

BUYER'S TOOL

Cannabis Payroll Provider Scorecard

Compare providers using the same questions, the same criteria and your priorities.



HOW TO USE IT

Name up to three providers. For each criterion, write Yes, No, Verify, or a short note. Mark your highest-priority criteria first so the comparison reflects your business - not somebody else's ranking.

1. Name the providers you're comparing.

PROVIDER A	PROVIDER B	PROVIDER C

2. Start with industry fit and payroll fundamentals.

Explicitly serves my type of cannabis business				
Documented cannabis industry experience				
Clear policy on cannabis eligibility				
Cannabis-specific education, resources or participation				
Payroll processing and tax filing				
Support for multi-state / multi-EIN operations				
Mid-year conversion and prior wage handling				
Off-cycle or urgent payroll support				
HR / employee records				
Onboarding and document management				
Timekeeping and scheduling				
Applicant tracking / recruiting				
Reporting and workforce analytics				

3. Compare the service around the software.

The system matters. So does what happens when implementation gets complicated, payroll is urgent, or your business grows.

Live human support is available				
Dedicated implementation assistance				
Assisted / managed payroll option				
Clear escalation path when payroll is urgent				
Training and ongoing account support				

Pricing structure is easy to understand				
Cannabis-specific surcharge disclosed				
Implementation costs disclosed				
Year-end / W-2 / off-cycle fees disclosed				
Total first-year cost can be estimated				

Accounting / general ledger connections				
Benefits and retirement connections				
Workers' compensation resources				
Cannabis-friendly banking resources				
CPA / accounting relationships				
Other cannabis business introductions				

DON'T SCORE WHAT DOESN'T MATTER TO YOU.

A smaller operator may prioritize live support and assisted payroll. A multi-state operator may care more about reporting, permissions and scalability. A dispensary may put timekeeping and scheduling near the top. Use your Priority column first, then compare.

QUESTIONS TO VERIFY DIRECTLY

Eligibility, fees, integration availability, service levels and provider policies can change. If a row affects your decision, confirm it directly with the provider and write down who confirmed it and when.

What did you actually learn?

Instead of forcing every checkmark into one arbitrary score, capture the differences that matter to your operation.

Which 3-5 capabilities must a provider have?

What meaningful difference did you find between providers?

Which claims, fees, integrations or policies need confirmation?

If payroll breaks on payday, who am I actually calling?

What will each option realistically cost in year one?

Will this provider still fit if we add employees, locations or states?

COMPARE, DON'T CHANGE.

Keep researching at your pace.
Use the next step that fits where you
are today.

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