

Global Payroll Services

- the digital way

ramco



There has never been a better time to
Focus on Digital Transformation

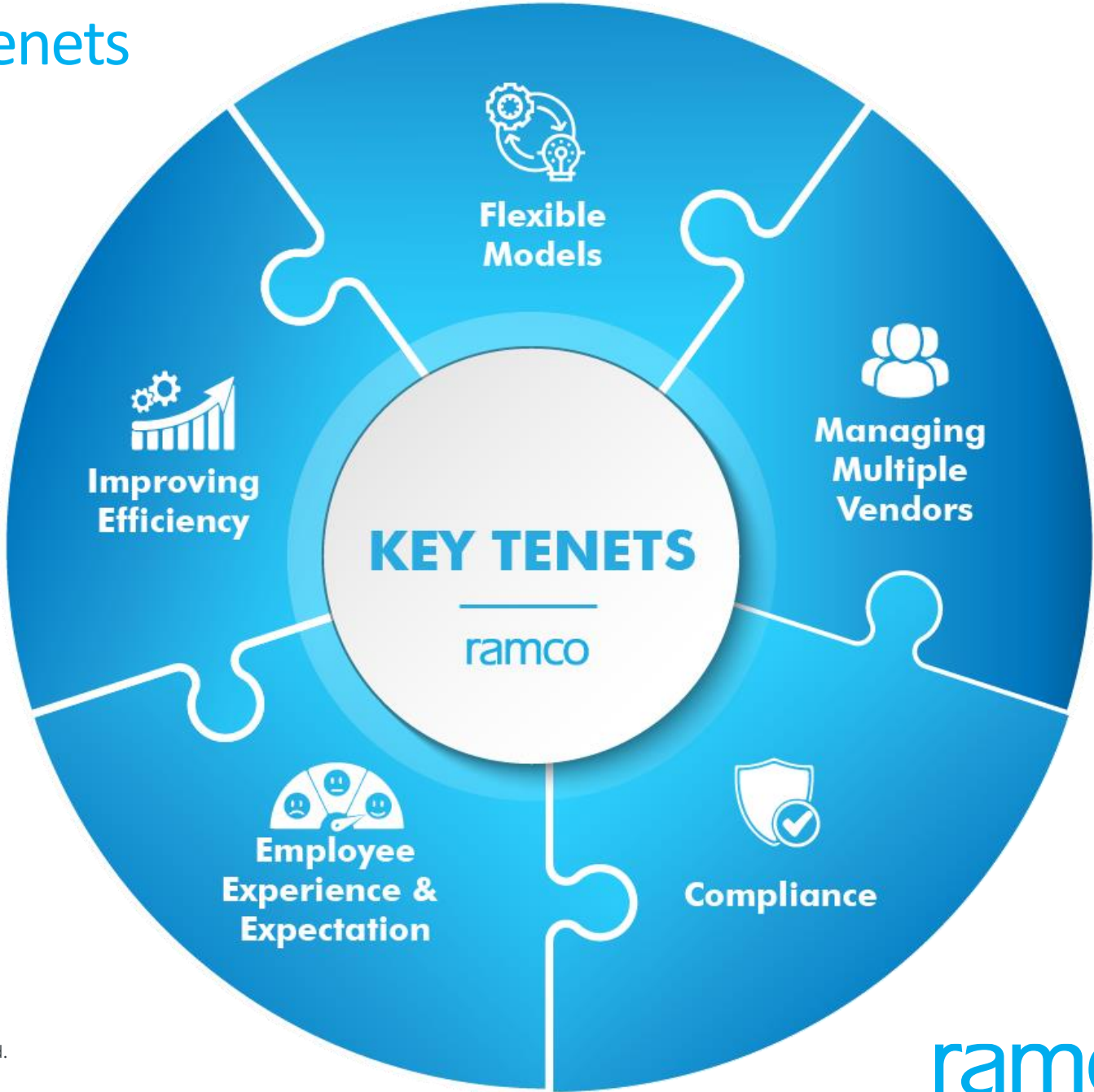
DIGITAL TRANSFORMATION
IS **YEARS** AWAY. I DON'T
SEE OUR COMPANY
HAVING TO CHANGE
ANY TIME SOON.

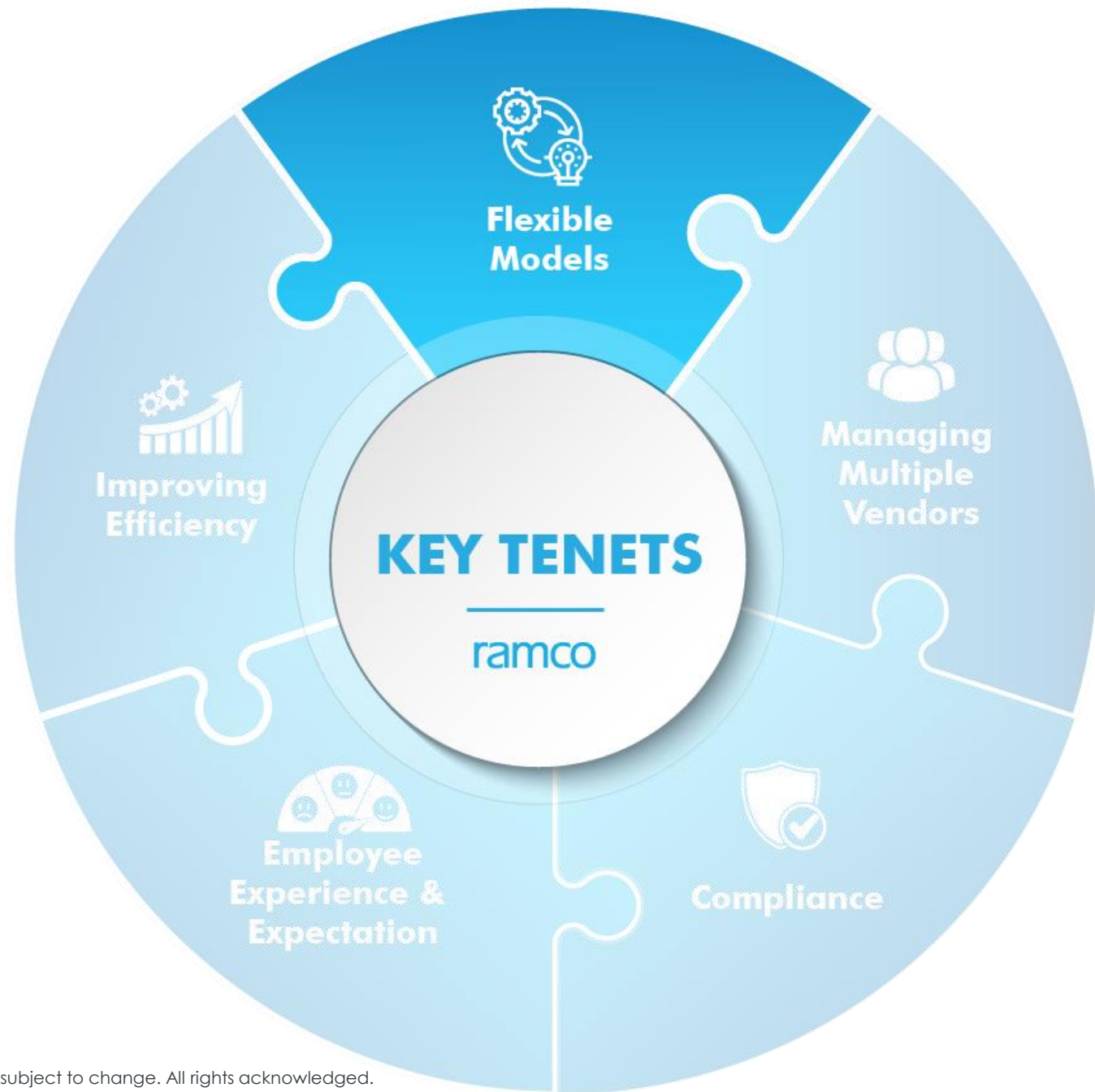


Aim for 10X

and not ~~10%~~

Global Payroll Transformation Tenets



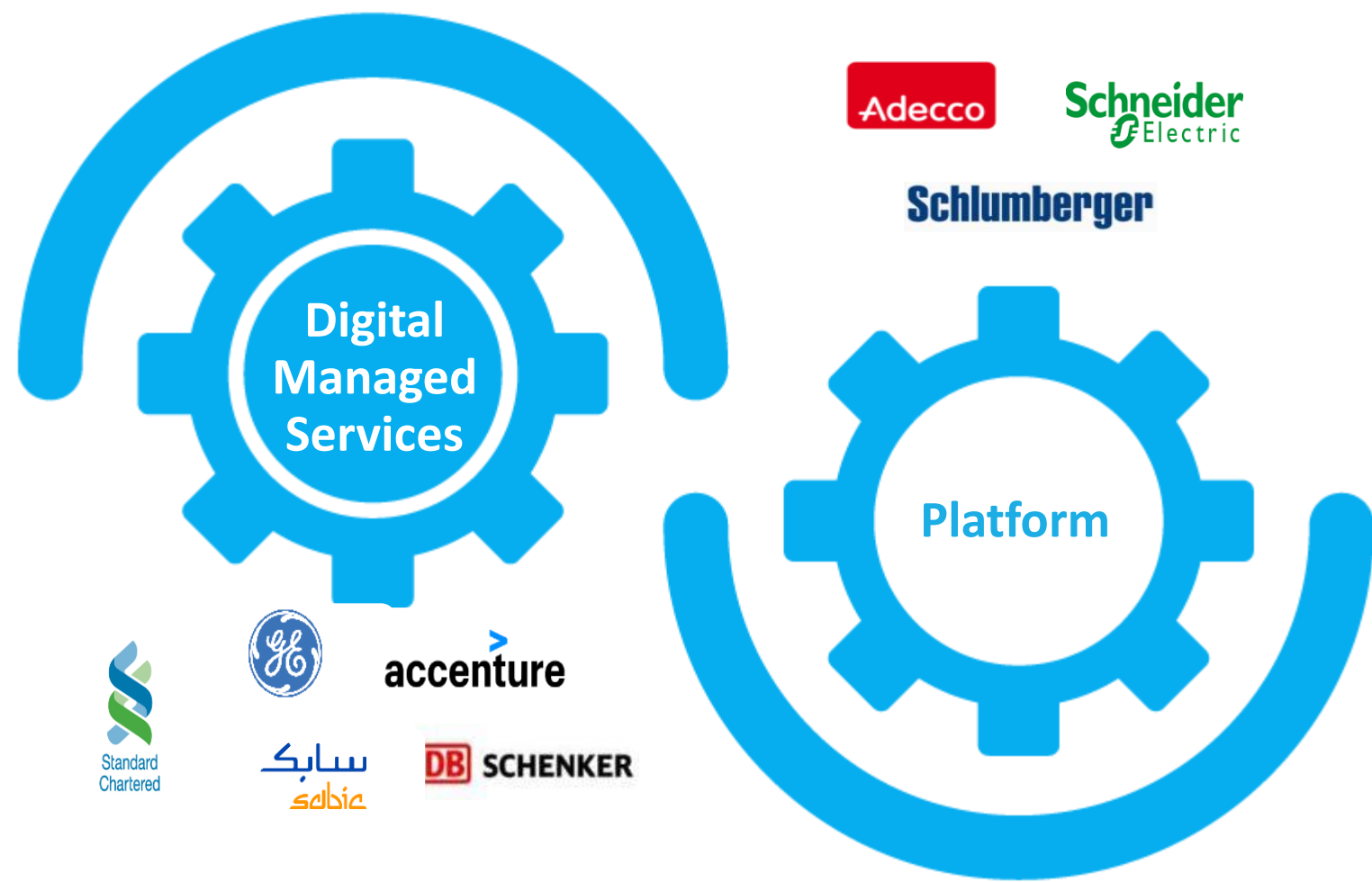


Feeling stuck by vendor prescribed approach?

- Are you sure your current strategy is working and scaling up/down to your demands?
- What will work the best? Inhouse or Outsourcing
- Flexibility of deployment



Interoperable Model - Digital Managed Services or Inhouse Payroll



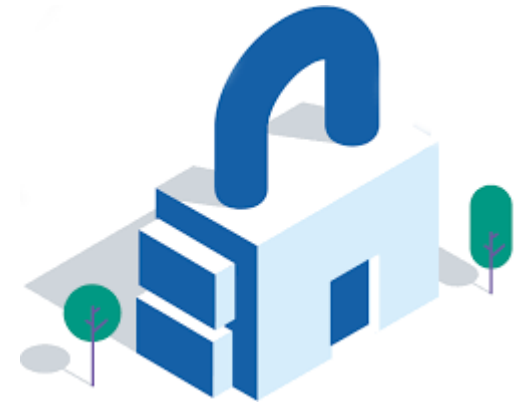
Flexible Deployment Models



Public Cloud



Private Cloud



On Premise





Aggregators

VS



Ramco's Platform

- Your Global Payroll is as strong as your weakest Payroll vendor

- Global platform, local compliance across 45+ countries
- Consolidated global view
- Flexible, Plug & play architecture

Global Payroll coverage across 45+ countries

2.4M+ paystubs
processed every
month using our
platform



Now adding US payroll to our coverage!



MAJOR CONTENDER IN EVEREST
GROUP'S PEAK MATRIX FOR MULTI-
COUNTRY PAYROLL PLATFORM



Cost of Non-Compliance

Scandal Serves as Reminder
to Verify Employment Tax Deposits

Establishment Made
underpaid workers
\$7.8 million

Miscalculating Wages by a few cents led to
this company paying a six figure lawsuit

This week **Woolworths** confirmed that **Findley's**
was one of three who had alerted it to an
underpayment scandal that could affect nearly 6000
of its employees and cost as much as \$300 million
in back pay.

Rockpool staff records doctored
as part of 'most egregious'
wage theft with Penalties for
each individual breach can
be up to \$126,000

Ensuring Compliance

- Compliance as a proactive process
- Automated mechanism to Monitoring compliance changes
- Measurable compliance score
- Managing compliance partners across multiple countries vs. **single point of accountability**
- Fulfillment Service

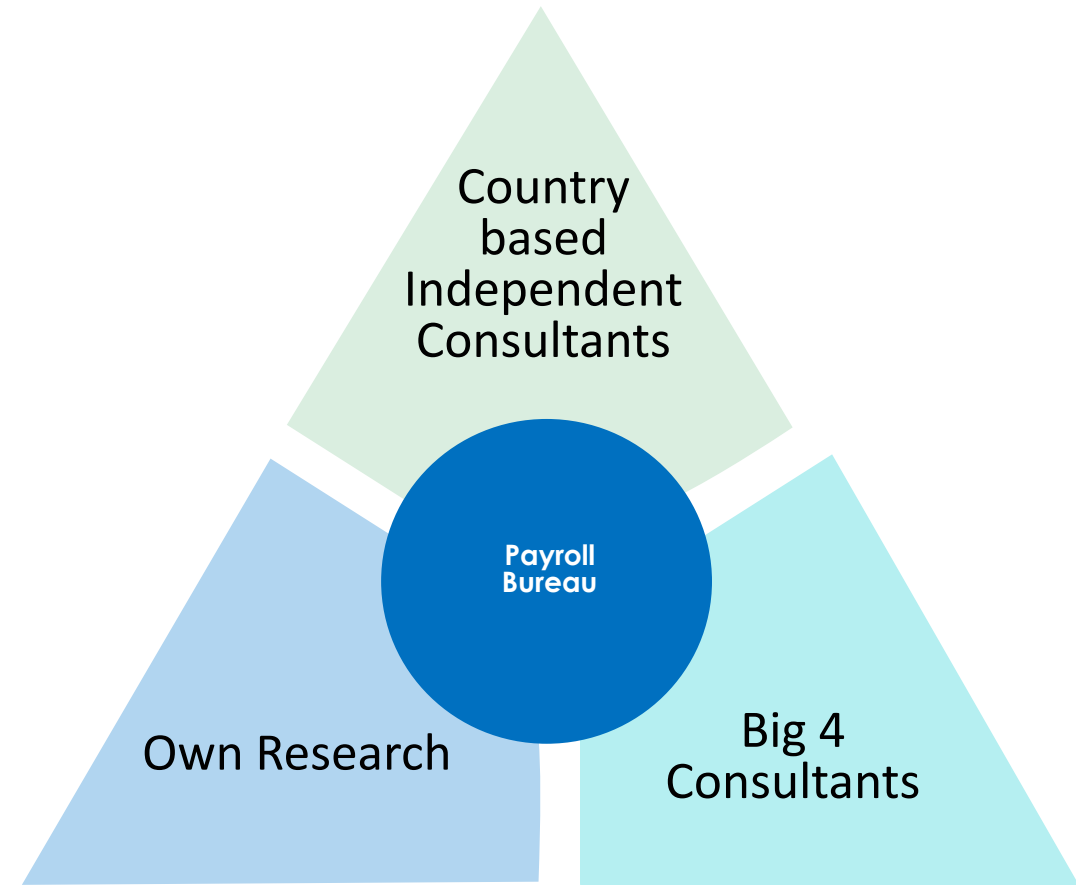


We got you covered!

- Partner with Taxation service providers
- Regular monthly updates w.r.t to Payroll related Statutory changes
- Services availed for specific assignments / projects

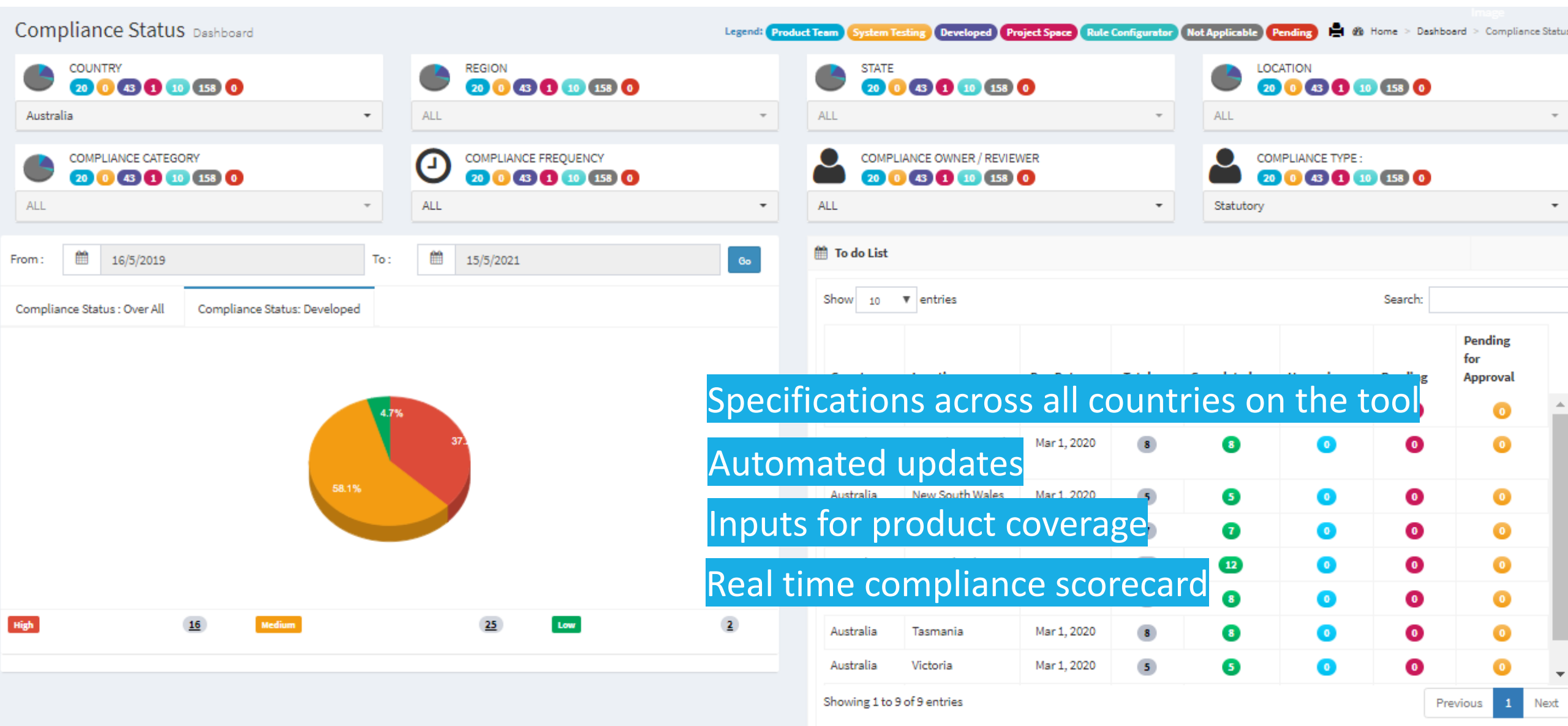
- Research on Payroll rules and regulations
- Manage other Service Providers
- Manage collaterals and information repository

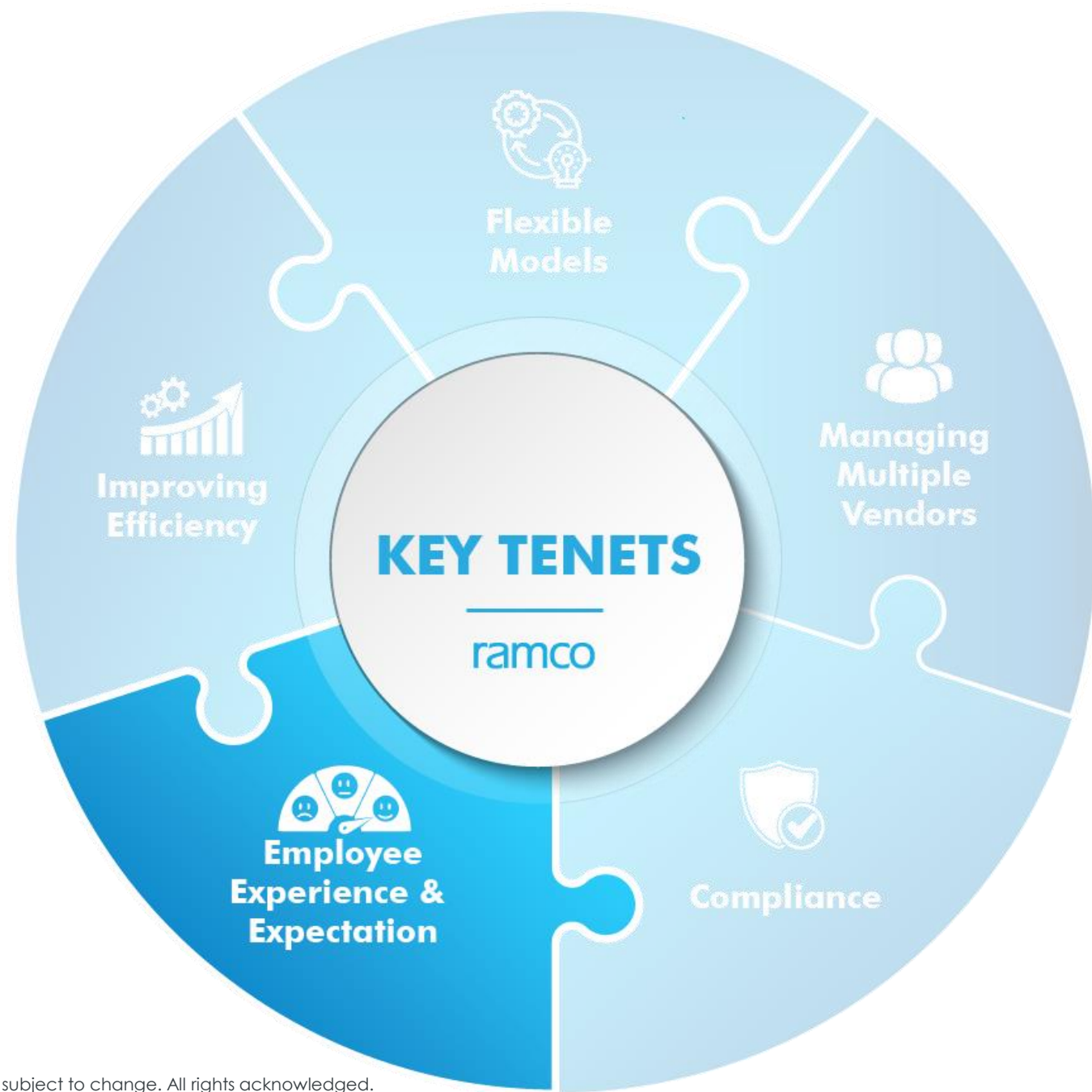
- Validation of Payroll rules across the globe
- Inputs when developing payroll for new countries
- Regular monthly updates & advisory services on demand



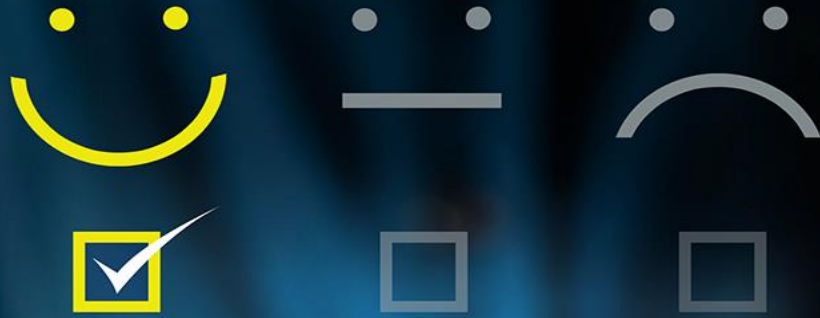
Automated Compliance Management Tool

powered by Big 4 consulting firms





Employee Experience now in the hands of the employee!



Zero UI
Intelligent Applications
Frictionless
Anticipatory



Meet RamcoChia - ChatBOT

Conversational platform for employees and core users



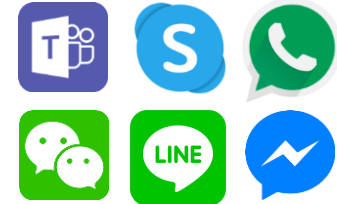
- Support Bot
- SPOC Bot
- Transaction bot
- HR Admin Bot
- Policy Bot

Ramco's AI Support bot: Chia can answer up to **70%** of your employee queries!

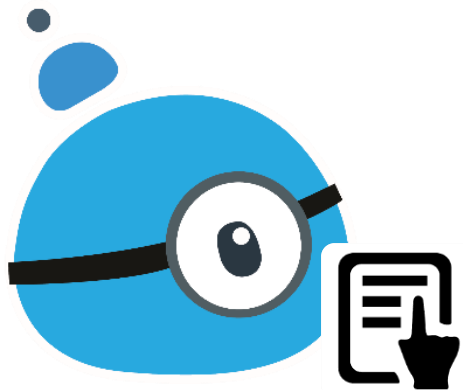


Cut shared services cost by up to **50%** with intelligent bots powered by AI & ML!

Channels Supported



Support bot for employees



Customer SPOC Bot

- How was my tax calculated?

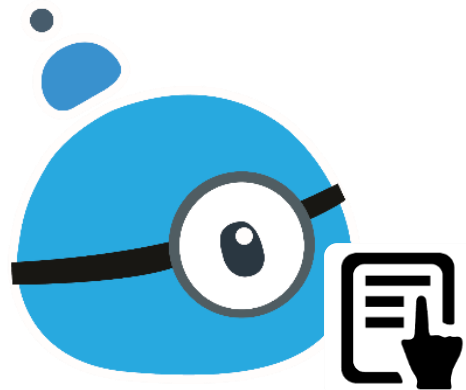
- My arrears seem to be lesser than what I am supposed to get. Can you please clarify?

- What would be my leave balance starting 1st Jan 2019?

- What is my total bonus / commission for last year?

- Why is my Medical claims lesser than the Bill Amount?

SPOC bot for Core Payroll Processors



Customer SPOC Bot

Is the variance report ready?

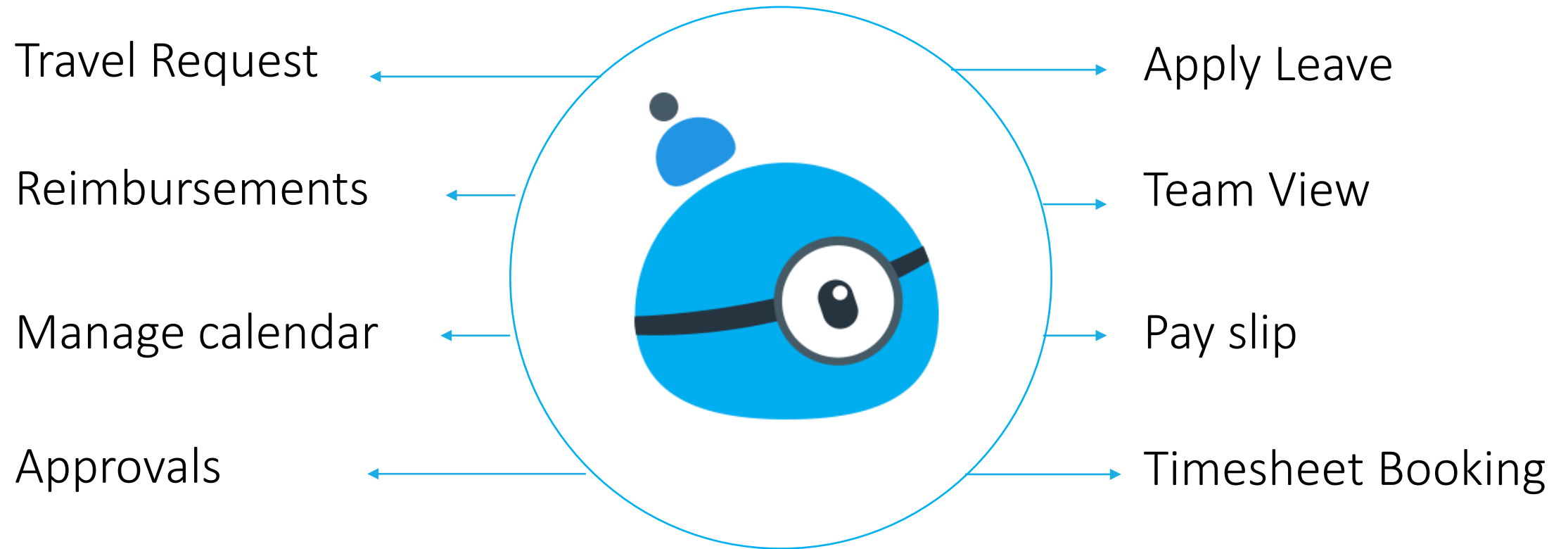
Are bank account numbers missing for any records?

Have all the inputs been validated?

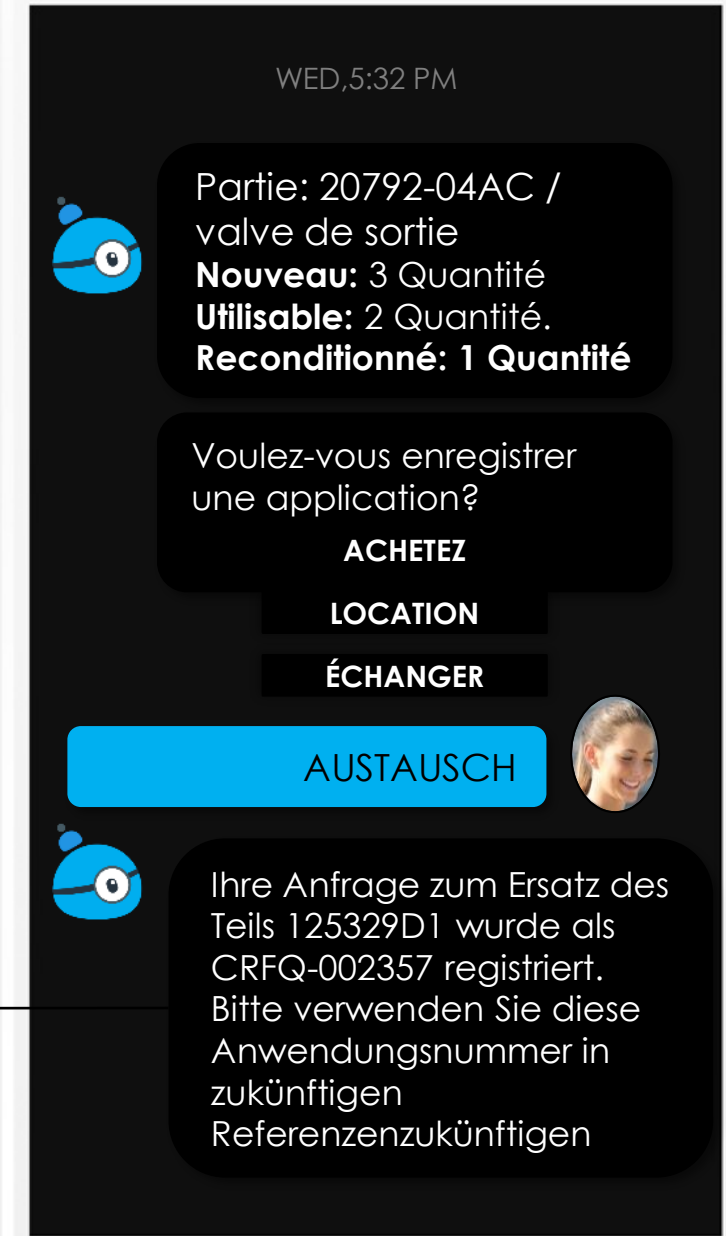
When will I get the first cut pay register?

When will I get my bank statement?

Transaction bot for Employee tasks



The Bot switches from French to German when Tina poses a question



Mail Based Interaction

Exploit tools and applications that users are bound to spend good time on e.g. emails

- No logins, no screens Just MAIL IT
- Apply leave
- Find your Leave balance
- Get your Pay slip
- Lots more...



Outlook actionable messages

File

Message

Help

Tell me what you want to do

Delete

Archive

Reply

Reply All

Forward

Quick Steps

Move

Tags

Editing

Speech

Zoom

OneNote

Insights

Book Timesheet for 19 May 2020

R

RAMCOCHIA

To Baskaran Balasubramanian

LinksWithin

Get more add-ins

Project	Activity	Task	Hours
HRMS Product Enhancements 2020-21	Project Management	Product Mgmt & Strategy [MAGDEV-PRODMGMT]	<div>0</div>

Submit

For any issues or feedback on email timesheet, please reach out to mailitsupport@ramco.com. If the card doesn't appear, Check in O365 Web mail.

Comprehensive Pandemic Control System for Workplace Safety & Health



Safe Entry &
Pre-Screening



Social Distancing &
Contact Tracing

System knows you!

Universal

Personalization Engine:

- Systems learns based on your past pattern usage
- Defaults value based on recency & frequency



Alice Aniston

Quad Grande,
Non-Fat

Jane Foster

Triple, Venti,
Half Sweet

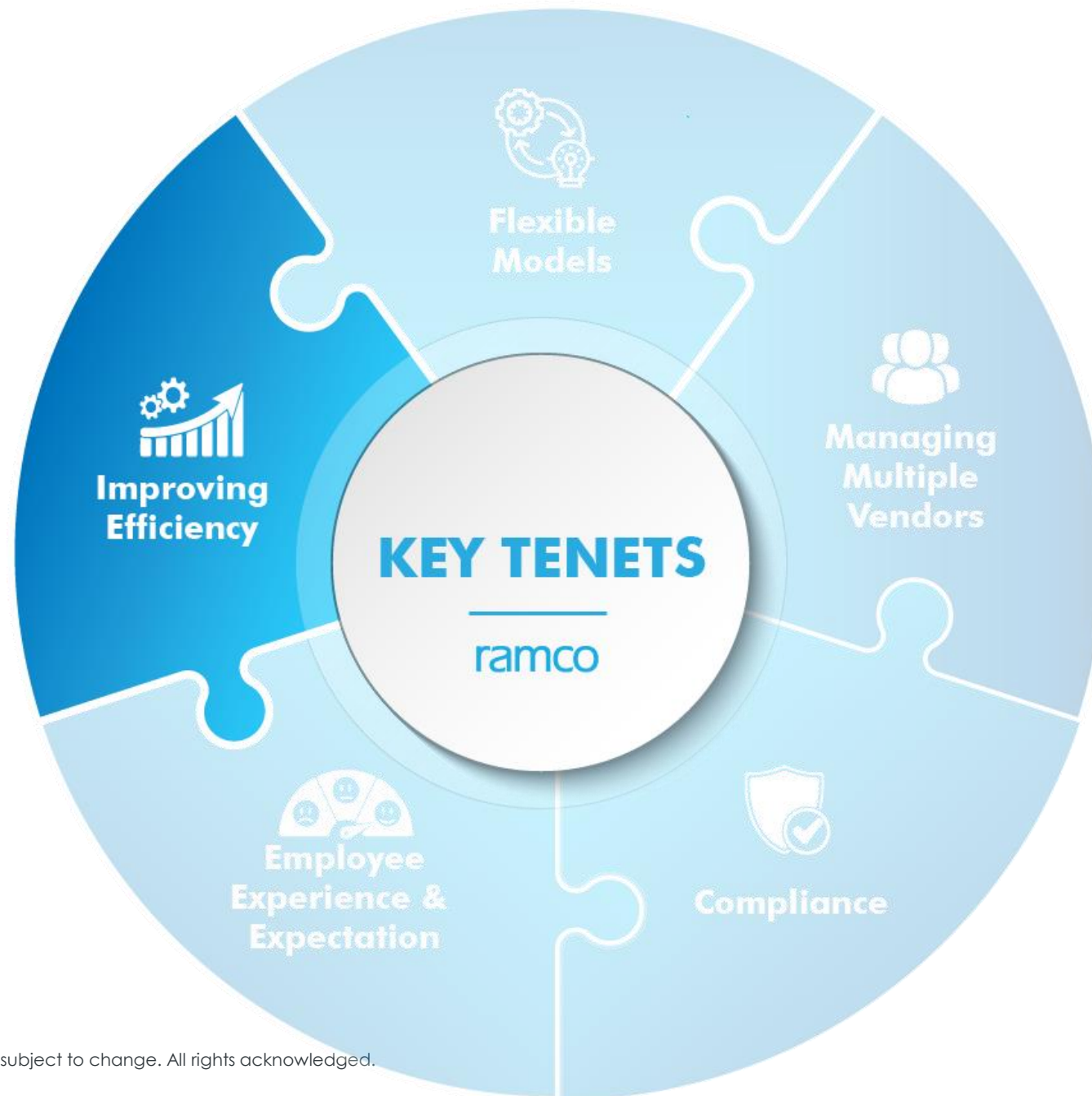
Mark Walberg

Grande, Iced,
Sugar-Free



NelsonHall positions Ramco as LEADER in it's NEAT Matrix for NEXT generation Payroll Services

Annual evaluation of Payroll vendors
highlights Ramco's strength in Global
payroll with innovation levers around
AI/ML, chatbots, Voice and
Event-based notifications

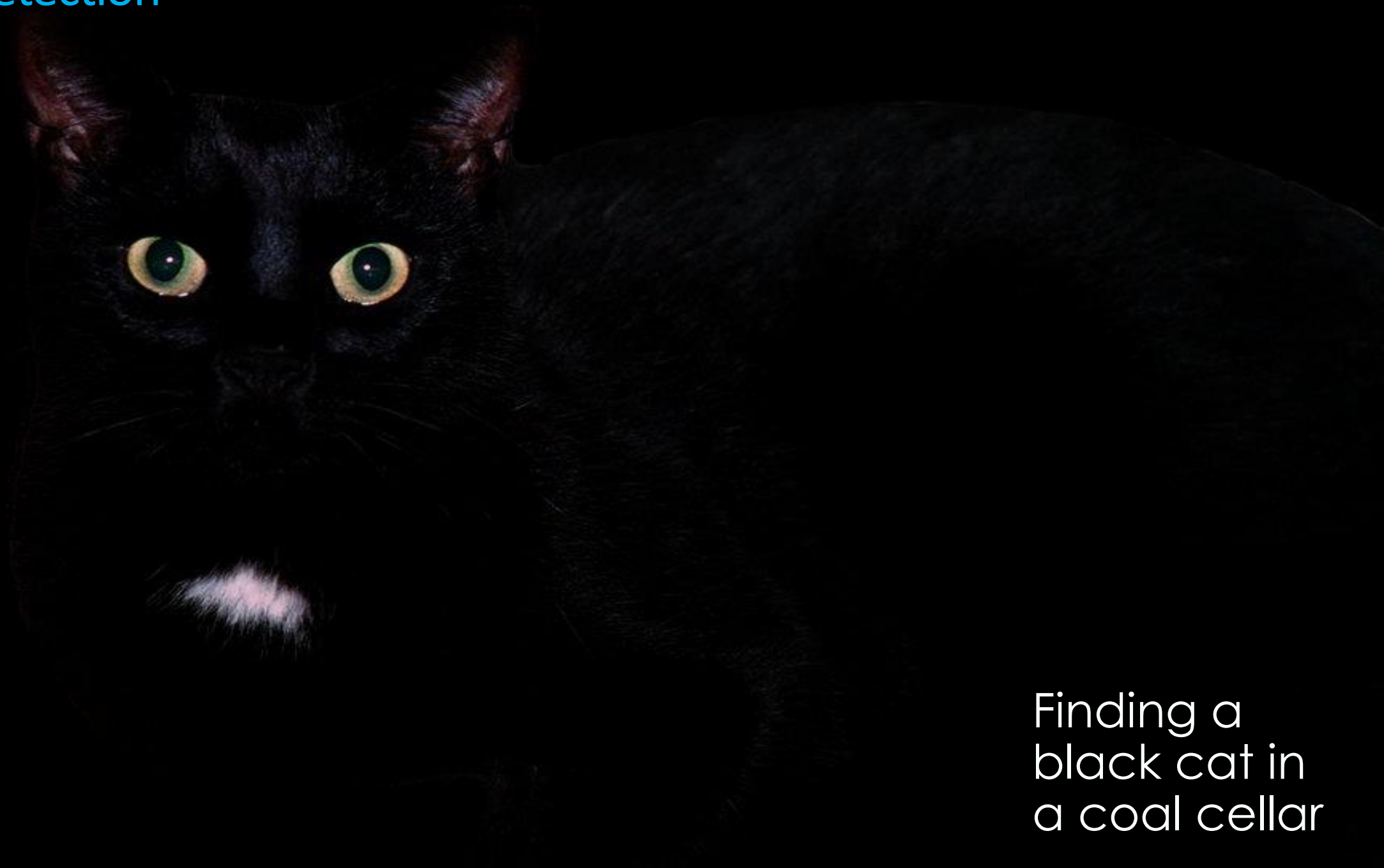




Efficiency & Automation

AI based systems
age like wine!

Anomaly detection



Finding a
black cat in
a coal cellar

Identify **anomalies & outliers** to detect potential errors:



Pay Element Variances

- Net Pay
- Basic Pay
- Gross Pay
- Statutory Values
- Headcount Variances



Master Level Variances

- Bank Account #
- Beneficiary Names
- Employment Types
- TIN, SSS, PhilHealth #
- Headcount Variances

Real Life Use Case for Leveraging AI/ ML in Payroll

- 60,000+ employees
- Fortnightly Pay out
- 900+ Pay components
- 15 different source & destination systems
- 80+ types of overtime
- 500K+ average records per Pay cycle
- 5 days to cut-off to Payments
- 100K+ Recurring | 200K+ Non-recurring | 200K+ OT based inputs

■ Validation Methodology

- Random checking for a sample set
- Manual and person dependent

■ Validation of 50K Employees x 200 Pay components (approx 11 Mn pay Components)

■ Areas of Discrepancies

- Wrong OT Hours
- Wrong Input Amount (Meal Allowance, Compensable Allowance etc)
- Missing Inputs (Quarterly Bonus due but not advised)
- Wrong Pay Component (Instead of Quarterly Bonus - Performance Bonus advised)

Shorten your payroll cycle from 8 days to 4 days
Allowing longer window for employees to claim

Digital

Ramco's Managed
Services

A close-up photograph of a hand pressing a circular button on a car's steering wheel. The button is labeled 'CANCEL' and is part of a larger control knob that also has 'RES +' and '-' symbols. The background is blurred, showing the interior of a car.

Keep Calm, Cruise mode on!

Platform led payroll Managed Services

Multi Country, Multi-Frequency, Multi-Currency Payroll Processing

Multiple Payrolls like Salary, Off cycle, Exit, Ad-hoc etc.

Payroll processing for new joiners and leavers

Last mile activities & Lodgement service

Helpdesk Support – L2 & L3

Portal for Administrators & Employees

Write to us:
Contact@ramco.com

Create your
future from
your future,
not your past

