



## Coding Challenge Overview

Each of our Paylocity product teams operates like a small startup, empowered to deliver business value in whatever way they see fit. Because our teams are close knit and fast moving it is imperative that you are able to work collaboratively with your fellow developers.

This coding challenge is designed to allow you to demonstrate your abilities and discuss your approach to design and implementation with your potential colleagues. You are not expected to spend more than a few hours on this project, and you are free to use whatever technologies you prefer but please be prepared to discuss the choices you've made.

**The most important part of this challenge is to use your work as a jumping off point for a broad and deep conversation with our developers.**

We are expecting candidates to typically spend few hours on this exercise, and we realize that this may lead to an incomplete implementation. Please take this as an opportunity to demonstrate the best of your abilities – feel free to mock out or skip pieces of the implementation and focus your time on exactly what you'd like to show us. We're not looking for you to give up your weekend for this project, we want something to start a meaningful conversation.

## Question Details

Premise of the question/background details

- Problem statement
  - Implement a backend solution where a user, an employee, has their paychecks calculated for a year based on the following requirements.

## How do I get started?

- Create new repository, seeded from provided zip file (see attached)
- Implement requirements
- Document any decisions that you make with comments explaining "why"
- Provide us with a link to your code repository

## Requirements

- Able to view employees and their dependents
- An employee may only have 1 spouse or domestic partner (not both)
- An employee may have an unlimited number of children
- Able to calculate and view a paycheck for an employee given the following rules:
  - 26 paychecks per year with deductions spread as evenly as possible on each paycheck
  - employees have a base cost of \$1,000 per month (for benefits)
  - each dependent represents an additional \$600 cost per month (for benefits)
  - employees that make more than \$80,000 per year will incur an additional 2% of their yearly salary in benefits costs
  - dependents that are over 50 years old will incur an additional \$200 per month

### **What are we looking for?**

- Understanding of business requirements
- Correct implementation of requirements
- Test coverage for the cost calculations
- Code/architecture quality
- Plan for future flexibility
- Address "task" code comments
- Easy to run your code (if non-standard, provide directions)

### **What should you not waste time on?**

- Authentication/authorization
- Input sanitization
- Logging
- Adding multiple projects to represent layers... putting everything in the API project is fine.