Sage HCM

Built for complexity.
Loved for simplicity.
Trusted for growth.

The human capital platform
built for mid-market complexity,
not against it.

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BUSINESS SYSTEMS

The pressure of the middle

The mid-market is no longer underserved, it's under pressure.

You are juggling growth, compliance, and change at breakneck speed. You've outgrown your "lite" HR tools, but you don't want the bureaucracy of enterprise software.

Too big for "simple", too unique for "one size-fits-all"
The mid-market reality: Mid-sized businesses are carrying enterprise-level responsibility with small-business resources. They're expanding across states, juggling unions, contractors, and shifting pay rules all while staying compliant in an increasingly regulated world.

And yet, they're asked to do it all with systems that weren't built for their scale. Turnkey solutions built for small organizations start to crack under complexity. Legacy enterprise solutions feel bloated and slow.

A platform born for the real world
Sage HCM was built from the ground up to meet mid-market complexity head-on. Born from configurable architecture and powered by Sage's 40+ years of payroll expertise, it delivers what other systems can't: enterprise-grade power without the enterprise pain.

Instead of cobbling together modules, Sage HCM runs on a single unified database where data flows seamlessly all the way from hire to pay to GL. Update once, and it updates everywhere. No sync errors. No duplicates. No duct-tape integrations.

It's how HR, payroll, and finance finally work together — clean, connected, and confident.

Where others bolt on, Sage HCM builds in.

Built for the hard stuff

Industry depth without entrprise drag.

Construction
Manages union pay rules, certified rates, and complex job costing giving leaders real-time visibility into labor spend.

Not for profit
Ties HR, payroll, and funding together, so every grant and dollar of impact is transparent.

Professional & financial services
Connects directly to Sage Intacct, delivering audit-ready workforce cost insight.

Education & public sector
Flexes around contracts, credentials, and multi-unit operations. No IT queue required.

Franchises & multi-location
Balances local flexibility with centralized control.

> **Sage HCM fits your business, not the other way around.**

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Stay ahead with power you can count on

Sage HCM in action:
flexible where it counts, reliable when it matters, and built for the people who build everything else.

Confidence through compliance
Stay Ahead of the Curve — and the Fines
The cost of non-compliance has surged 45% in the past decade, and in 2024 alone, the U.S. Department of Labor recovered $273M in back wages.[1]

Sage HCM keeps you ahead with:
- Automated updates to tax codes and labor laws
- Audit-ready processes with effective-dated actions and document trails
- Proactive alerts that prevent errors before they happen

From ACA tracking to union pay rules, Sage HCM is built to protect what you've worked for. Because compliance isn't just about checklists. It's about trust.

AI and human insight
Smart automation, human judgment
AI should make work easier, not colder. Sage HCM's built-in AI assistant helps spot anomalies, flag risks, and streamline approvals all while keeping you in control.

It's not replacing people; it's empowering them. And with 60% of mid-market companies already using AI for payroll accuracy and workforce planning, Sage HCM delivers intelligent automation that works the way you do: smart, simple, and secure.

Service and stability
Technology is only as good as the people behind it
With 95% customer satisfaction and 100% uptime, Sage HCM customers know they're supported by experts who care. We roll out implementations fast. We solve problems before they become roadblocks. And we deliver reliability that lets you sleep at night.

That's why over 1 million organizations and 25 million employees worldwide trust Sage payroll solutions to get it right.

1. https://www.dol.gov/agencies/whd/data 2024

One Sage.
One ecosystem.
One view.

Sage HCM connects seamlessly with Sage Intacct and Sage 300 CRE, creating one unified ecosystem across HR, payroll, and accounting.

Now HR can see the cost of a project, finance can see the people behind the numbers, and leaders can make decisions from a single, trusted source.

Because when your systems talk, your business grows.

**Finance + HR + Payroll =
Total Business Visibility.**

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info@dsdinc.com

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