



PDR PAYDAY RESOURCES

PDR Launches Company Newsletter

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Come Visit Our New Website!



Here at PDR, we've significantly revamped our website, www.pdrutah.com.

Beyond providing background information on who we are and what we do, the site now serves as a content-rich online resource for clients.

Our goal is to make key information and documents more readily available via the Internet, and thus more usable.

You may now access everything you need from your own workplace or even from the comfort of your own home – from

downloading new hire employee packets (W-4s, I-9s, applications) to learning about new products (online payroll, time and attendance software) to make your operations run more efficiently and profitably.

You can also read about the latest business news on an array of important issues by clicking on the PDR Blog link, which is updated frequently.

Contact your account rep today to get your login information and a brief introduction to what's offered online – we hope you'll be as excited as we are about the launch of our new website!



Little Did You Know... Staff Member Spotlight, Johnie Tolman

Johnie has been with PDR for 3 ½ years in a senior sales capacity. He came to us with professional experience in online media (as Director of Sales at MyFamily.com) and most recently as VP of Sales and Marketing for a large land development company. Johnie graduated with Honors from Brigham Young University in Marketing and Spanish,

and also was a member of the football team.

Johnie has several hobbies. He is a paid actor who has been in several local films and commercials. (Now you know why he looks so familiar!) He is represented by TMG based in SLC and LA. He loves to act as well as do comedy professionally. During

college, Johnie toured around the nation performing in comedy clubs from New York to California and then later owned and operated "Fat, Dumb & Happy's Comedy Club," which he later sold in 2005. His brother is Bret Tolman, U.S. Attorney for Utah. Johnie lives in Orem with his 2 daughters, Mckenna and Madilyn.

Product Showcase: SwipeClock Time & Attendance Software



SwipeClock is an innovative time and attendance solution for businesses of all sizes, large and small.

Track employee labor via a mountable time clock unit. Employees can clock in/out with the swipe of a badge, through a personal PIN code, or a SSN. Employees may also simply clock in/out online via their PC with the web clock. Whether you make use of the traditional badge swipe or your em-

ployees clock in from their computer, you can enjoy a solution, or network of solutions, that make managing your labor more efficient.

By eliminating the time that's required to manually calculate time card data, the cost of human error and the large expense associated with employee time theft (dishonesty), SwipeClock more than pays for itself. It offers companies a simple, affordable solution, an excellent investment for any company.

Here at PDR we have been

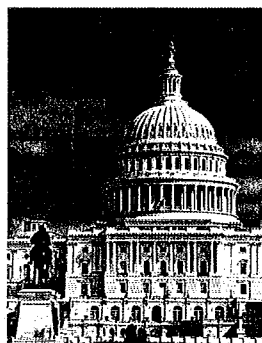
using SwipeClock for 3 months and have been able to correctly track employees hours. We find it extremely convenient and we encourage all our clients to implement SwipeClock into their operations – you will be better able to track and log all employee time worked in an accurate and affordable manner.

Already a handful of PDR clients are using the system to great effect – and we'd be happy to put you in contact with them if interested hearing more. Also, you can visit our website for a real-time online demo of the product.

In 2007, across the United States, 1562 immigration-related bills were introduced, of which 240 laws were enacted.

Business Insight: Immigration Legislation

Across the last few years, the number of immigration-related bills introduced and passed at the state level has risen dramatically. In 2005, 300 bills were introduced and 38 laws were enacted.



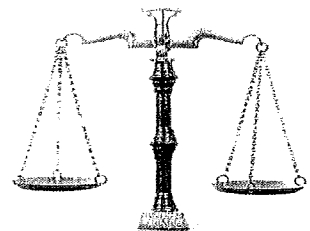
Activity almost doubled in 2006, with 570 bills introduced and 84 laws enacted. And by the end of 2007, 1562 bills were introduced and 240 laws

enacted.

These laws cover a wide range of issues, with the top three areas most commonly targeted: identification/driver's licenses, employment practices and law enforcement.

Utah SB 81, signed by Governor Huntsman on March 13, 2008, and scheduled to take effect on July 1, 2009, addresses law enforcement (better coordination with DHS; making it a Class A misdemeanor for transporting, concealing, harboring or sheltering unauthorized immigrants), ID/licenses (driver and liquor license restrictions) and public benefits (requires state agencies to verify citizenship status before offering aid).

Many believe comprehensive reform at the federal level is perhaps the only effective way to address immigration, currently riddled by a patchwork of differing local and state laws.



*Want to know more?
Ask about our
"ICE Pours on the Heat"
information piece.*

**Contact Kyle Weston,
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Legal Scoop: OSHA — Added Scrutiny in Utah



Occupational Safety
and Health Administration
www.osha.gov

Utah's Occupational Safety and Health Division is getting aggressive. As part of a larger safety campaign, dubbed the "Big 4" program, OSHA will focus on the four major causes of fatalities on construction job sites: falls, falling objects, getting caught between machinery / equipment / excavation walls, and electrical accidents.

Across the summer, compliance officials have been randomly visiting job sites throughout the state to see if dangerous conditions exist, and determining if companies under review have effective safety programs in place. Citations and penalties can be issued by inspectors for those found to be in non-compliance.

Want to Learn More?

Contact Terry West,
PDR Safety Manager
801.735.6923



PDR Safety Manager

- Safety Visits, Audits
- Employee Training
- Ongoing Consultation
- Injury and Accident Reporting
- Return-to-Work Help
- Safety Manual Customization
- Library of Forms
- OSHA Record-Keeping
- Labor Commission Coordination
- Safety Council Training
- Rate Shopping
- Policy Setup, Payment

Industry Data and Trends: Utah Job Growth Slows, Unemployment on the Rise

As reported in the *Salt Lake Tribune*, a downturn in home sales in Utah has led to job losses in a host of related businesses – builders, title and mortgage companies and real estate brokerages. The woes of this sector have pushed down the state's job-growth rate to 0.6 percent in the year that ended in July 2008, an overall gain of only 7,300 jobs in the state over the one-year period, according to a recent report by the Utah Department of Workforce

Services. That rate, the lowest in about five years, is well down from a growth



peak of 5.4 percent and a lofty gain of 54,000 jobs in the year that ended June 2006. Construction industry employment in Utah is down nearly 12 percent, or 12,800 positions, a signifi-

cant drop considering commercial construction is still going strong. Job losses in construction have pushed Utah's unemployment rate higher. Utah's jobless rate in June 2008 was up slightly, to 3.5 percent, translating into 48,900 Utah workers looking for employment. That's up from an unemployment rate of 2.7 percent in July 2007, when 37,000 people were considered out of work. The national unemployment rate is still much higher, at 5.7%.

"It is just part of the trend that is still downward. We still haven't seen the bottom of it."

Mark Knold,
Utah Workforce Services
Chief Economist

Tip of the Month: Avoiding Direct Deposit Mistakes

To ensure timely and accurate electronic payment, it is crucial that employees fill out Direct Deposit Forms properly and attach a voided check. It is insufficient just to write down the information, as this

frequently leads to errors. Please make sure to indicate whether the account is savings or checking. Direct Deposit Forms can be found on our website, or can also be obtained from local banks.



Setting You Free to Run Your Business



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NEWS YOU CAN USE

More Good Things to Come... Monthly Issue Briefs, Quarterly Company Snapshots

PDR is excited to soon be offering clients monthly "issue briefs" on key topics (e.g., the FSLA, hiring and firing decisions) as well as company "snapshots" based on various payroll,

financial and employee-related data and information we currently collect.

better be able to compete and grow your business profitably.

Already engaged in a close and collaborative relationship with you, and leveraging our innovative data management software, we'll be supplying you with operational information that goes above and beyond what you currently receive.

Stay tuned! More information is on the way.

The first "issue brief" accompanies this newsletter.

Our hope is that with this added information — learning more about important topics and issues, having company information at your fingertips (a more granular understanding of your internal operations) — you will

Company snapshots will be available in 2009 and then released on a quarterly basis.

