

Global Payroll Services - the digital way

Powered By Next-gen Technologies



ONE Platform



Cloud



Mobility



Bots



AI/ML

ramco

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

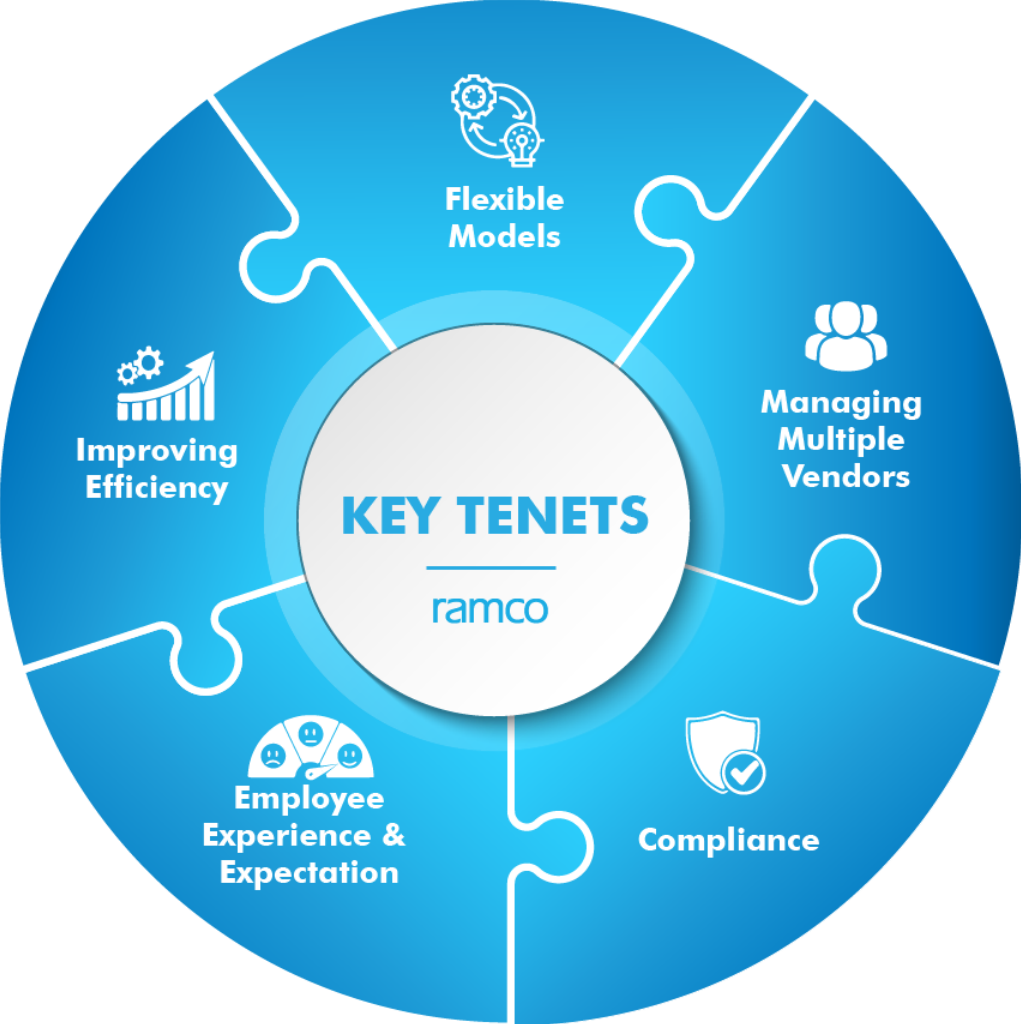
DIGITAL TRANSFORMATION
IS **YEARS** AWAY. I DON'T
SEE OUR COMPANY
HAVING TO CHANGE
ANY TIME SOON.



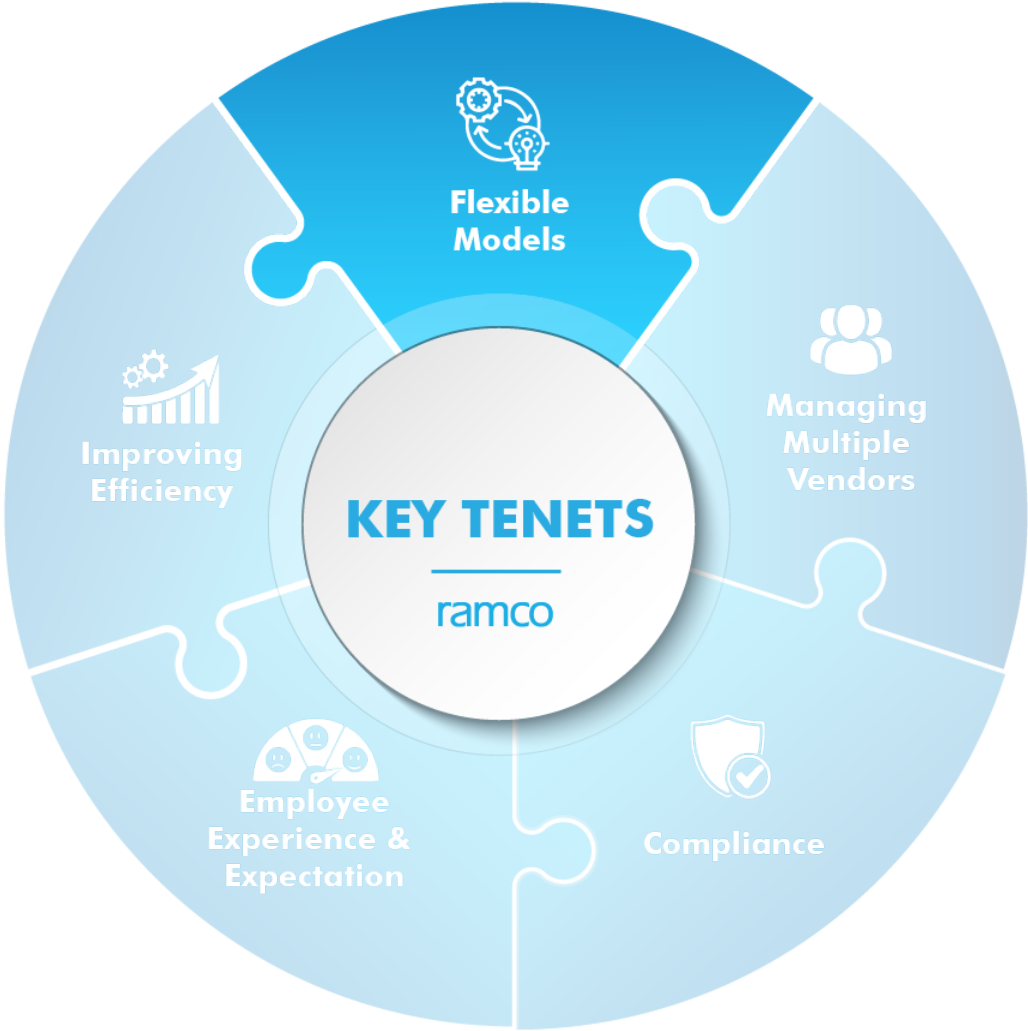
Aim for 10X

and not ~~10%~~

Global Payroll Transformation Tenets



Global Payroll Transformation Tenets

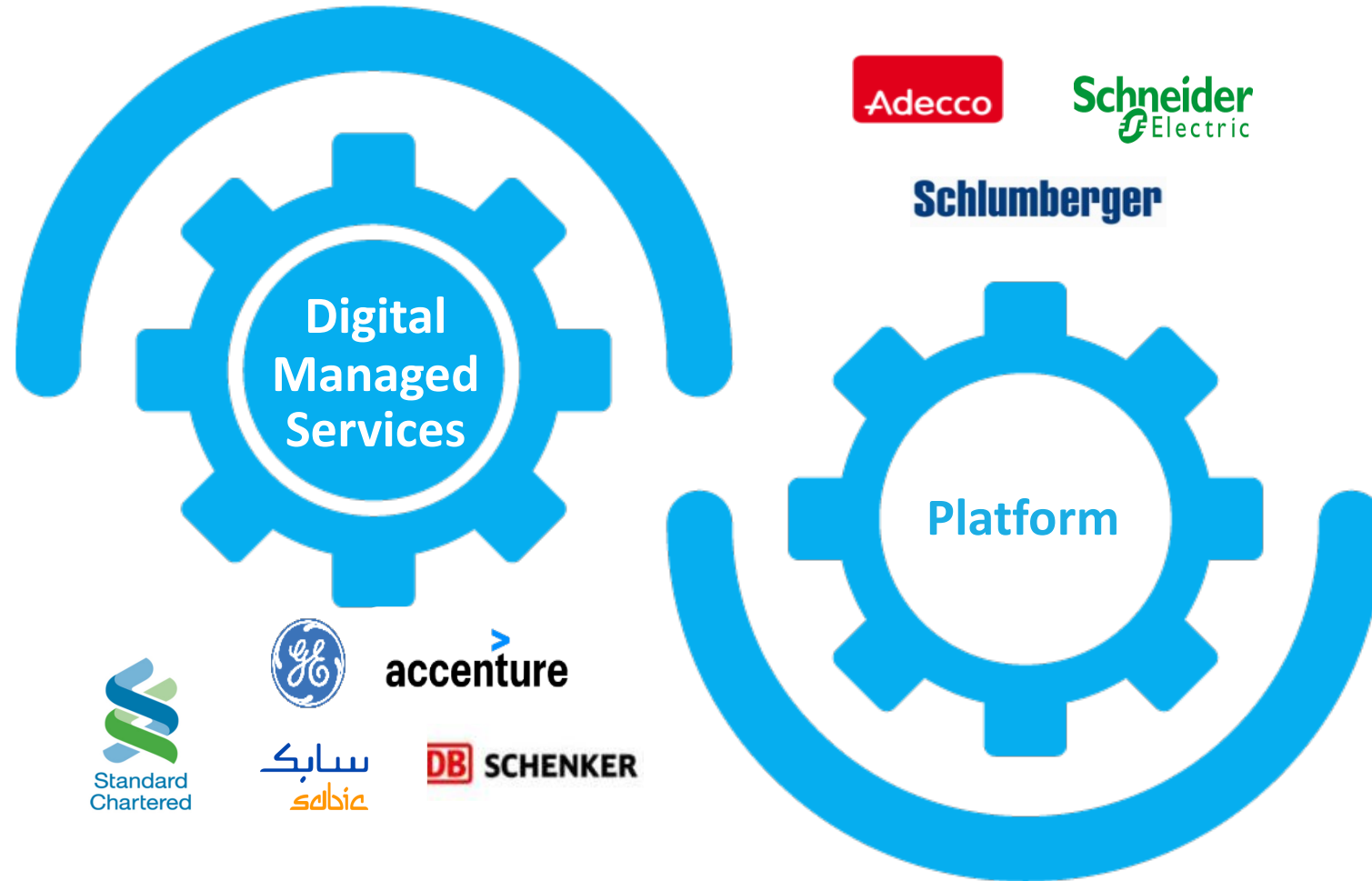


Feeling stuck by vendor prescribed approach?

- 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



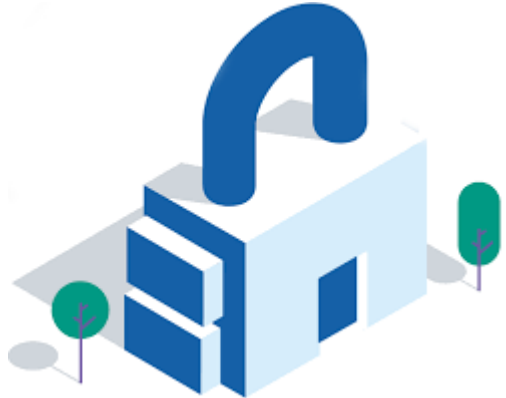
Flexible Deployment Models



Public Cloud

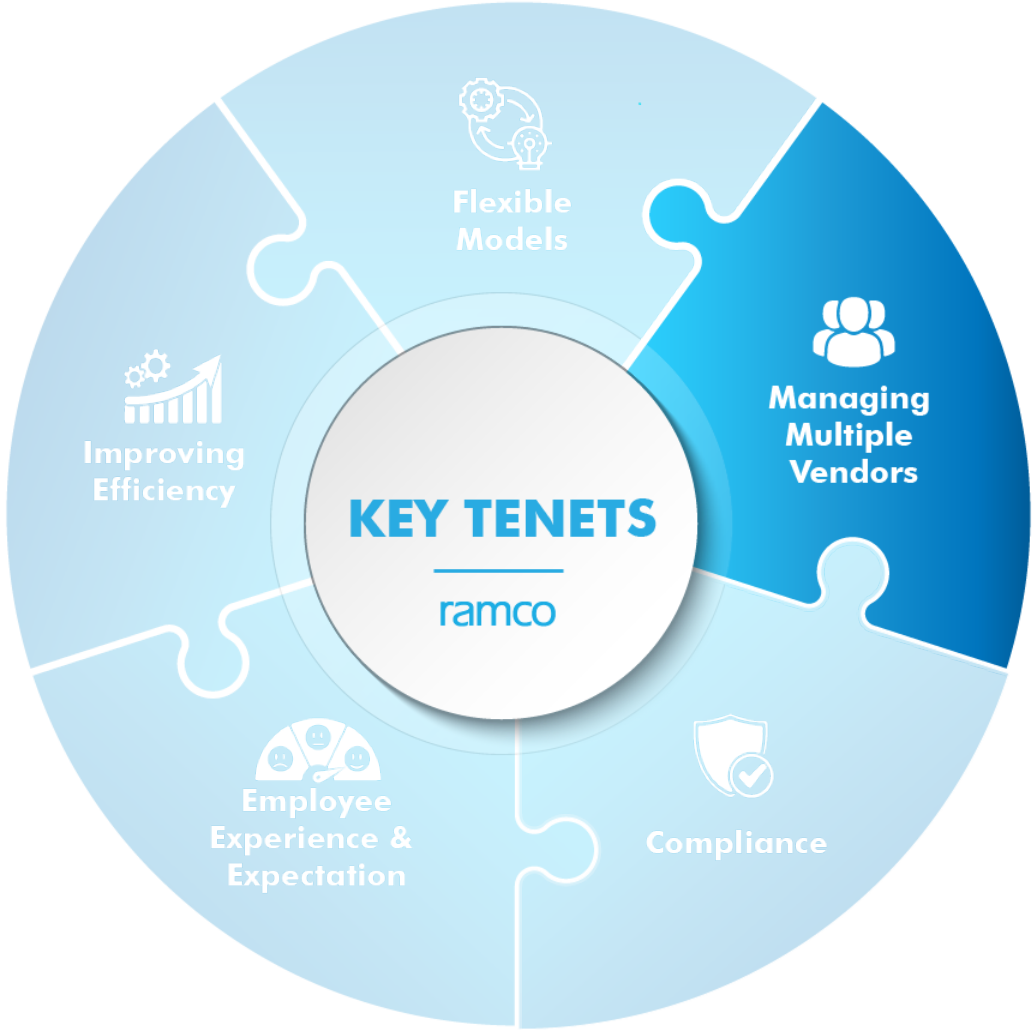


Private Cloud



On Premise

Global Payroll Transformation Tenets



Aggregators

VS

Ramco's Platform

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

- Global platform, local compliance across 50+ countries
- Consolidated global view
- Flexible, Plug & play architecture

Global Payroll coverage across 50+ countries

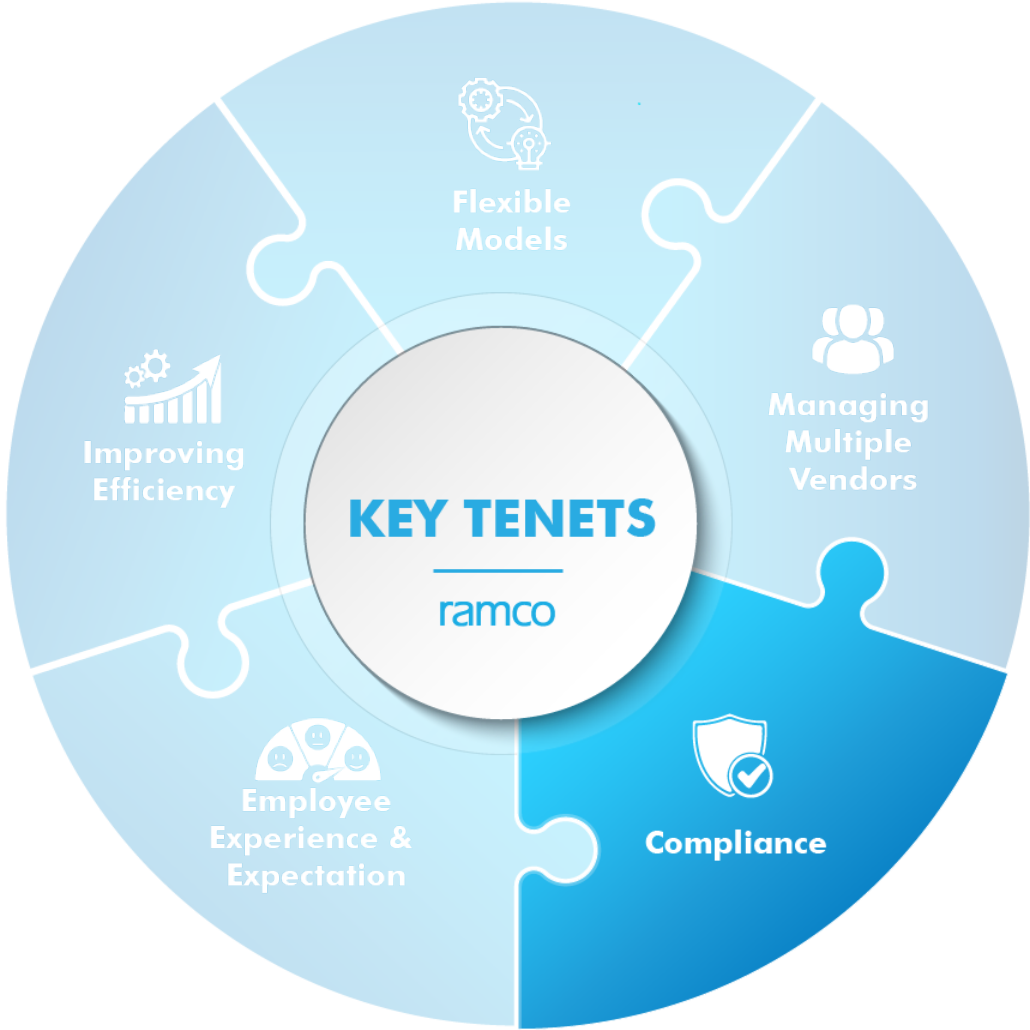
2.4mn+ paystubs
processed every
month using our
platform





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

Global Payroll Transformation Tenets



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
client 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

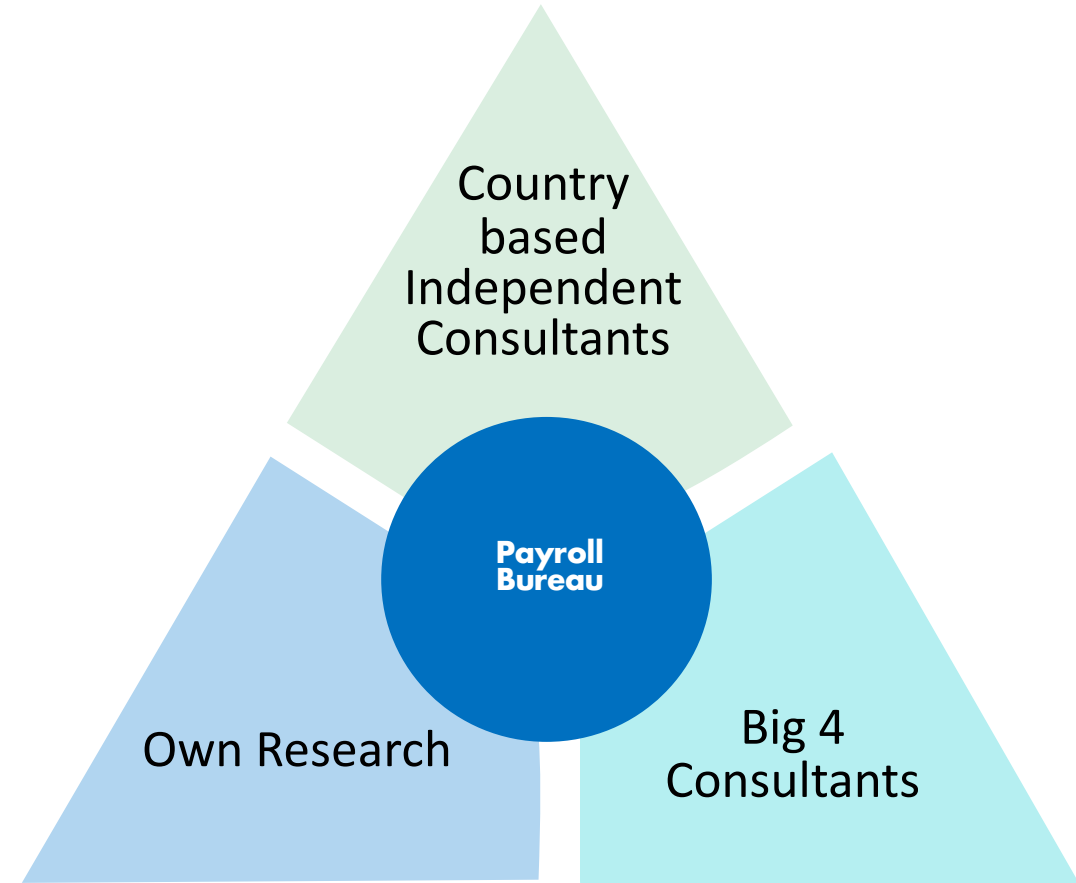


We got you covered!

- 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

Compliance Status Dashboard

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

Home > Dashboard > Compliance Status

COUNTRY: 20 0 43 1 10 158 0
Australia

REGION: 20 0 43 1 10 158 0
ALL

STATE: 20 0 43 1 10 158 0
ALL

LOCATION: 20 0 43 1 10 158 0
ALL

COMPLIANCE CATEGORY: 20 0 43 1 10 158 0
ALL

COMPLIANCE FREQUENCY: 20 0 43 1 10 158 0
ALL

COMPLIANCE OWNER / REVIEWER: 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

To do List

Compliance Status: Over All Compliance Status: Developed

Specifications across all countries on the tool

Automated updates

Inputs for product coverage

Real time compliance scorecard

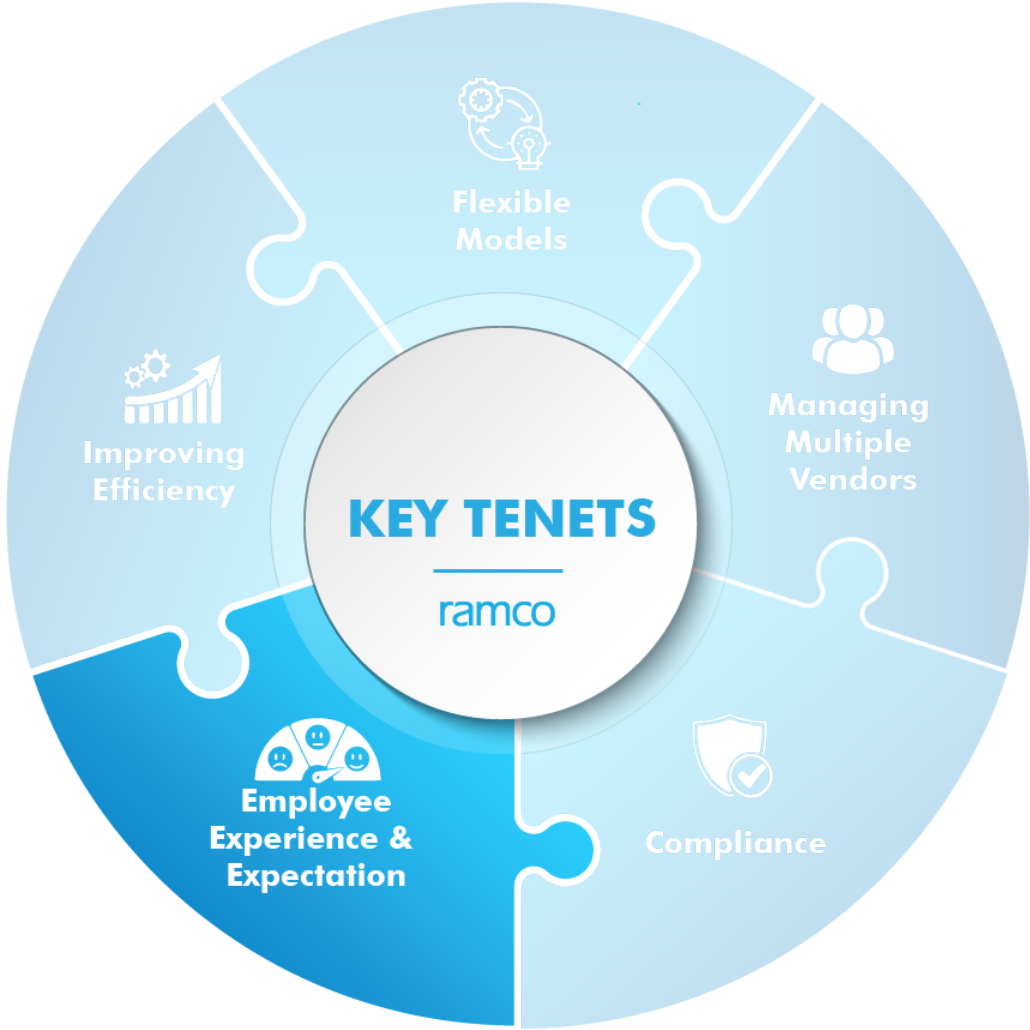
High 16 Medium 25 Low 2

Australia	South Australia	Mar 1, 2020	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

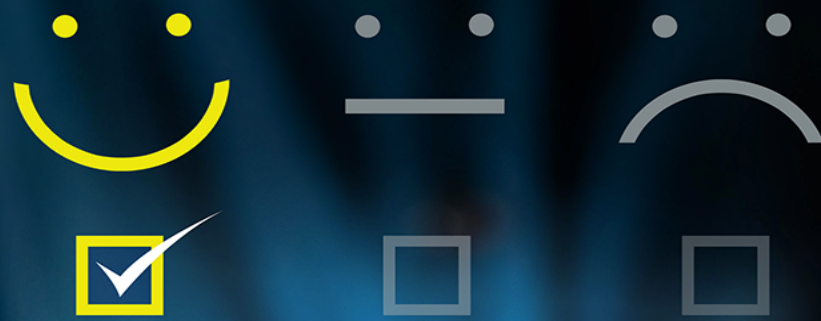
Showing 1 to 9 of 9 entries

Previous 1 Next

Global Payroll Transformation Tenets



Employee Experience now in the hands of the employee!



Zero UI
Intelligent Applications
Frictionless
Anticipatory



Meet Ramco CHIA - ChatBOT

Conversational platform for employees and core users



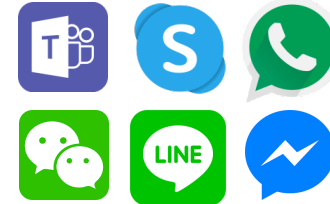
- Support Bot
- SPOC Bot
- Transaction bot
- HR Admin Bot
- Policy Bot

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

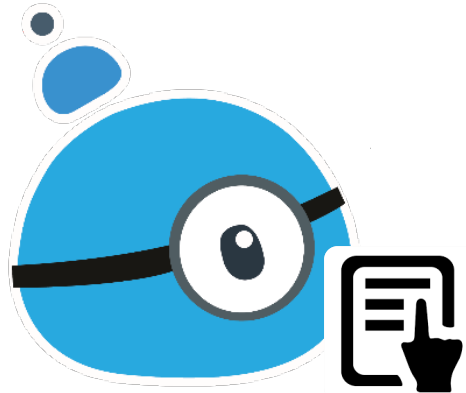


Cut shared services cost by up to **50%** with intelligent bots powered by AI & ML!

Channels Supported



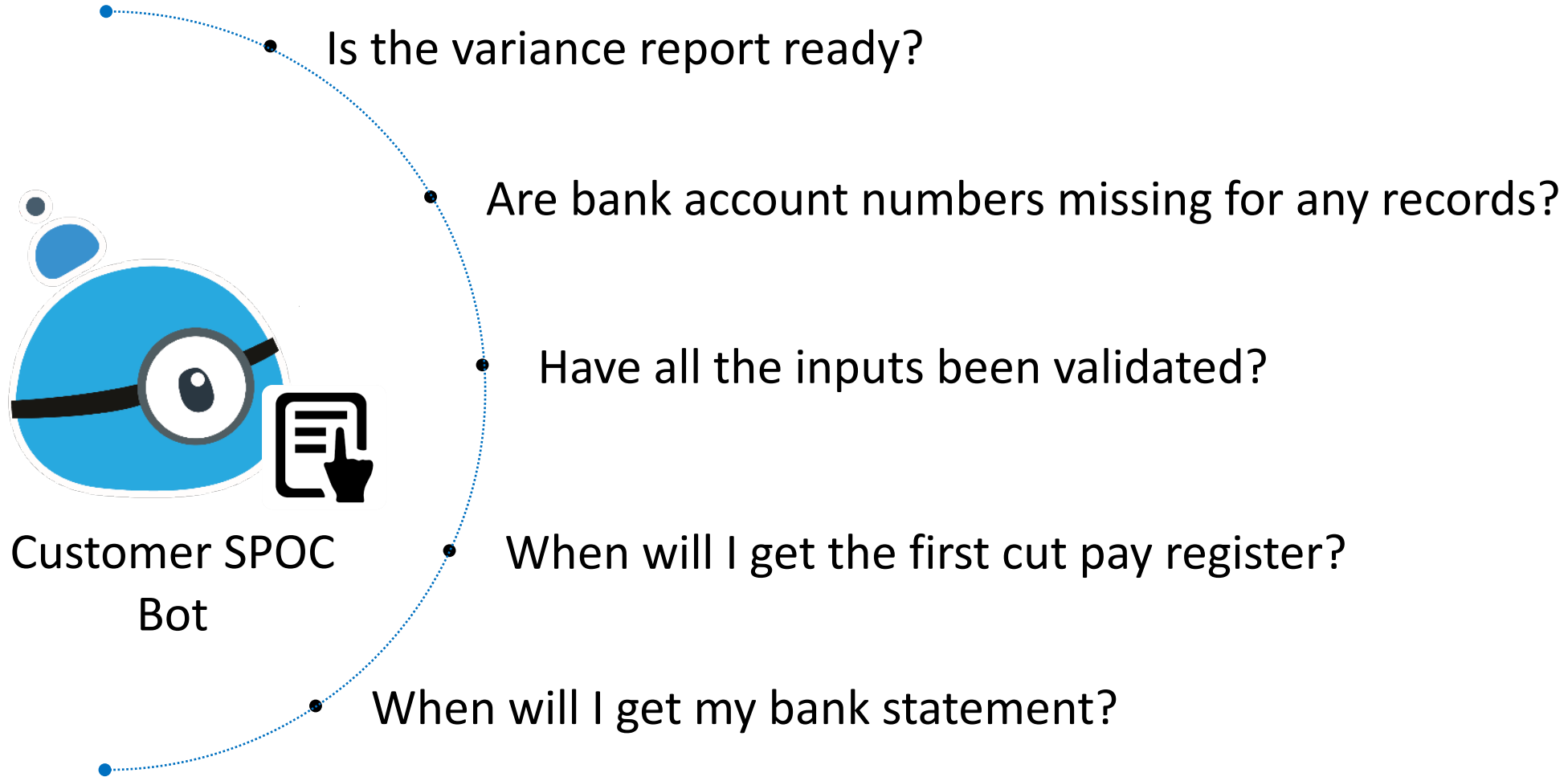
Support bot for employees



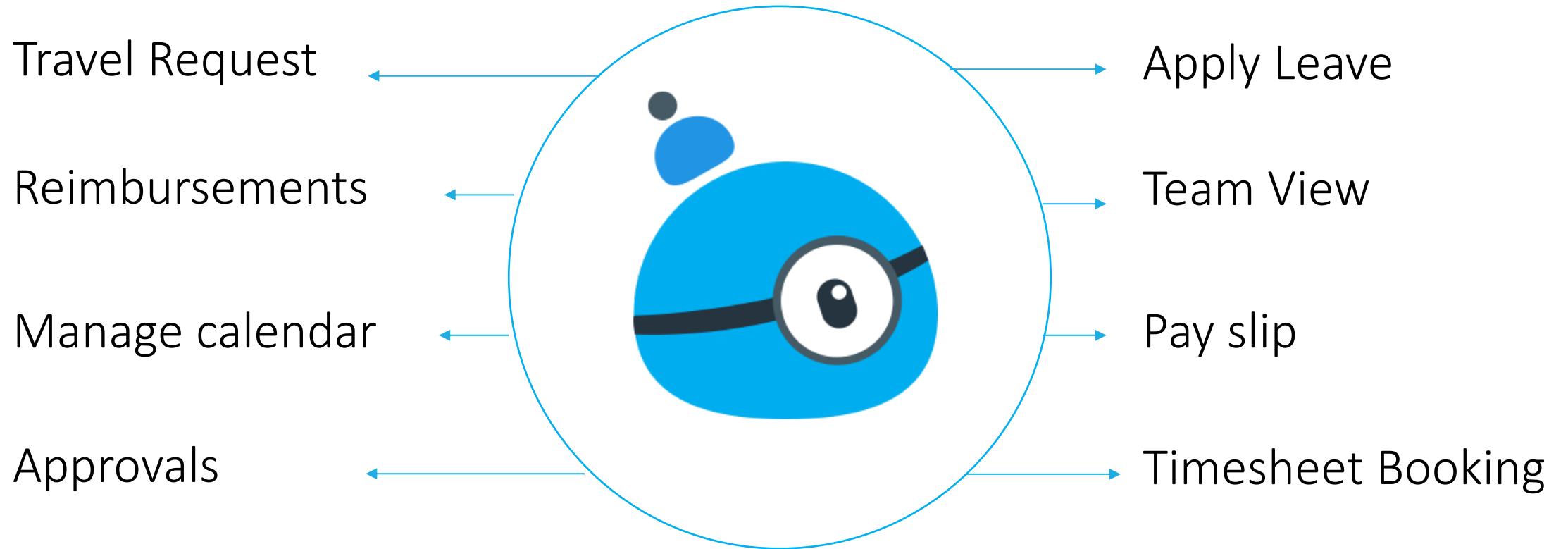
Customer SPOC
Bot

- 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 2021?
- 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



Transaction bot for Employee tasks



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

Book Timesheet for 19 May 2020 - Message (HTML)

File Message Help Tell me what you want to do

Delete Archive Reply Reply All Forward Move Assign Policy Categorize Follow Up Translate Read Aloud Zoom Send to OneNote Insights

Book Timesheet for 19 May 2020

RAMCOCHIA
To Baskaran Balasubramanian

Tue 19-05-2020 18:08

LinksWithin Get more add-ins

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

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

Outlook actionable messages

The screenshot displays an Outlook email interface. On the left is a navigation pane with folders like 'Inbox', 'Deleted Items', and 'Outbox'. The main area shows an email from 'Prasanth P R' with a subject 'Expense Approval' and a link '#ER-093249-90'. The email content includes a bold heading 'Expense report by Robert El is pending your approval.', a profile card for Robert El (Program Manager at Ramco), a request for approval for a trip to San Francisco, and a total amount of \$1,473.35. At the bottom, there are 'Accept' and 'Reject' buttons.

New Email Items ▾ New Meeting TeamViewer

Prasanth P R
To: Prasanth P R

AMCardPayload.txt
34 KB

LinksWithin + Get more add-ins

Expense Approval [#ER-093249-90](#)

Expense report by Robert El is pending your approval.

Robert El
Program Manager
Ramco

"Please approve the expenses incurred during my trip to San Francisco for the annual developer conference."

Total Amount: \$1,473.35
Request on: 01/21/2020

Activity History ▾

Expense Details ▾

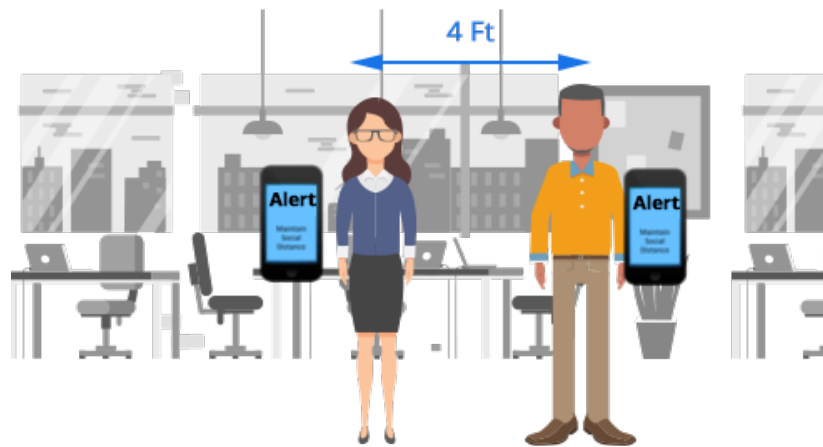
Accept Reject

Comprehensive Pandemic Control System for Workplace Safety & Health



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Safe Entry & Pre-Screening



Social Distancing & Contact Tracing

ramco

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

Your travel form now made easy!

ramco Magna 2.3 | Activity Search | Default Window | Aqua | Venkata Narayana G J P | Employee Self Service - Corporate - Ramco Systems Limited

Quick Request

One way Return

Travel Type: Foreign-BVISA

Travel Purpose: Pre-Sales (NonBilla)

From Place: Bengolea (More Values Listed On Edit of the From Place)

To Place: Seattle

End Date: 12/03/2020

Travel Details: Metro & Capita...

Project: PLSUSACOM (Presales USA COMMON)

Advance: Amount: [] INR

Submit

All Requests 4

Travel Requests (12 mc)

- Foreign-BVISA - Multi City (NonBillable - Project-2196/2020/003/FBV) **Draft**
- Foreign-BVISA - Multi City (Pre-Sales (NonBillable-2196/2020/001/FBV) **Draft**
- Foreign-BVISA - Multi City (Conference (NonBillable-2196/2020/002/FBV) **Draft**

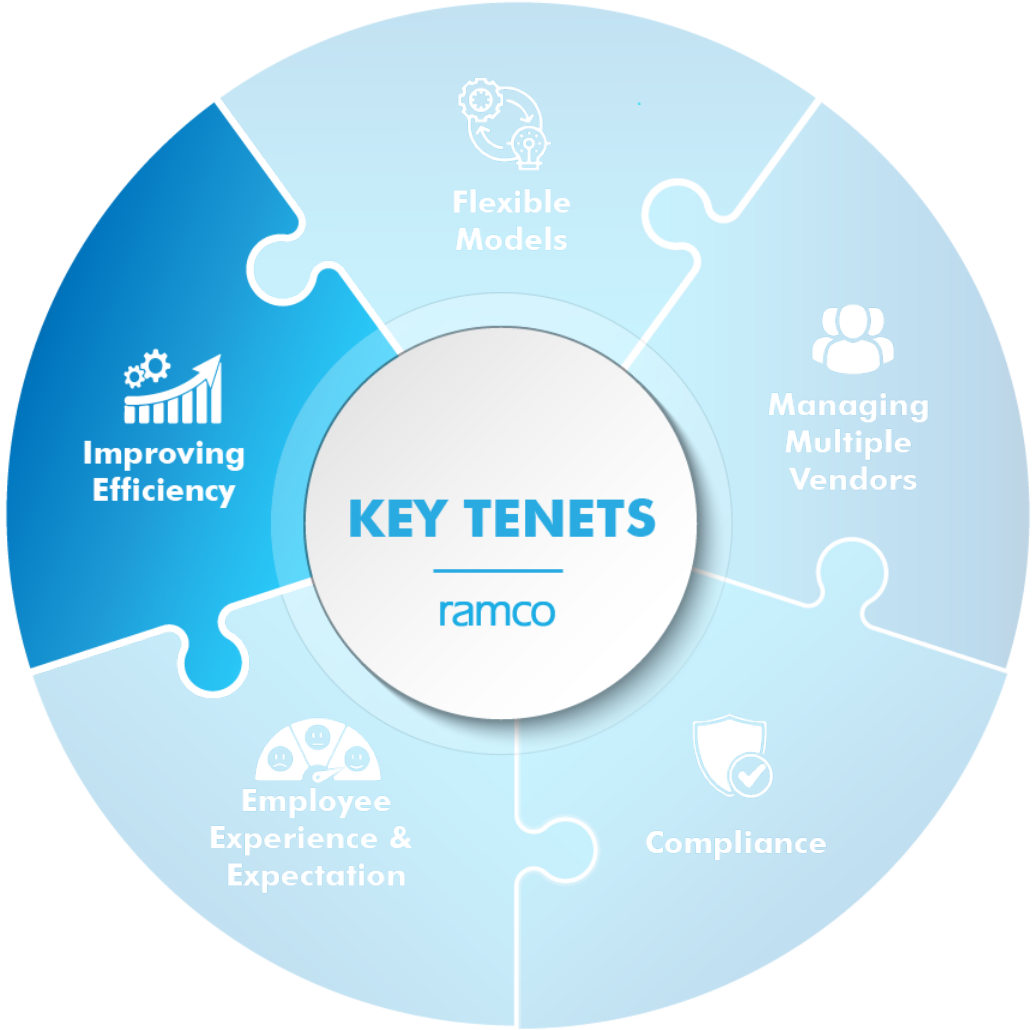
Travel Quick Self Service -> Manage Travel Requests | 11/03/2020 02:44:40 PM | (Server: 0.361 /Client: 0.007) | No error(s) | 19 Minute(s) | 3:27 PM



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

Global Payroll Transformation Tenets





Efficiency & Automation

AI based systems
age like wine!

Allow the system to

Automatically Validate
Tax Proofs
with
Tax declarations

- *without Manual checking*



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

CRUISE

RES
+

CANCEL

-
SET

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



ramco