

● PREVAILING WAGE AND CERTIFIED PAYROLL



Wage**rite**

Every covered worker, paid the right rate.

Prevailing wage and union rules sit outside any HR or payroll system and change often. WageRite extends Oracle Cloud HCM with one library of government and union rates, matches your jobs to the right classifications, checks every payroll run for anyone paid below the law or the contract, and files certified payroll from the same record.



Daily

federal rate feed from SAM.gov, with full history

Base + fringe

checked separately on every payroll run

WH-347

certified payroll from actual payroll results

3

dates kept on every rate decision

● HOW IT WORKS

01

Collect the rates

Federal, state, local and union rates load every day. AI reads the documents and every change waits for approval.

02

Map your jobs

AI suggests how Oracle HCM jobs match government classifications, with its reasoning. Your team accepts or rejects each one.

03

Decide the rate

The highest of the employee rate, the union rate and the government rate wins. Base pay and fringe are each checked on their own.

04

Compare every payroll run

Paid against owed for each employee, with the reason each rate won and a job-level view of where one fix resolves many.

05

Apply and certify

Approved rates and corrections go into Oracle HCM through HCM Data Loader or REST. The WH-347 is produced from the result.

● WHY WAGERITE

WageRite gives payroll and compliance teams one place to find the right rate, prove it and file it.

- ✓ Search every rate that applies, by state, county, trade and date
- ✓ See who is underpaid, by how much, and which rule sets the rate
- ✓ Catch shortfalls on the pay run being reviewed, not in an audit
- ✓ Keep Oracle HCM as the system of record for people and payroll
- ✓ File certified payroll from real payroll results, every week

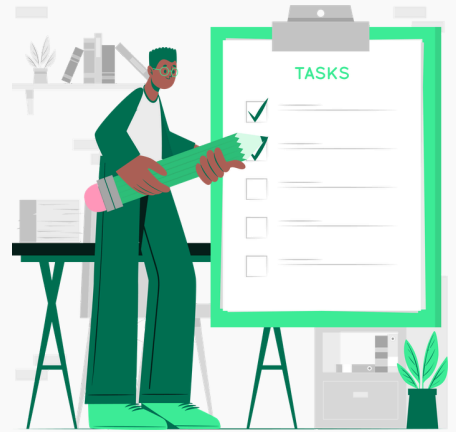
● WHERE AI HELPS

AI reads rate documents and suggests job matches, with its reasoning shown.

Nothing that affects pay takes effect until a person approves it. Auto-approval is opt-in and off by default.

FEATURES

From rate library to certified payroll.



01

Rate library

Federal, state, local and union rates in one searchable library, each linked to its source document. Negotiated or local rates are added under approval.

02

AI-assisted job mapping

AI proposes how your jobs and positions match government classifications. Your team approves every match.

03

Pay comparison

Paid against owed for every employee, base and fringe separately, plus a job-level view for root causes.

04

Corrections into Oracle HCM

Approved rate changes and back pay go into Oracle HCM, with a reconciliation record for every load.

05

Certified payroll, WH-347

The current federal form, generated from actual payroll results and reproducible for any past week.

The right rate before payroll runs.
The proof for years after.

SECURITY, GOVERNANCE AND SCALE

Runs on Oracle Cloud

Visual Builder, Oracle Integration Cloud and Autonomous Database on OCI, next to Oracle HCM.

Oracle HCM stays the record

WageRite sends approved, final rates. Oracle payroll still pays people and keeps the pay record.

Human-in-the-loop by design

Nothing that affects pay takes effect until a person approves it. Auto-approval is off by default.

Every rate explainable

Sources, values, dates and the approver are kept, never overwritten, and can be re-run as of any past date.

Rules fixed in the product

Published rates are never edited, overpayments are never clawed back, unknown history is never zero.

Your data stays yours

Each client has its own database and encryption key. Public rate data is shared and read-only.

Ready to experience WageRite?

Bring one project and one payroll week. We will show your covered rates decided, explained and ready for certified payroll.

[Speak to an expert](#)
[Visit website](#)


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So you can **change the world.**