

2025 APMA Forum

February 6, 2025

Mike Dodson - CEO of PAGO



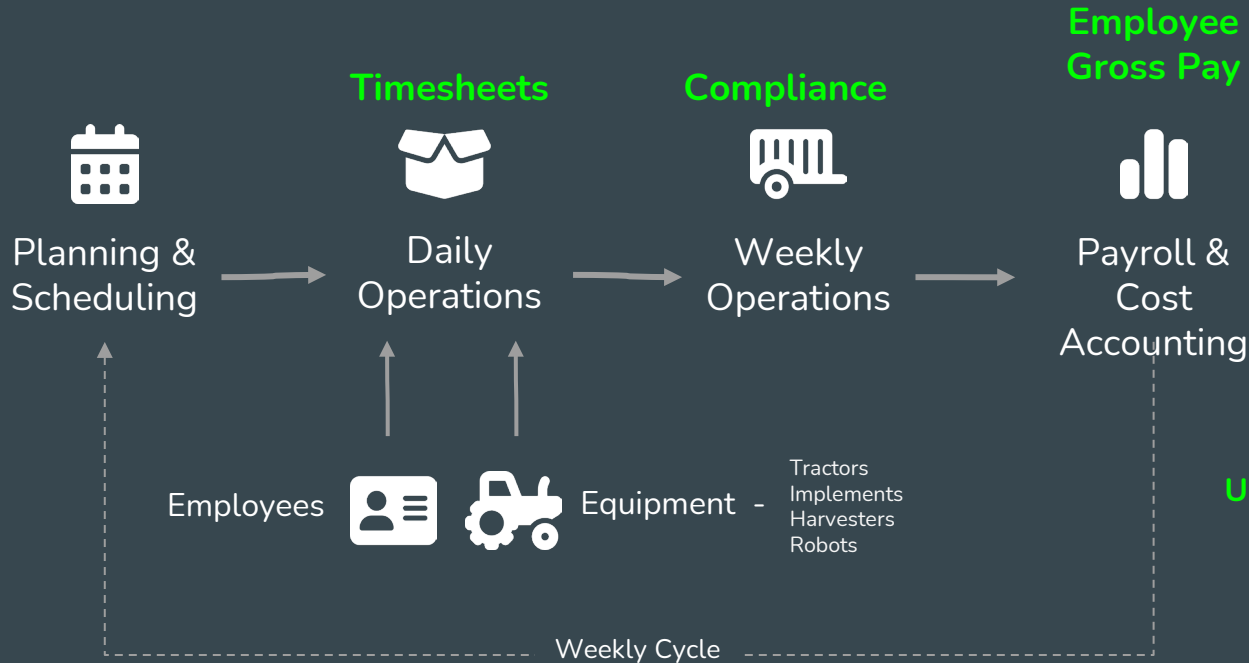
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**PAGO**

the ag work platform for growers and farm labor contractors



is **timekeeping** and more



Used in:

- Field
- Packhouse
- Shop
- Office



# Compliance with all ag wage and hour laws

- Vetted by labor attorneys
- Accurate employee gross pay calculations
- Time and wage audit data
- Defense from wage & hour lawsuits

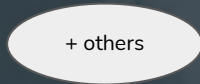
Pay piece rate without fear!



# Compensation for all types of labor



- Commodity and seasonal contracts (jobs, products, compensation)
- 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**



# Optimized harvest operations



Loads & Field  
Tickets



Production  
Adjustments

- ✓ Harvest to cooler reconciliation
- ✓ Gross or net yield reporting
- ✓ Accurate cost/yield per acre



Serialized  
Barcodes



High Speed  
Scanning

- ✓ Employee count reconciliation
- ✓ Pago trace back mobile app



# PAGO

# Data that drives your business



## Real-time data driven decision making

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

## ❖ Live employee and crew data syncing

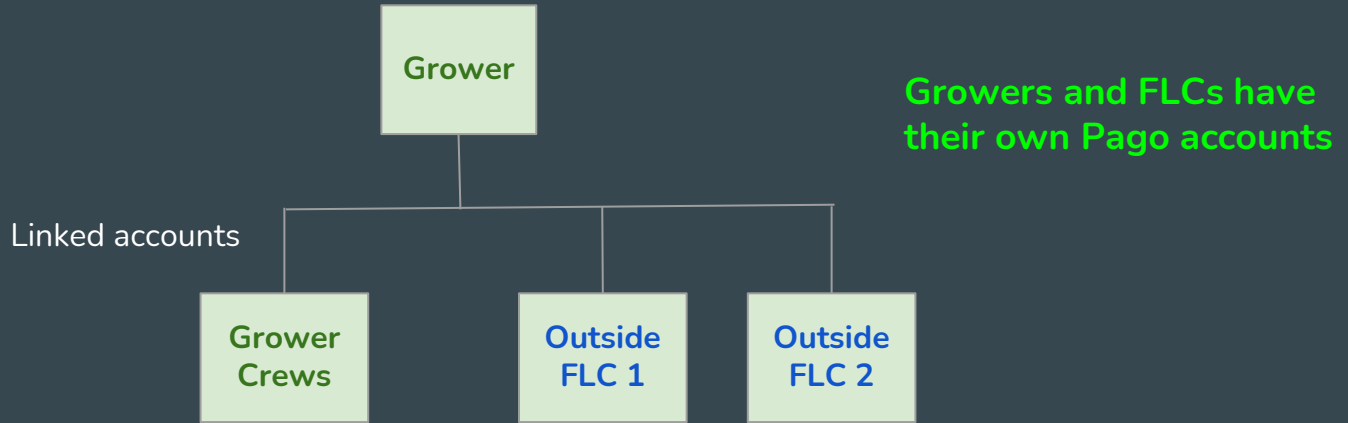


+ more

# PAGO

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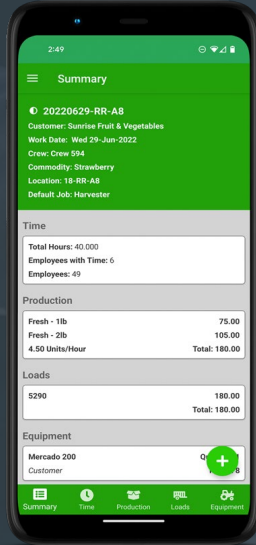
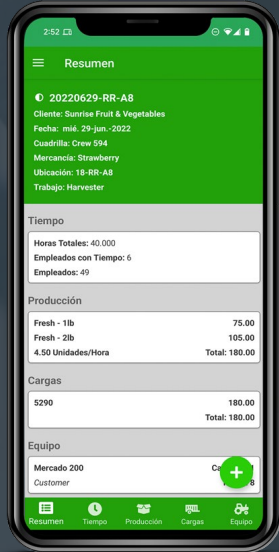
# Platform for grower and labor contractor visibility



- Growers have real-time visibility of time, production, and cost data across their crews and outside FLC crews
- Consolidated reports and dashboard of all labor operations



# Simple deployment to field operations



- Off-the-shelf smartphone & tablets
- Bring your own mobile devices - use same devices for Pago, calls, texts, & email
- Reusable employee badges for timekeeping
- Scan badges, barcode stickers, & equipment tags
- Works offline in remote locations without an internet connection
- En Inglés y Español





# The PAGO 4 week **Implementation** playbook

<b>Week 1</b>	<b>Account Configuration</b>  <b>Workforce</b> - Employees, crews, equipment <b>Locations</b> - Growers, ranches, blocks <b>Contracts</b> - Jobs, products, compensation <b>Payroll</b> - Earning codes, accounting codes
<b>Week 2</b>	<b>Training &amp; Start Timekeeping</b>  <b>Field</b> - Timekeeping <b>Office</b> - Timesheet review, compliance, payroll
<b>Week 3</b>	<b>Configure &amp; Test Payroll Integration</b>
<b>Week 4</b>	<b>GO LIVE!</b>



# Customer Success resources

## Knowledge Base

- Online document library
- Help articles
- Explainer videos
- *English & Spanish*

## Customer Support

- Knowledge base integrated into software
- Help ticket system
- Email, phone, and Zoom support
- *English & Spanish*

## Business Reviews

- Set and track goals and milestones for success
- Pre-season account configuration review
- Post-season review of successes and challenges



# 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



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