

2024 APMA Forum

January 25, 2024

Mike Dodson - CEO of PAGO



email: [mike.dodson@pago.ag](mailto:mike.dodson@pago.ag)  
mobile: 559.512.6080

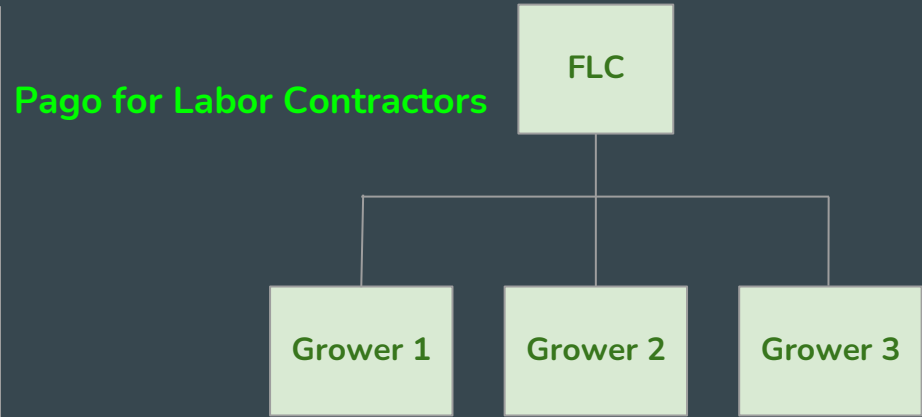
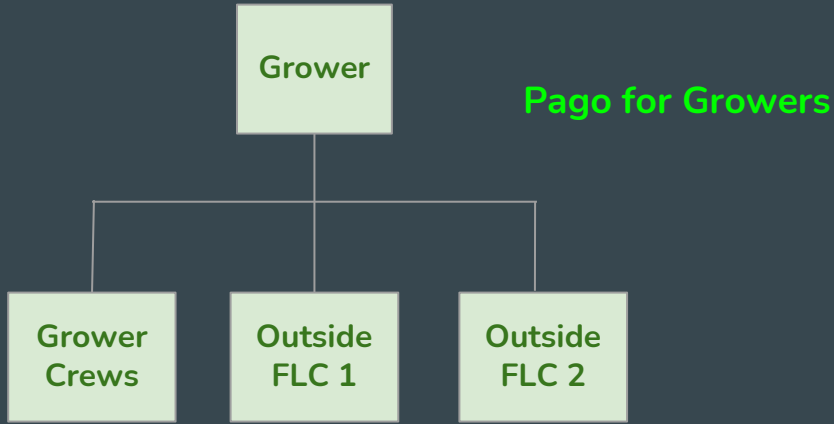
**PAGO**

the ag work platform for growers and farm labor contractors

- **Platform** for grower and labor contractor visibility
- **Compliance** with all ag labor laws
- **Simple** deployment to field operations
- **Compensation** for all types of labor
- **Data** that is real-time & actionable
- **Trusted** by the most innovative companies in ag



# Platform for grower and labor contractor visibility



- Growers can see all labor time, production, and cost across own crews and outside labor contractors
- Consolidated dashboard of all labor operations

- FLCs use Pago for all employees and provide services to multiple growers
- Grower specific compensation and billing arrangements



# Compliance with all ag labor laws



## Stop wage & hour lawsuits

- Comprehensive wage and hour compliance engine
- Backed by ag labor attorneys
- Visual indicators and reports to guide compliance checks
- Compliant wage statements, including regular rate of pay details
- **Pay piece rate without fear!**



# Simple deployment to field operations



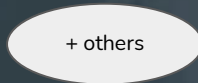
- Start with paper timesheets & web quick time entry
- Bring your own mobile devices - use same devices for Pago, calls, texts, & email
- Reusable employee badges for timekeeping
- Scan badges, barcode stickers, & tags
- Works offline in remote locations without an internet connection
- En Inglés y Español

# PAGO

# Compensation for all types of labor



- Jobs list and compensation changes by grower, season, commodity & region
- Bonus pay and hourly premiums
- Tiered piece rates by day or hourly averages
- Count and pay pieces by employee, crew, or teams
- Crew leader incentives (daily minimum pay, attendance & production bonuses, etc.)
- H-2A minimum wage & hours tracking



**Pago calculates employee gross pay and integrates with your payroll system**



**Data** that is real-time & actionable



### Data driven decision making

- Crew & employee attendance, cost per acre, cost per production unit, crew & employee production rankings, and more
- Customizable dashboard
- Custom data export files
- Developer API





# Trusted by the most innovative companies in ag



*“After using other products, we found Pago to be the only timekeeping solution that was able to accommodate all of our needs. We can pay our employees with confidence.”*

**Drew Ketelsen**

VP Farming, HMC Farms





# PAGO



email: [mike.dodson@pago.ag](mailto:mike.dodson@pago.ag)  
mobile: [559.512.6080](tel:559.512.6080)

