Benefits

- Teledoc services provided through MDLive provide access to U.S. board-certified doctors online and/or by phone 24/7/365 – even for non-emergency help, such as for allergies, ear infections, common colds, etc.

### Additional Insurance

- Group Term Life Insurance.
- Supplemental Voluntary Life Coverage.
- Supplemental Voluntary AD&D Coverage.
- Long-Term Disability Coverage.
- Short-Term Disability Coverage.

### Vision Insurance

- Vision Insurance is offered through a company-sponsored Group Vision Plan.
- Offered through a nationally recognized medical plan carrier and is voluntary for eligible team members.
- Spouse or family-dependent coverage is available.

### Dental Insurance

- Dental Insurance is offered through a company-sponsored Group Dental Plan and is voluntary for eligible team members.
- The Company offers two Dental Plan options including DHMO and DPPO plans to full-time team members. Spouse and family dependent coverage is available.

## 401(k) Retirement Plan

- The 401(k) Retirement Plan offers a strong portfolio of multiple nationally-recognized investment options with a company-provided match contribution.
- **Tax-deferred Savings:** The Company offers a competitive 401(k) Retirement Plan to eligible full-time team members.

## Competitive Wage and Salary Policy

- We have developed policies and procedures to ensure wages and salaries are comparable to those of other team members with similar jobs in our industry.
- Our wage and salary policies are designed to attract and retain the best-qualified people available.
- Variable Pay: Some positions are eligible to participate in the Company Commission Plan which provides a financial reward based on personal efforts. Some positions are eligible to participate in the Company Bonus Plan.

## Life and Wellness

SDP is committed to supporting healthy lifestyles. The following are also offered to eligible, full-time team members:

- Paid Time Off (PTO).
- Full-time team members are eligible for Holiday Pay.
- Other Leaves of Absence.
- Employee Assistance Program (EAP) support services. Access to unlimited phone consultations, and up to three in-person counseling sessions for every household member.



## Intangible Benefits

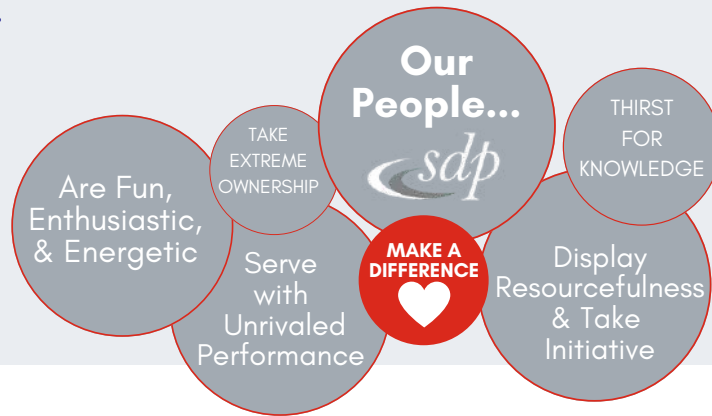
Intangible rewards can only be delivered by a company and managers who care. Our intangible rewards include monthly and annual awards, peer-to-peer recognition, culture programs designed to leverage strengths, and more. You can expect:

- Strong corporate culture.
- We value diversity and inclusion.
- Remote and hybrid schedules based on job responsibilities.
- Career stability in an established organization.
- Cross-training opportunities.
- Self-development and career advancement possibilities.
- Performance recognition.
- Community involvement.
- Established leadership team.
- Servant leadership model.
- Caring, qualified colleagues and Leaders.

*\*Eligibility for certain benefit options may be based on role, length of service or other criteria.*

## More Than a Job. A Career...

*We are an organization that supports professional growth. We are devoted to our core values and a shared mindset.*



### SERVE WITH UNRIVALED PERFORMANCE

You demonstrate concern for meeting team and partner needs in a manner that delights. You love people and you show a passion for improving service delivery and a commitment to continuous improvement.



### EXTREME OWNERSHIP

When you commit to something, you do it decisively, responsibly, and with urgency. We know that we can count on you to get the job done.



### FUN, ENTHUSIASTIC & ENERGETIC

Regardless of the situation, you know that a lighthearted, fun-loving spirit is just as important as any other core function of your role.



### MAKE A DIFFERENCE

You come to work with a passion to do your job with accuracy and attention to detail, because you know it matters to every team member impacted by a paycheck.



### THIRST FOR KNOWLEDGE

You understand the value of constantly evolving and have the thirst to grow and expand your own knowledge base.



### DISPLAYING RESOURCEFULNESS & TAKES INITIATIVE

You are not afraid to find creative solutions for complex issues to get the best result possible for our clients and partners.



“*Our Company Values are more than a statement or a poster on the wall. They are a standard. These are the characteristics and behaviors we believe are critical to our success. We strive every day to conduct our work in accordance with these values. We have an amazing culture because we are committed to protecting it through servant leadership and high standards.*”

**Renita Bess**, President, CEO, "Head Cheerleader"



## About Southland Data Processing

*SDP is about more than just delivering the solutions with technology or a paycheck. Since 1986, we've been helping businesses streamline accounting and payroll, manage human resources, control costs, and stay current with technology, laws, and regulations.*

SDP will consider all qualified employment applicants without regard to race, color, religion, national origin, age, gender, gender identity, disability or protected veteran status, or any other legally protected basis, in accordance with applicable law.

Military Veterans are Encouraged to Apply



## SDP Fast Facts

Process over  
**1.37 billion dollars**  
in transactions each year.



Always  
**answer the phone.**  
No voice mail during  
business hours.



Handle tax filings in  
**all 50 states.**



SDP is  
**SOC 1/SSAE 18**  
Type II Certified and Fully Bonded.



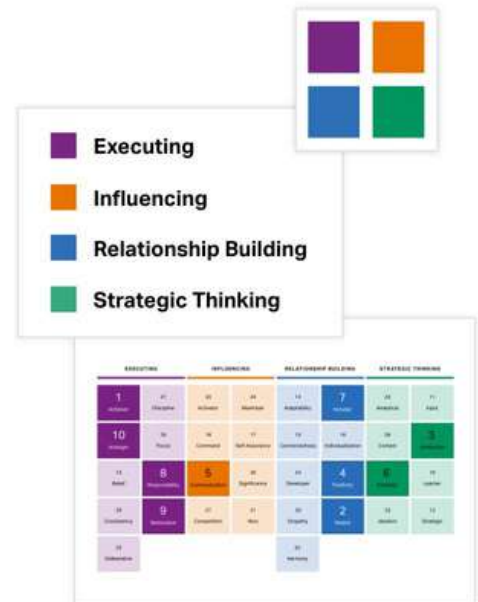
Donate to charities through our  
**Give Back Program.**

## Gallup CliftonStrengths

CliftonStrengths helps you aim your talents at greater performance. By taking an online assessment, CliftonStrengths identifies your top talents and focus your greatest opportunities for development and success.

Every SDP team member participates in the CliftonStrengths analysis, and we incorporate this into regular coaching and development.

One look at your personalized insights will leave you inspired and empowered with a newfound self-awareness. Identifying your strengths and learning about your fellow team members' strengths also results in better communication, understanding, and ensuring members' strengths are in-line with job expectations.



*All SDP team members participate in the CliftonStrengths assessment, and we share our strengths openly with others. It's an important part of our culture, success, and teamwork.*

## BenefitHub

BenefitHub is an online marketplace designed especially for all SDP team members.

This discount marketplace offers special deals with a variety of popular retailers, event tickets, seasonal offers, discounts to attractions such as theme parks, insurance products, and more!

As an SDP team member, you'll enjoy exclusive access to BenehitHub and a unique "Cash Back" bonus for qualifying purchases.



## Development



This internal training and development program provides SDP team members with the opportunity to grow personally and professionally.

*SDP WAY "Build Each Other Up" is a program presented by the Leadership Team and led by the "Head Cheerleader," Renita J. Bess, President & CEO.*

Sessions are offered weekly in person at SDP Headquarters and virtually for those team members who have a hybrid or remote work schedule.

SDP WAY provides training on leadership principles, the importance of solid management techniques, and insight from experienced professionals on what it takes to be a great leader and create other great leaders.

Current team members who desire to become a leader at SDP are required to attend sessions 1-4 and pass certification exams.

All team members are encouraged to attend and classes are held during traditional business hours.

## Corporate Culture Engagement



### MOMENT by SDP

We believe in creating special moments during every opportunity to be of service.

We are a company who creates exceptional experiences for our clients, community and one another. These experiences are captured in our MOMENT campaign that extends through social channels including LinkedIn, Facebook, Twitter, Instagram, TikTok, YouTube and at [www.sdppayroll.com/moment](http://www.sdppayroll.com/moment).

This special collection of MOMENTS by SDP are brought to you by our talented team of dedicated, experienced payroll, workforce and HR professionals.

We invite you to take a MOMENT and enjoy our latest company initiatives, news, upcoming events and commitment to serving with unrivaled performance. You'll gain insight into our company culture, our dedicated team and all of the special MOMENTS we share.



### Magic Moment

Our Magic Moment award is a peer-to-peer recognition program that acknowledges the extraordinary actions of our team members.

Nominations are ongoing and the perpetual award is presented monthly during our company-wide meeting.

The Magic Moment award reinforces the importance of our shared mindset and gives everyone an opportunity to contribute recognition, and...it's fun!

## TOP 10 Reasons Why...

### People Work for Southland Data Processing

10.

#### Job security and fair compensation.

Our competitive compensation program is the foundation of the commitment we make to our team. We express a genuine appreciation for performance, offer growth opportunities, an excellent company culture, and stability as one of the leaders in the independent payroll industry. We are a stable and growing company who embraces innovation, values service, and is continually evolving.

9.

#### Commitment to a high-performance work environment.

High performers are innovators, influencers, game changers and act like owners. They offer help and mentor others. They step up when needed without being asked. The impact creates new ideas, improved client satisfaction, a culture of innovation, and a great place to work. If you're a high performer, you'll be in good company!

8.

#### Our personal contributions make a difference.

We understand that when team members are part of something special, they're challenged to contribute and deliver their best effort. We've gone a step further to create personal bonuses based completely on an individual's performance, regardless of the performance of your business unit or the company.

7.

#### Being part of something special.

Our internal company culture is vital to our success. Our total team commitment to a shared mindset means we deliver excellence to our clients, partners, and one another. We are a unique company with an established reputation as a premier payroll and HR provider, a deep history of being a leading expert in the payroll industry, and we are renowned for our exceptional customer service. We value this total team commitment and have seen the positive impact we have on the lives of our customers, our team members, and their families.

6.

#### Recognition, rewards and respect.

Our commitment to recognition and respect is based on our core beliefs and convictions. We acknowledge our team members' great work at all levels of the company. We reward those contributions throughout the year with monthly, quarterly and annual recognitions.



## TOP 10 Reasons Why...

### People Work for Southland Data Processing

5.

#### Encouragement to achieve full potential.

We are passionate about developing the skills of our team members. We provide internal training, industry development, and a leadership program known as "SDP WAY" to build skills that stretch beyond daily responsibilities. We provide persistent encouragement to improve, thrive, and benefit from ongoing career development.

4.

#### Our work has real purpose and meaning.

We are committed to our customers, community, colleagues and company. We believe everyone has unique talents, has a desire to excel in their role, feels pride when excelling, and successful by doing work that has purpose and meaning. We look for new team members who want to do work that changes and influences lives for the better.

3.

#### Co-workers who are gifted, talented and are like family.

We are a company comprised of great team members with energy, creativity and enthusiasm. We motivate one another and challenge each other. Friendships at SDP are a by-product of working toward common goals with people you trust, value and appreciate.

2.

#### Trust in leadership.

A company's culture is a reflection of the leadership. We attract and retain great team members because they trust our leadership to make the best decisions for the company, customers and team. Our leaders have an established record of success, experience, knowledge and a commitment to operating a financially strong company.

1.

#### We love what we do.

We deeply and truly believe in our company, the work we do, and how we impact the lives of our clients and team members. We greet each day with excitement, welcome challenges, work together to resolve issues, and build on the strengths of our team. We strive to maintain a company where everyone takes pride, ownership, and looks forward to being the very best payroll and HR solution for our clients.



# We're in the payroll people business.

## Explore More...

- ▶ More About SDP
- ▶ Working at SDP
- ▶ Rewards and Compensation
- ▶ Current Opportunities
- ▶ Careers Help

## Where to Find Us...

### ▶ Corporate Office

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