

GUSTO

EXTENDED PROFILE

OVERVIEW

Gusto is a cloud-based payroll, HR, benefits, and time platform aimed primarily at small and growing businesses. It combines full-service payroll with tools for onboarding, benefits administration, basic HR, time tracking add-ons, and contractor payments.

KEY FEATURES

- Full-service payroll: run unlimited payrolls, support for multiple pay schedules, multiple pay rates, and employee self-service (paystubs, W-2s).
- Tax handling: Gusto files and pays payroll taxes automatically for covered jurisdictions. Processing times include different debit/check date rules (e.g., two-day vs. four-day processing windows); employers must maintain sufficient funds by the debit date.
- Direct deposit: next-day options on higher tiers; standard multi-day processing windows on entry plans.
- Benefits administration: works with licensed brokers to offer health, dental, vision plans, and 401(k). Employers typically pay only the employee premiums; Gusto does not add separate benefit administration fees on top of premiums for some plans.
- Time & attendance: time tracking and scheduling are available (sometimes as plan features or as add-ons, depending on the tier).

INTEGRATIONS AND ECOSYSTEM

Gusto integrates with major accounting and productivity tools (QuickBooks, Xero, and others) and provides APIs and developer tools for embedding payroll into other platforms.

SUPPORT AND COMPLIANCE

Support levels vary by plan; Premium includes a dedicated service advisor and access to certified HR experts, while lower tiers get standard support and access to the Help Center.

Gusto documents payroll processing rules (debit dates, timing, fund requirements). These matter if you run last-minute payrolls.

HOW MUCH DOES GUSTO COST?

There are three main employer plans (Simple, Plus, Premium) with the base + per-person pricing. Contractor-only and Solo options also exist. Download the extended software profile for a breakdown of Gusto's pricing tiers.

SOFTWARE SPECIFICATION

OVERVIEW	
PRODUCT NAME	Gusto
SOFTWARE FEATURES	
ABSENCE MANAGEMENT	✓
BENEFITS ENROLLMENT	✓
COBRA	✓
COMPENSATION	✓
COMPLIANCE	✓
DISCIPLINARY ACTION	✓
EMPLOYEE SELF SERVICE	✓
FMLA	✓
HEALTH & SAFETY	✓
MANAGER SELF SERVICE	✓
ON & OFF BOARDING	✓
PAYROLL	✓
PERFORMANCE MANAGEMENT	✓
RECRUITMENT	✓
REVIEWS	✓
SOCIAL NETWORKING	✗
SUCCESSION MANAGEMENT	✗
TIME & ATTENDANCE	✓
TRAINING & SKILLS	✓

VACATION & SICK LEAVE	✓
WORKFLOW	✓
WORKFORCE ANALYTICS	✓
TRAVEL & EXPENSES	✓
ORGANIZATION SIZE	
ENTERPRISE (1000+ EMPLOYEES)	✗
MEDIUM (251-1000 EMPLOYEES)	✓
SMALL (1-250 EMPLOYEES)	✓
PLATFORM	
CLOUD	✓
INSTALLED	✗
PRODUCT INFO	
MODULAR	✓
MULTI LANGUAGE	✓
MULTI CURRENCY	✗
CUSTOMIZABLE	✓
FURTHER INFORMATION	
PRICING	Solo: \$49/month. Team plans 60% off for 3 months. Simple: \$49 (\$19.60)/month, Plus: \$80 (\$32)/month, Premium: \$180 (\$72)/month.

SOFTWARE SCREENSHOTS

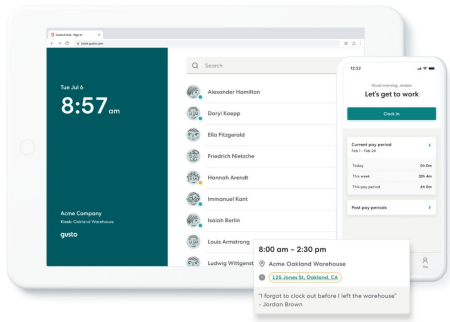
The screenshot displays the Gusto payroll management interface. At the top, the Gusto logo is on the left, and a search bar for people, along with user information for Jessica Jackson (Admin - Acme Company), is on the right. A left-hand navigation menu includes options like Home, People, Company, Payroll, Run payroll (highlighted), Pay contractors, Pay bills, Expenses, Payroll history, Payroll settings, Time tools, Benefits, Taxes & compliance, Reports, App directory, Settings, Refer & earn, Upgrade, and Help.

The main content area is titled 'Regular biweekly payroll for Jan 1-15, 2022'. It shows two steps: '1. Hours, earnings, and time off' and '2. Review and submit'. Summary statistics are provided: Run by Mon, Jan 12; Payday on Wed, Jan 14; Total time off hours: 218.00; Total hours worked: 1412.37; Total earnings: \$42,853.85.

Below the summary is a search bar for people and a 'Select all (11)' checkbox. A table lists individual employee payroll data with columns for Employees, Total pay, Rate, Regular hrs, Overtime hrs, PTO hrs, Sick time off hrs, Bonus, Commission, Additional earnings, and Reimbursemer. A 'Filter' button and an 'Upload CSV' link are also present.

Employees	Total pay	Rate	Regular hrs	Overtime hrs	PTO hrs	Sick time off hrs	Bonus	Commission	Additional earnings	Reimbursemer
<input type="checkbox"/> Arendt, Hannah	\$2500.00	\$50,000/yr	56.00							
<input type="checkbox"/> Berlin, Isaiah	\$5368.08	\$65,000/yr	82.67				\$500.00			
<input type="checkbox"/> Churchland, Pa...	\$2500.00	\$65,000/yr	80.00		19.00					
<input type="checkbox"/> Gordon, Albert	\$3076.92	\$80,000/yr	80.00		8.00					
<input type="checkbox"/> Grey, Ashlan	\$2013.82	\$55,000/yr	80.00							
<input type="checkbox"/> Hamilton, Alex...	\$1973.08	\$50,000/yr	80.00				\$300.00			
<input type="checkbox"/> Heathcote, Gio...	\$197.60	\$12.50/hr	26.48							
<input type="checkbox"/> Hemnani, Romil	\$475.30	\$12.50/hr	50.35							
Total	11	\$42,853.85	717.31 hrs	0.00 hrs	51.00 hrs	0.00 hrs	\$2656.60	\$0.00	\$0.00	\$2123.0

At the bottom of the interface, there is a 'Terms & Privacy' link, a status indicator 'Last saved just now', and a 'Review summary' button.




Breaks

Required breaks ⓘ

-  Unpaid meal 30 min [Add start time](#)
-  Paid rest 10 min [Add start time](#)

Additional breaks

Break type	Length	Start (optional)
 Unpaid meal <input type="text" value="v"/>	<input type="text" value="30"/> min	<input type="text" value="12:00 PM"/> 

[+ Add break](#)

