Modernizing Employee Management in Agriculture

Deena Malaeb, GM Payroll

08.15.24

Labor accounts for up to 60% of apple production costs

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$16.28 Washington Minimum Wage

Highest in the country (excl. D.C.)

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$32.00 Honeycrisp Per Bin

Prevailing Wage

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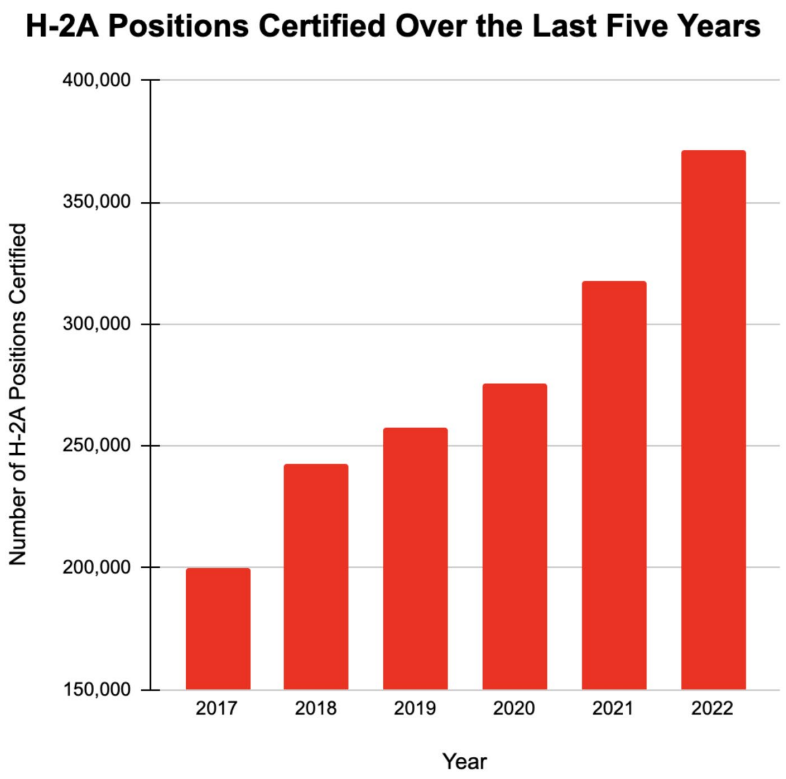
The domestic labor shortage continues



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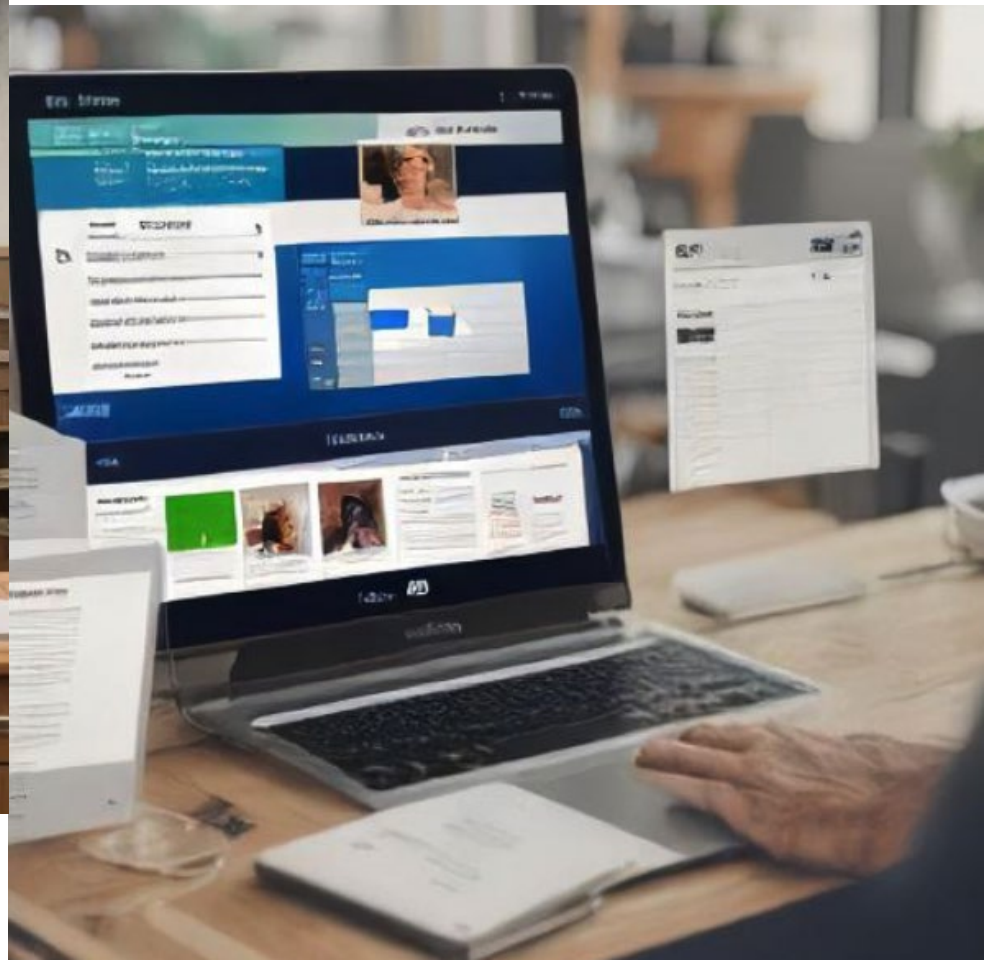
How can AgTech help?

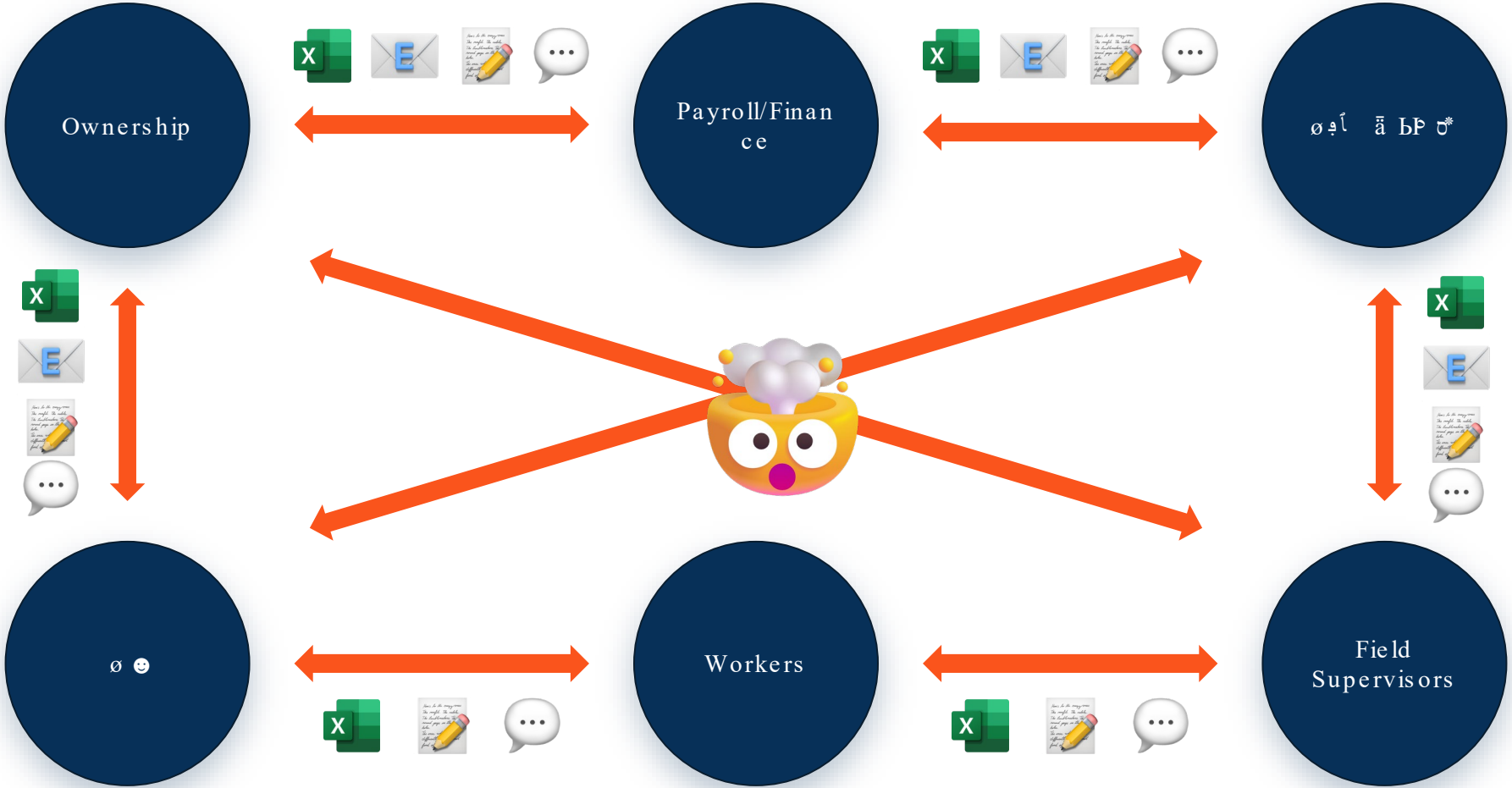
Save time & money managing back office

Ensure a happy, reliable workforce

Get you back out in the orchards!

Disconnected Software




Ownership
Payroll/Finance
ø ☻
Workers
Field Supervisors

Why does this matter?

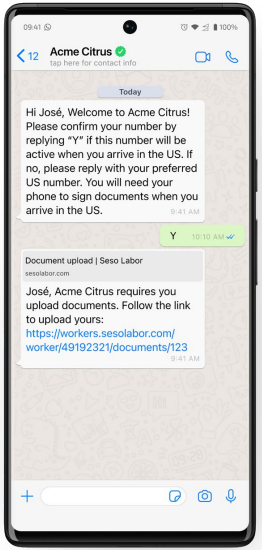
- **Compliance and Audit -ready:** scrambling to find files from disparate sources
- **Error reduction:** reduce “fat finger” errors
- **Reduce double entry:** imagine if after you onboarded a worker, you didn’t have to then set them up in systems
- **Workforce productivity & morale:** data in one place means payroll, HR, and H -2A administration working from the same source of truth
- **Reduce worker frustration & confusion:** Inefficient employee onboarding/offboarding and payroll process

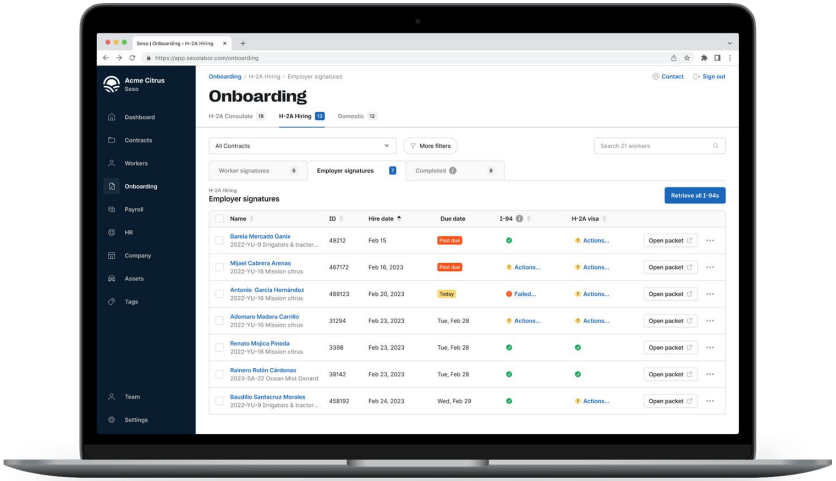
Vision:

Seso Employee Management System

Seso is the single system of employee data powering or propagating employee data to key back office workflows

HR & Digital Worker Onboarding = Save Time & Paper





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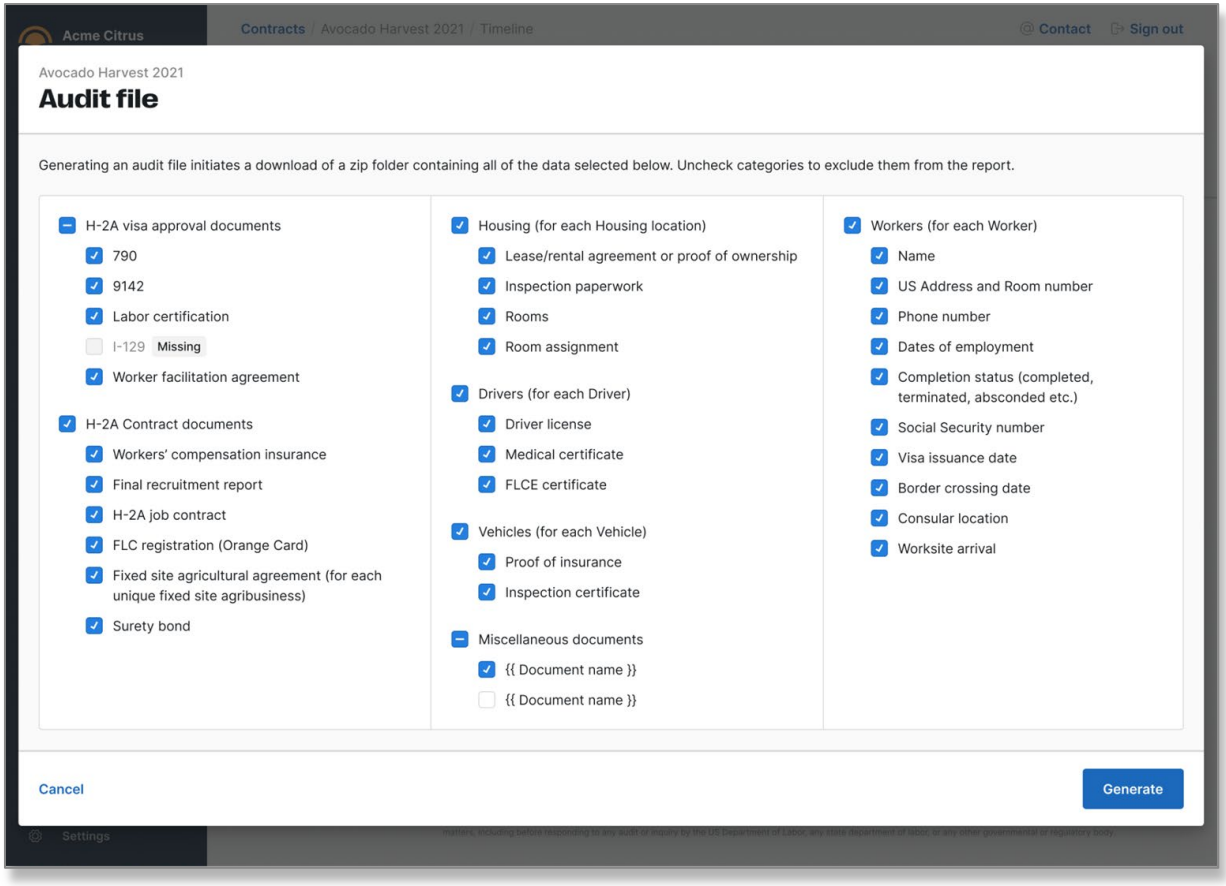
Digital Audit File = Compliance Ease



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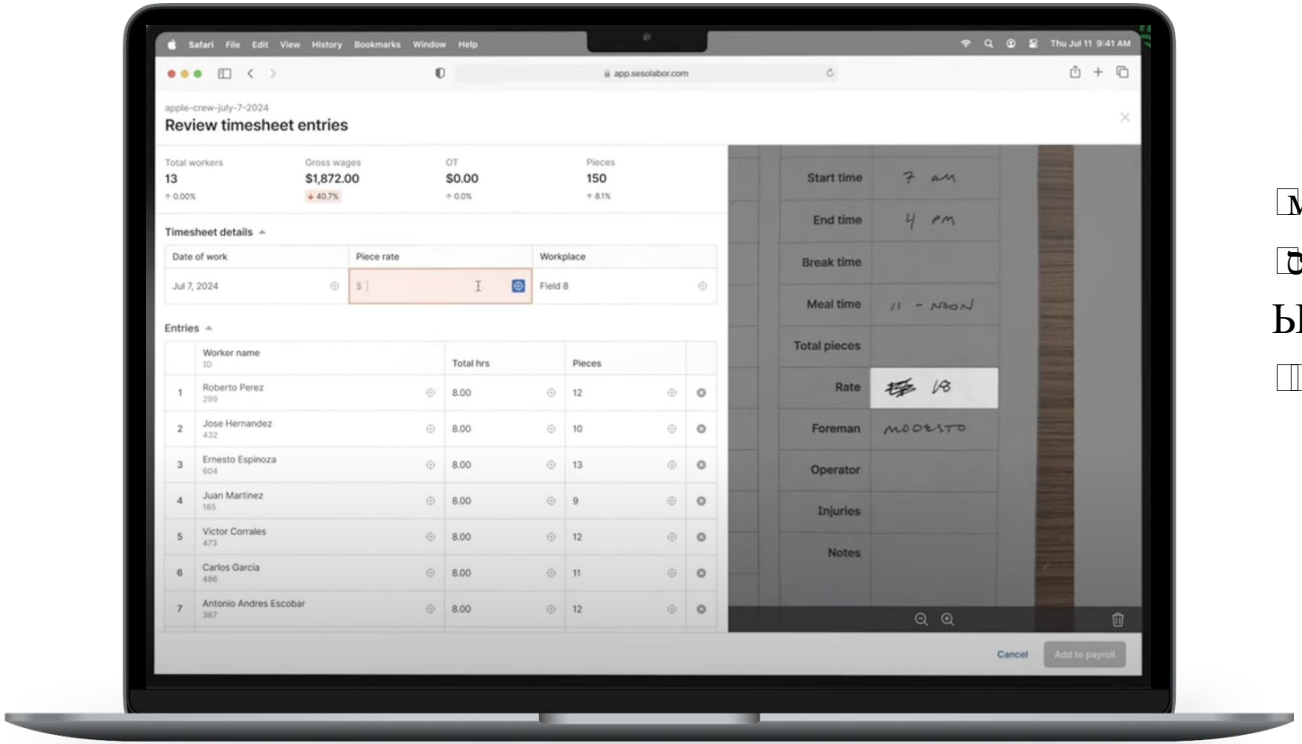
Paper Timesheet Reader = Cut the Tedious Work



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AgTech in the real world

Top 20 FLC saved $50k a year on printer paper alone!

Large NY FLC built strong trust with workers due to clean, organized systems

Grower modernized payroll, giving a key office mgr 50% of her time back!

Thank you!
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