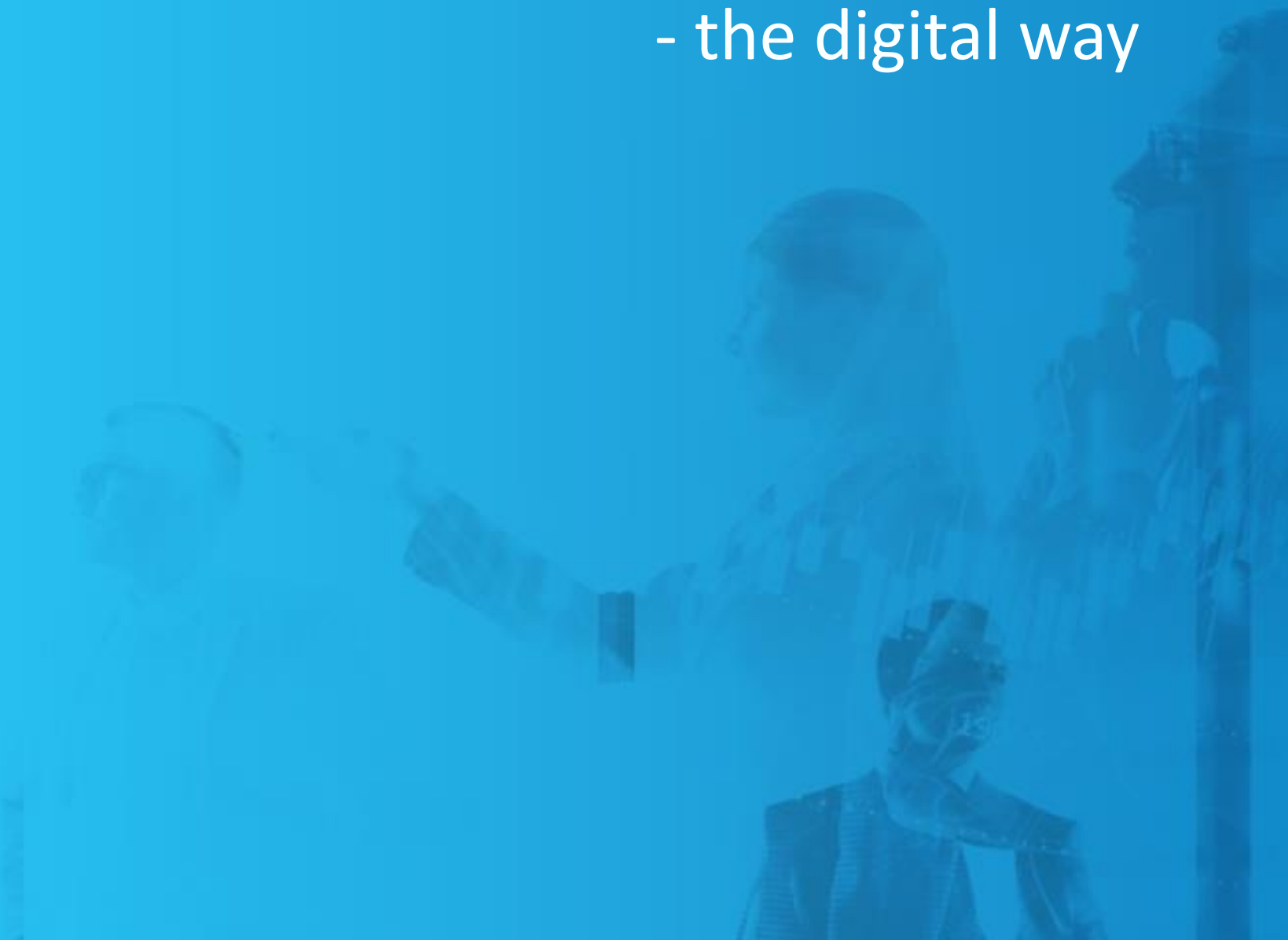


Global Payroll Services - the digital way

ramco



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

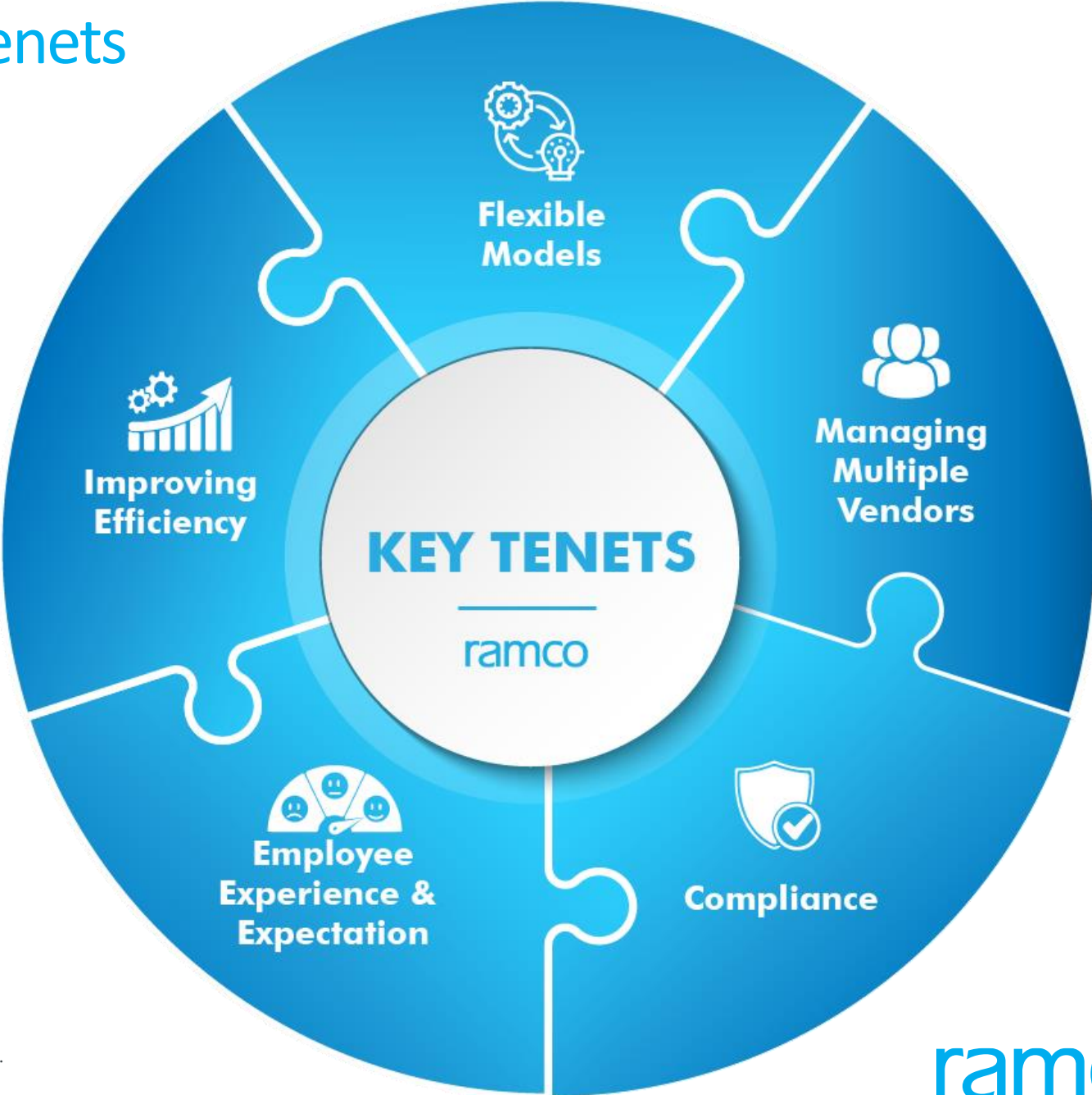
DIGITAL TRANSFORMATION
IS **YEARS** AWAY. I DON'T
SEE OUR COMPANY
HAVING TO CHANGE
ANY TIME SOON.

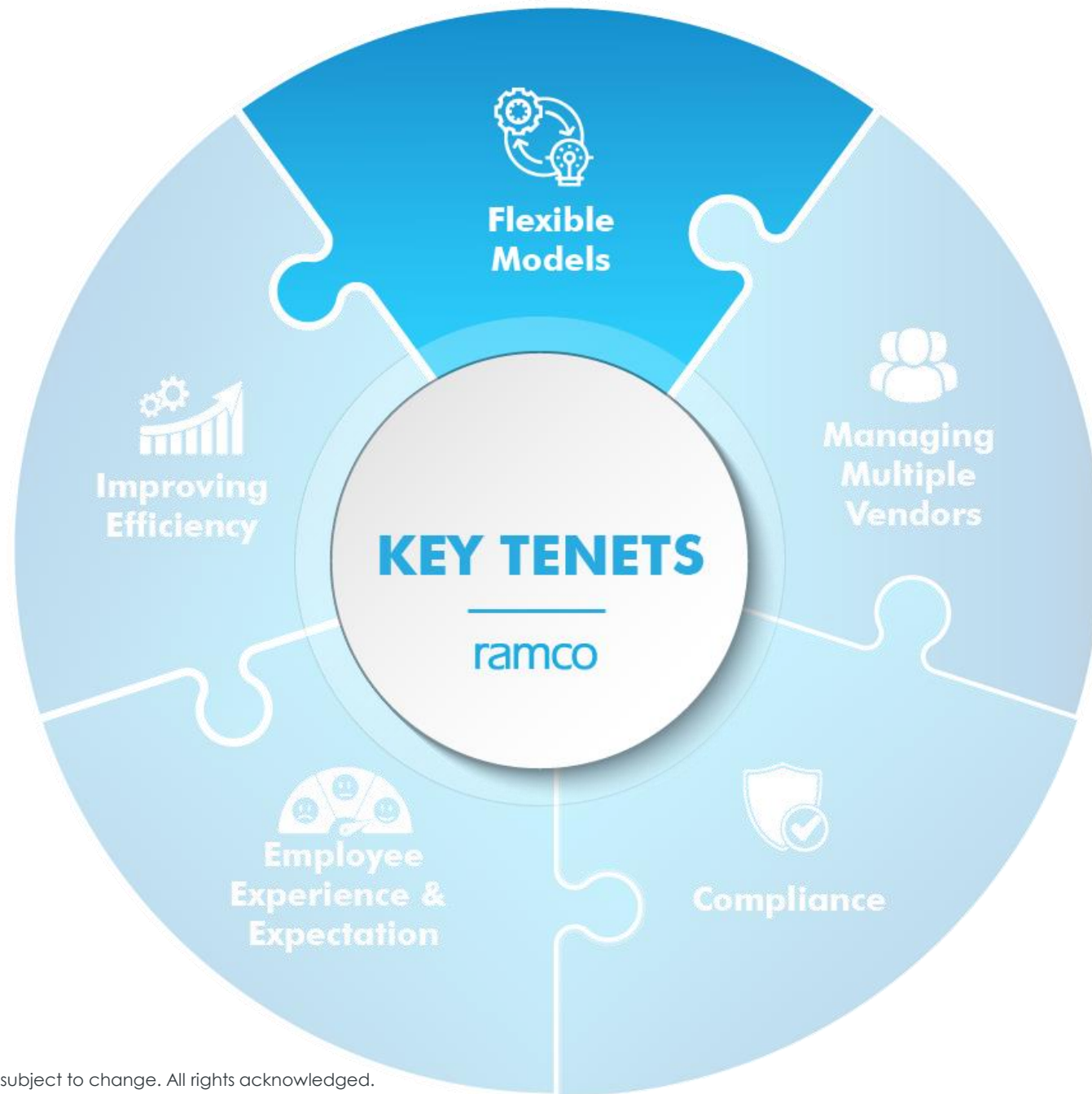


Aim for 10X

and not ~~10%~~

Global Payroll Transformation Tenets



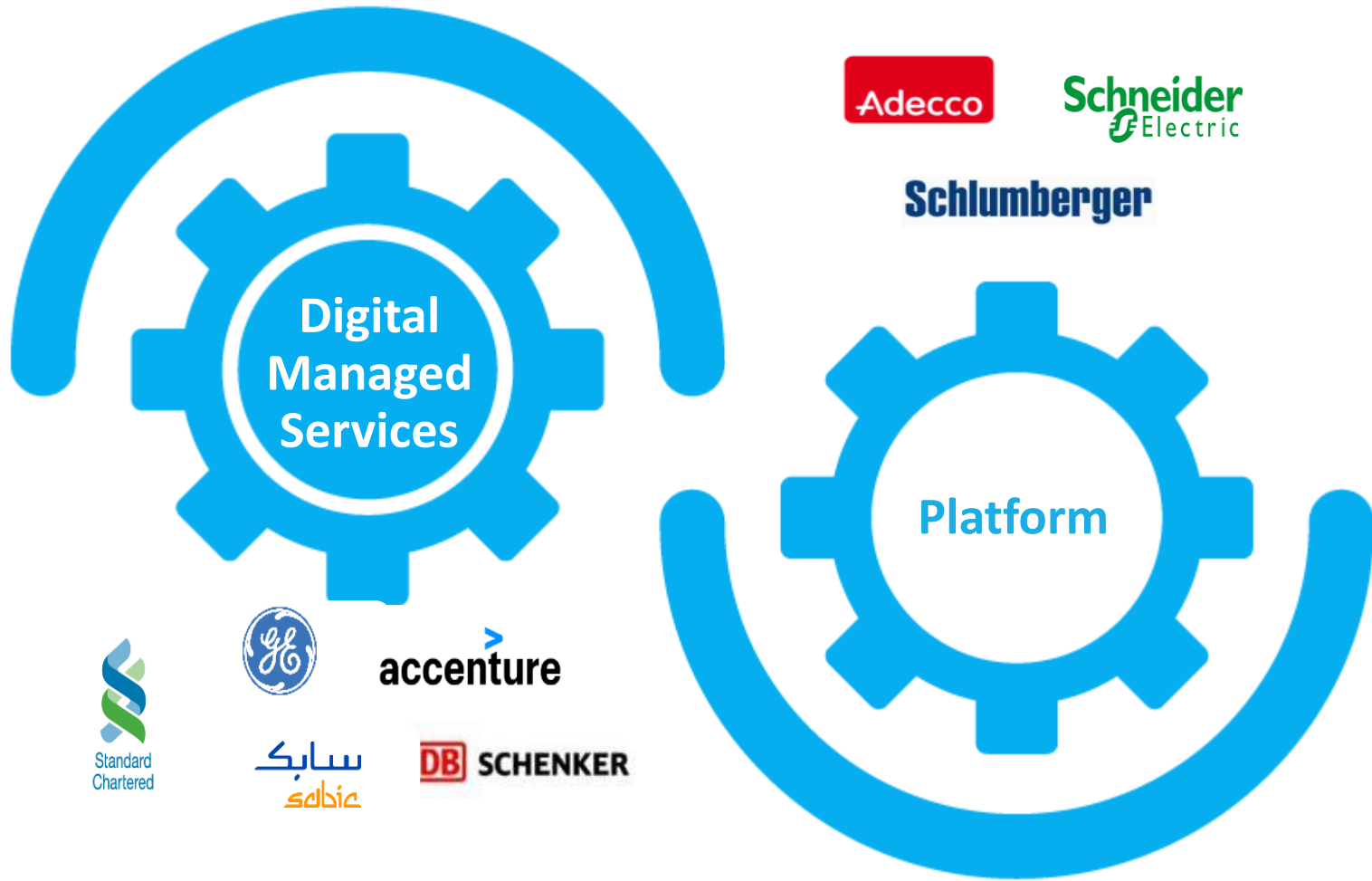


Feeling stuck by vendor prescribed approach?

- 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



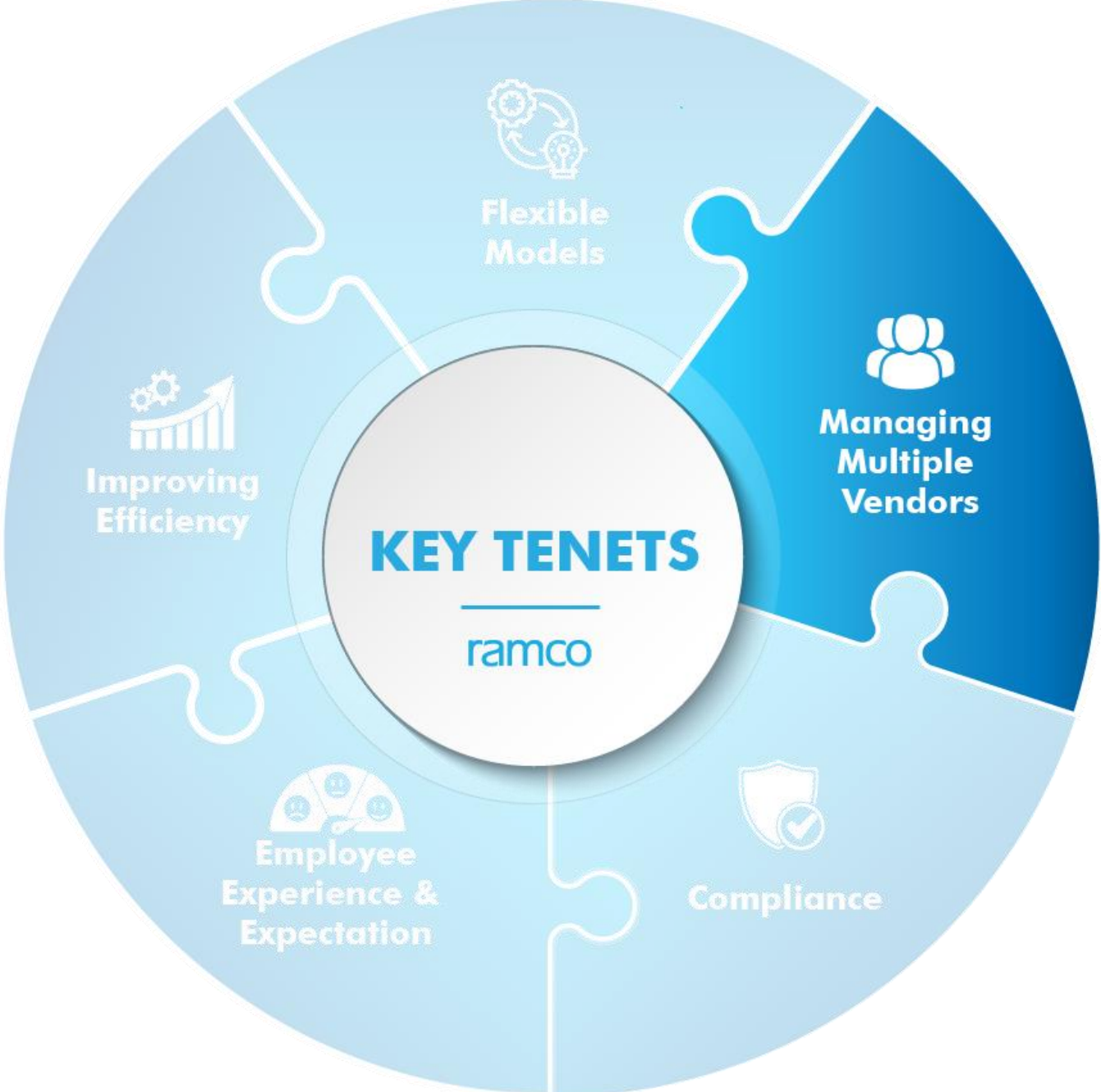
Public Cloud



Private Cloud



On Premise



KEY TENETS

ramco

Flexible Models

Managing Multiple Vendors

Compliance

Employee Experience & Expectation

Improving Efficiency

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

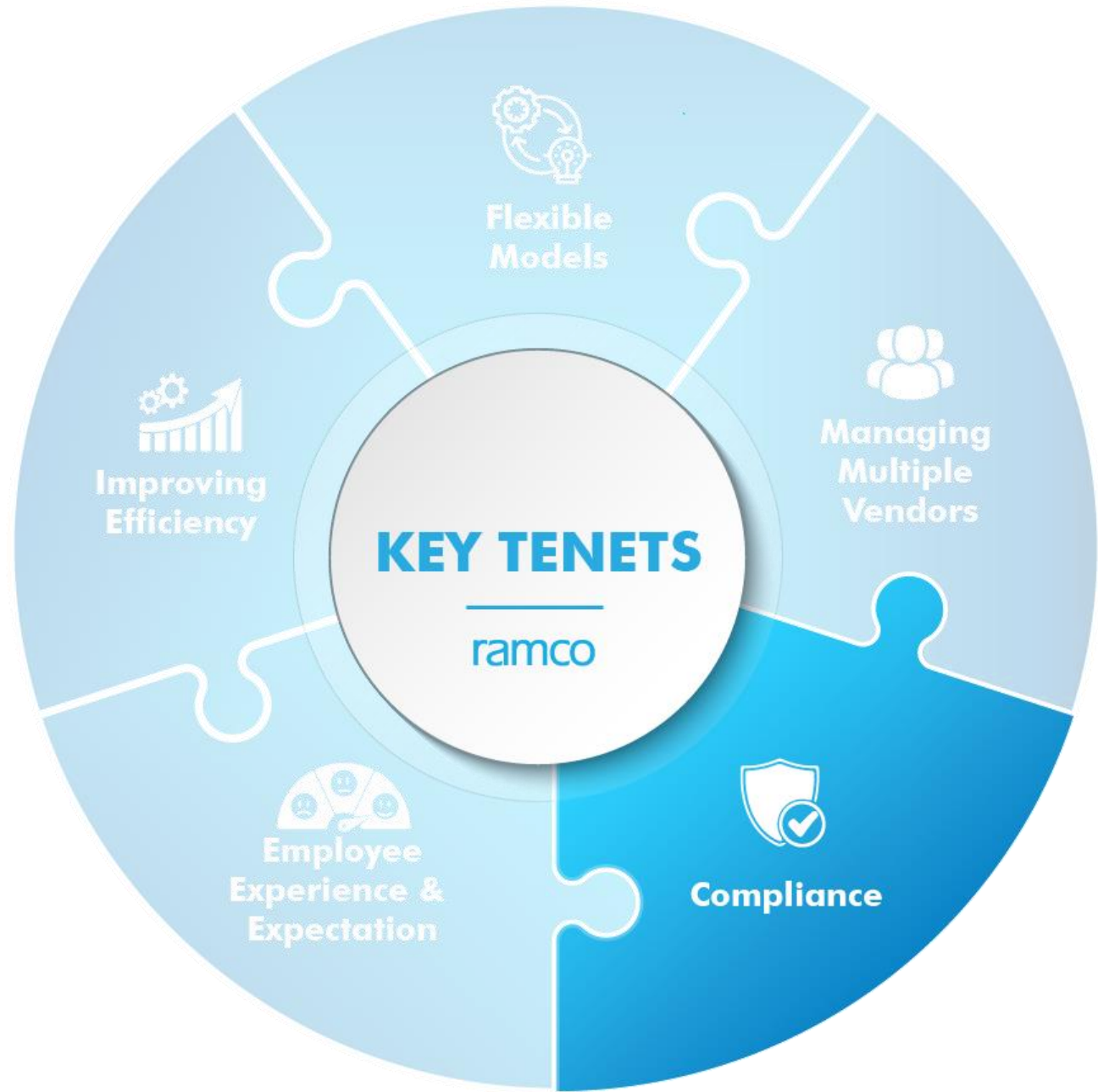


📍 Partner countries

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

██████████ Made
Establishment
underpaid workers
\$7.8 million

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

This week ██████████ confirmed that ██████████
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.

██████████ 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

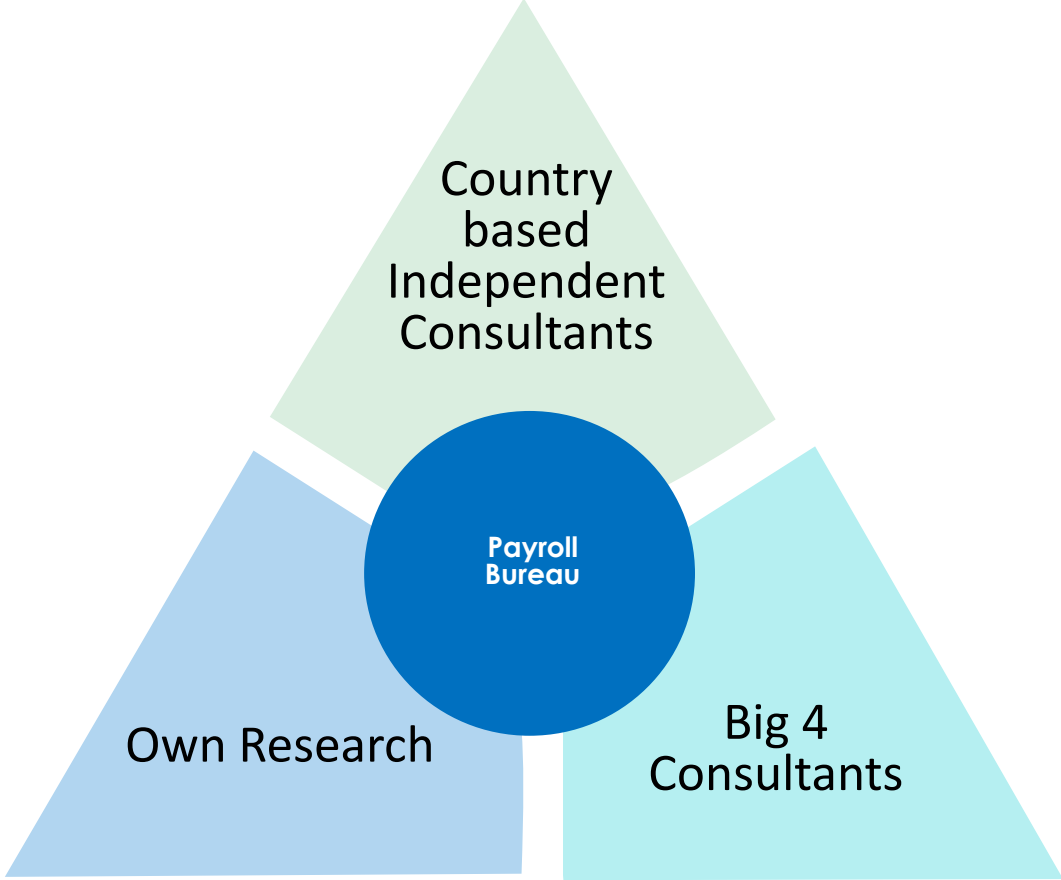


We got you covered!

- 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

Compliance Status Dashboard

COUNTRY
20 0 43 1 10 158 0
Australia

COMPLIANCE CATEGORY
20 0 43 1 10 158 0
ALL

REGION
20 0 43 1 10 158 0
ALL

COMPLIANCE FREQUENCY
20 0 43 1 10 158 0
ALL

STATE
20 0 43 1 10 158 0
ALL

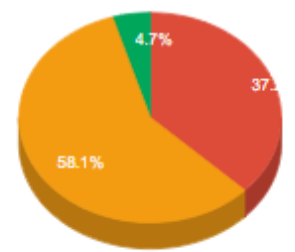
COMPLIANCE OWNER / REVIEWER
20 0 43 1 10 158 0
ALL

LOCATION
20 0 43 1 10 158 0
ALL

COMPLIANCE TYPE
20 0 43 1 10 158 0
Statutory

From: 16/5/2019 To: 15/5/2021 Go

Compliance Status: Over All | Compliance Status: Developed



High 16 Medium 25 Low 2

Legend: Product Team System Testing Developed Project Space Rule Configurator Not Applicable Pending

To do List

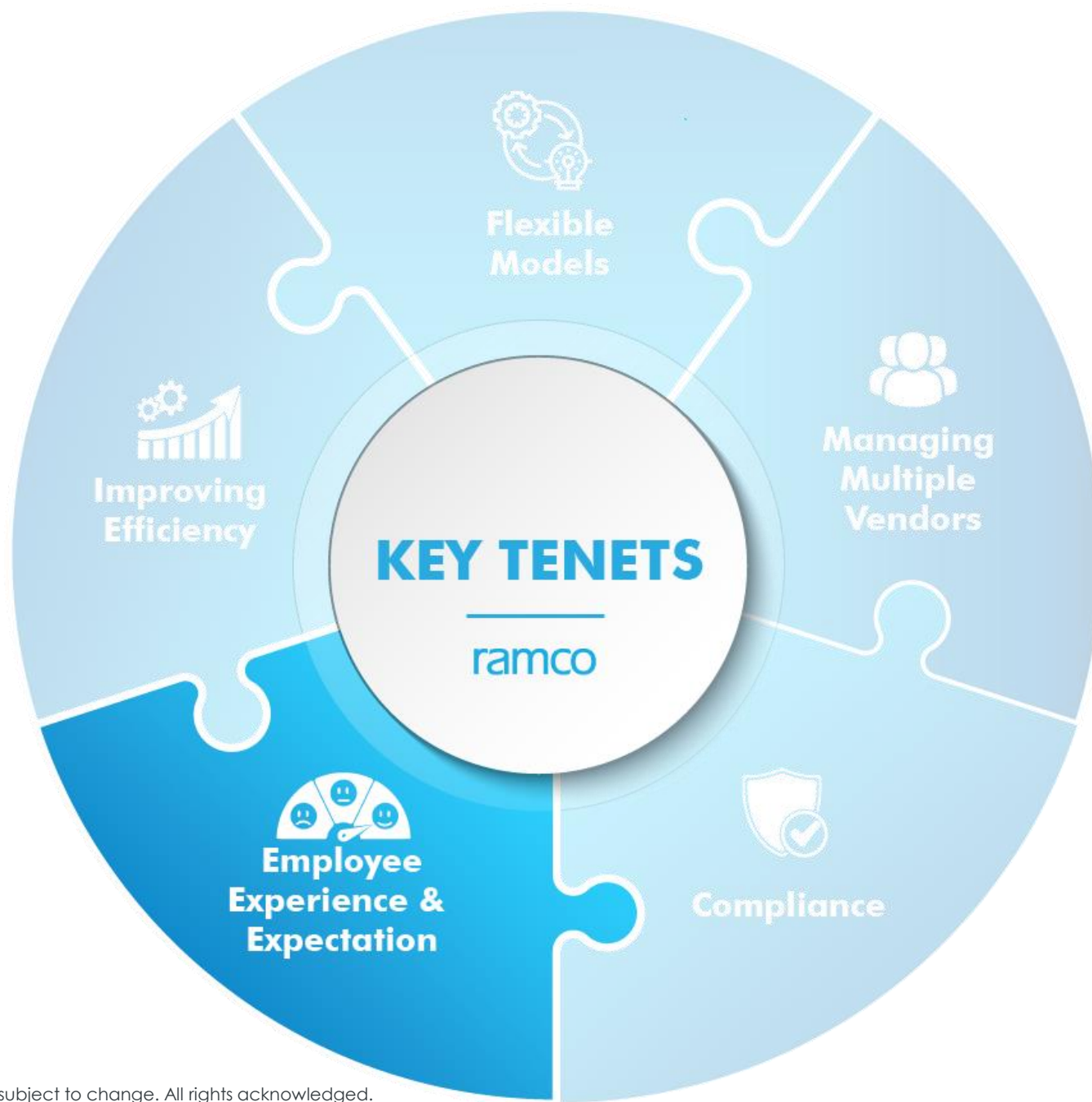
Show 10 entries Search:

Country	State	Date	8	8	0	0	0
Australia	New South Wales	Mar 1, 2020	5	5	0	0	0
			7	7	0	0	0
			12	12	0	0	0
			8	8	0	0	0
Australia	Tasmania	Mar 1, 2020	8	8	0	0	0
Australia	Victoria	Mar 1, 2020	5	5	0	0	0

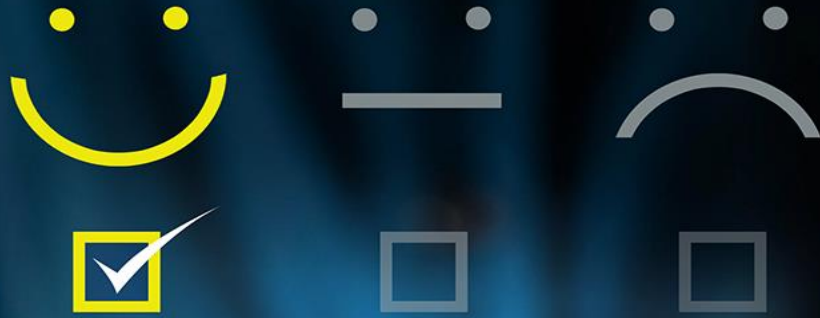
Showing 1 to 9 of 9 entries

Previous 1 Next

Specifications across all countries on the tool
Automated updates
Inputs for product coverage
Real time compliance scorecard



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



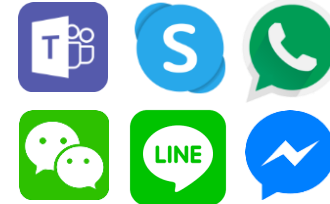
- Support Bot
- SPOC Bot
- Transaction bot
- HR Admin Bot
- Policy Bot

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

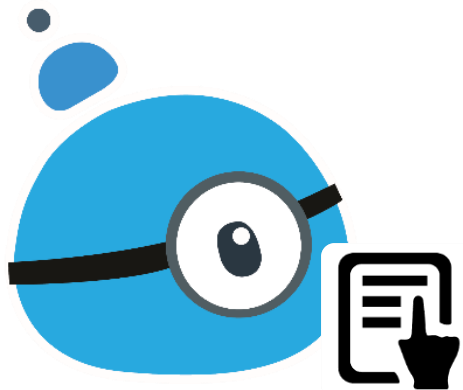


Cut shared services cost by up to **50%** with intelligent bots powered by AI & ML!

Channels Supported



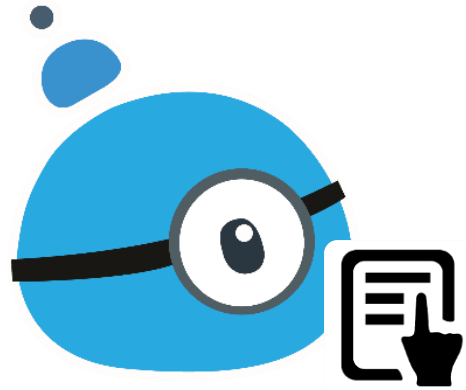
Support bot for employees



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?

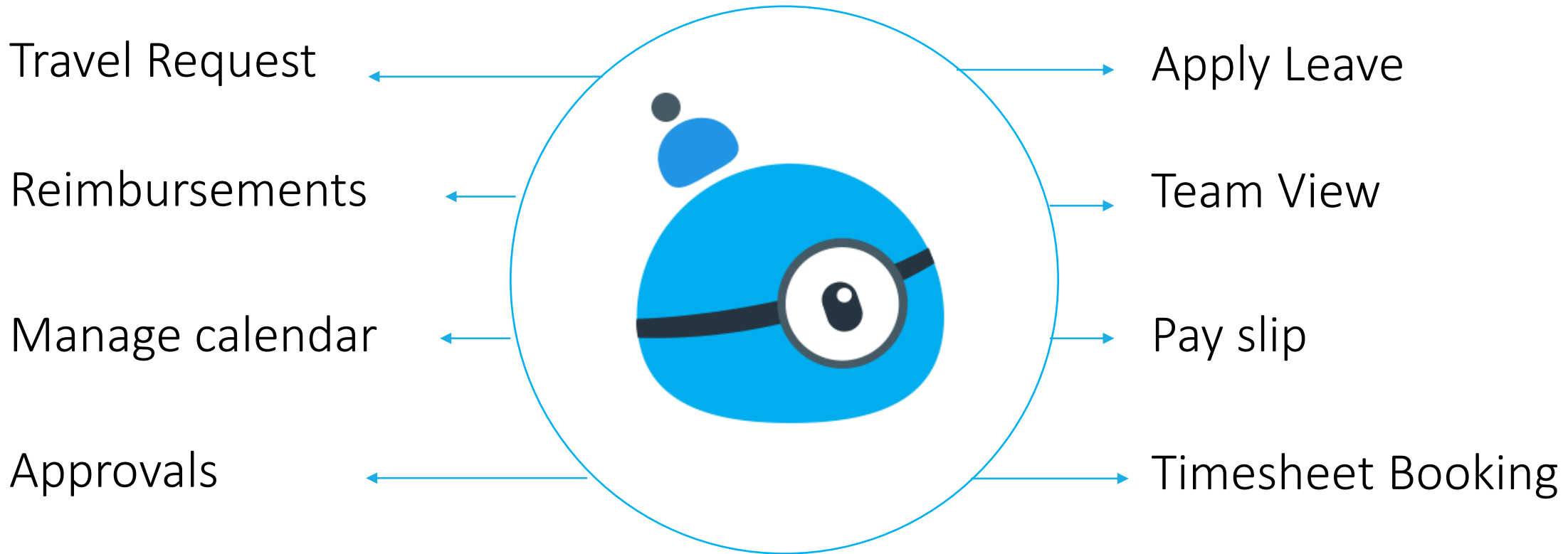
SPOC bot for Core Payroll Processors



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

The screenshot shows an Outlook window titled "Book Timesheet for 19 May 2020 - Message (HTML)". The ribbon includes "File", "Message", and "Help". The "Message" ribbon has groups for "Delete" (Delete, Archive), "Respond" (Reply, Reply All, Forward), "Quick Steps" (RamcoGeek, To Manager, Team Email), "Move" (Move), "Tags" (Assign Policy, Mark Unread, Categorize, Follow Up), "Editing" (Translate), "Speech" (Read Aloud), "Zoom" (Zoom), "OneNote" (Send to OneNote), and "Insights".

The email content is titled "Book Timesheet for 19 May 2020" and is from "RAMCOCHIA" (profile picture with 'R') to "Baskaran Balasubramanian". The subject is "LinksWithin".

Below the email header is an actionable message card with the following table:

Project	Activity	Task	Hours
HRMS Product Enhancements 2020-21	Project Management	Product Mgmt & Strategy [MAGDEV-PRODMGMT]	<input type="text" value="0"/>

A "Submit" button is located below the table.

At the bottom of the window, there is a footer text: "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

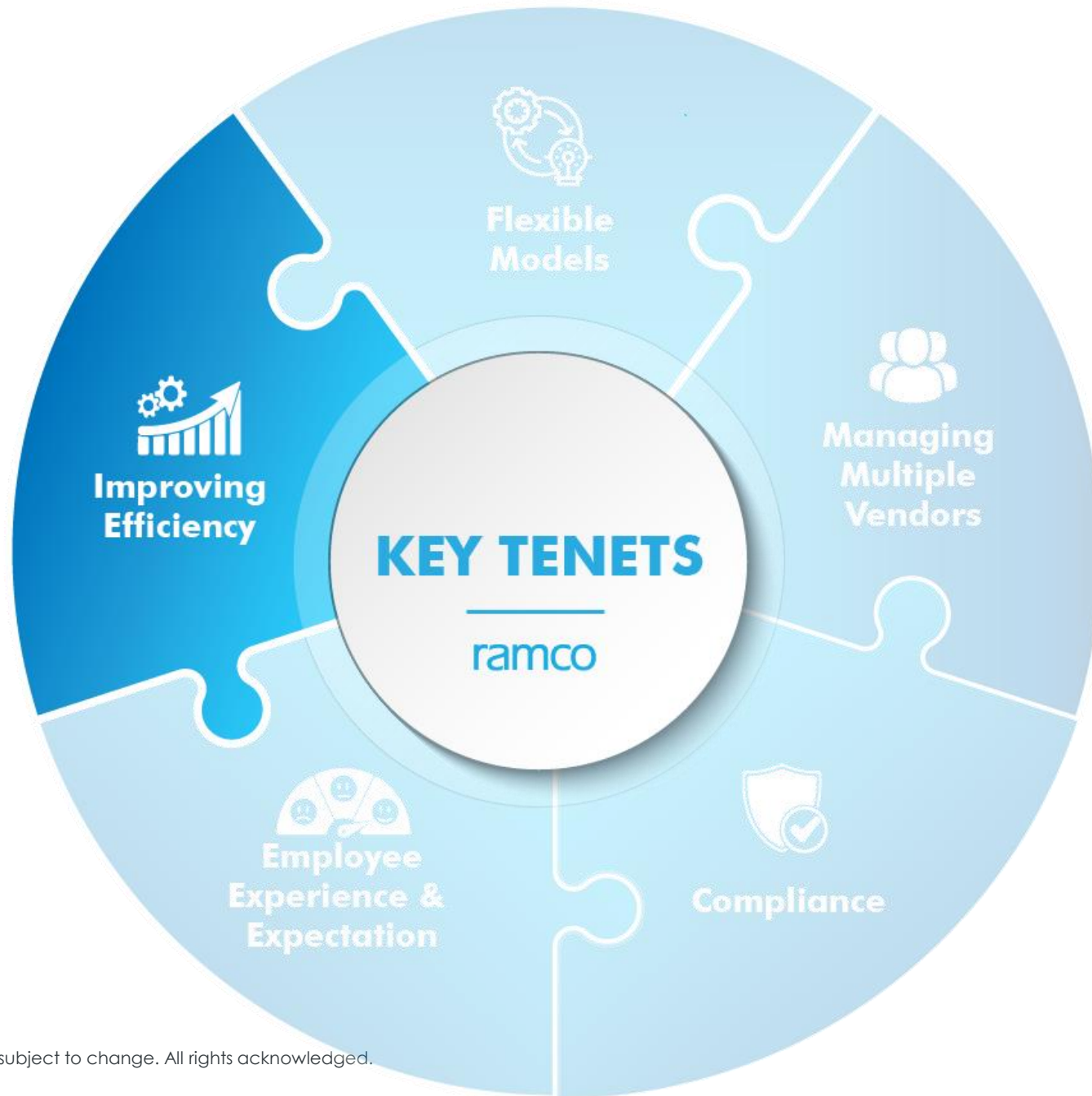
Mark Walberg

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 resting on a car's steering wheel. The steering wheel is black with a textured leather-like surface. A circular button on the wheel is visible, featuring the text 'CRUISE' at the top, 'RES +' at the bottom, and a 'CANCEL' button in the center. 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

