NEXT GEN HCM FOR THE Y-NOT GENERATION!
Ramco Systems developing products for over 15+ years

- Part of $1Bn Ramco Group
- Business Focus – Platform, Product, Services
- Key products – HCM, ERP, Aviation
- 1000+ Customers across 35 countries
- 21 Offices Worldwide, 1500+ Employees

Ramco’s Global R&D Center in India
Ramco HCM – Evolved over 15+ years

- 300+ Customers
- 1,000,000+ Employees records on our system
- Global Talent Management & Payroll
- Covers 60 industry verticals
- In memory payroll
- Easy integration with any other ERP through iRIS platform
- On-Premise | Cloud | Managed Service
HCM on Cloud | Complete solution offering

**Core HR**
- Organization Management
- Personnel Administration
- Movements & Exit Management
- Benefits Administration
- Travel & Expenses

**Time & Attendance**
- Schedule Management
- Paid Time-Off Management
- Time Entry Management
- Project Time Booking
- Absence & Overtime Tracking

**Payroll**
- Gross & Net Pay Calculation
- Retroactive Pay & Increments
- Financials Integration
- Direct Deposit Automation
- Country-specific Compliance

**Talent Management**
- Competency Management
- Performance & Goal Management
- Succession Planning
- Career Planning
- Training Administration

**Recruitment**
- Requisition Management
- Sourcing
- Candidate Management
- Selection & Offer Management
- Onboarding

**Planning & Analytics**
- Workforce Planning
- Organization Scorecard
- Analytics

**Employee & Manager Self-Service**

**Enterprise Add-ons**
- Mobility
- Workflow
- Role-based Access
- Extension Toolkit
- Advanced Reporting
- Data Uploads
- SOA-based Integration
Our Fortune 500 customers

Service Providers offering using Ramco Platform
Global Customers
Ramco HCM on Cloud customer – REDTAG chosen as a sample case study in Gartner’s recent report - Best Practices in Deploying Talent Management in the Cloud

“Workday and Infor stay on alert! Ramco HCM on Cloud is here”

- P.J. Jakovljevic - TEC
Increases adoption through an enhanced User Experience
Mobility puts more power into the hands of Employees

Managers and Employees can access workforce and talent management data in real-time

- Personal Information
- Leave
- Time Recording
- Claims
- Training Requests
- Hire Requisitions
- Payslips
WorkSpaces - One screen does it all

- Transaction
- Visualization
- Analytics
- Optimization

Role-Based WorkSpaces

- Recruiter
- Appraiser
- Supervisor
- Employee
- Manager
- HR Manager
Enhanced Employee Self Service improves adoption
Help you realize greater value from your HCM investments
Workforce Management aligned with business needs

- Staffing
- Workforce Distribution
- Employee Movement
- Location Based
- QR Code
- Google Maps

James Tuck
New York 609-620-4800
As of 29/10/13 5:30 pm
Context Aware Analytics

LOCATION

REGION | COUNTRY | PHYSICAL LOCATION

NEW YORK

UNITED STATES

DISTRIBUTION BY COUNTRY

<table>
<thead>
<tr>
<th>Country</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>US</td>
<td>9,750</td>
</tr>
<tr>
<td>China</td>
<td>7,100</td>
</tr>
<tr>
<td>Mexico</td>
<td>350</td>
</tr>
<tr>
<td>UK</td>
<td>2,500</td>
</tr>
<tr>
<td>Poland</td>
<td>2,900</td>
</tr>
<tr>
<td>India</td>
<td>3,500</td>
</tr>
<tr>
<td>Australia</td>
<td>1,750</td>
</tr>
<tr>
<td>Singapore</td>
<td>3,000</td>
</tr>
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</table>

HIGH PERFORMER ATTRITION

<table>
<thead>
<tr>
<th>Country</th>
<th>Attrition</th>
</tr>
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<tbody>
<tr>
<td>US</td>
<td>1%</td>
</tr>
<tr>
<td>China</td>
<td>1%</td>
</tr>
<tr>
<td>Mexico</td>
<td>2%</td>
</tr>
<tr>
<td>UK</td>
<td>0%</td>
</tr>
<tr>
<td>Poland</td>
<td>1%</td>
</tr>
<tr>
<td>India</td>
<td>1%</td>
</tr>
<tr>
<td>Australia</td>
<td>2%</td>
</tr>
<tr>
<td>Singapore</td>
<td>1%</td>
</tr>
</tbody>
</table>

Total Head Count: 30850
High Performer Attrition: 0.85%
Operating Profit Per FTE: $1759.38
Training Investment Factor: $39.69
Overtime %: 1.01%
Harnessing Talent in step with Business needs

- Performer
  - Career Plans
  - Learning & Development
  - Cultural Alignment
  - Compensation Planning
  - Equity Adjustments
  - 9 Box

- Succession Plans
  - Goal Alignment

- Novice
  - Head Count Budgeting
  - Staffing, Recruiting, Onboarding
  - Training
  - Confirmation Appraisal
  - Performance Goals
  - Normalization

- Leader
  - Lateral Recruitment
  - Behavioral Training
  - Assessments for Cultural Alignment
  - Performance Improvement
  - 9 Box

- Potential
Talent Management – Develop your Talent map

<table>
<thead>
<tr>
<th>Photo</th>
<th>Name</th>
<th>1/1/2012 To 31/12/2012</th>
<th>1/1/2011 To 31/12/2011</th>
<th>1/1/2010 To 31/12/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Tim Han</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Sandeep Gupta</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Michelle Adams</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Jose Pinto</td>
<td></td>
<td></td>
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</table>

**Normalization**

- **Expected Distribution**
- **Current Distribution**

**Rating Set**

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>10%</td>
<td>20%</td>
<td>30%</td>
<td>40%</td>
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</table>

**Distribution**

- **Expected Distribution**
- **Current Distribution**

**Period:** [ ]
Talent Scorecard – Get a holistic view of your talent
## Workforce Planning & Budgeting to Compensation Planning

### EMEA Business

#### Plan Elements

<table>
<thead>
<tr>
<th>#</th>
<th>Plan Elements</th>
<th>Head Count</th>
<th>Head Count Addition</th>
<th>Revision %</th>
<th>Compensation Fixed</th>
<th>Others</th>
<th>Total</th>
<th>Head Count</th>
<th>Head Count Addition</th>
<th>Revision %</th>
<th>Compensation Fixed</th>
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<tbody>
<tr>
<td>1</td>
<td>Sales and Material</td>
<td>50</td>
<td>75</td>
<td>25</td>
<td>10,00,000</td>
<td></td>
<td></td>
<td>40</td>
<td>25</td>
<td>25</td>
<td>7,00,000</td>
</tr>
<tr>
<td>2</td>
<td>Permanent</td>
<td>35</td>
<td>50</td>
<td>15</td>
<td>7,25,000</td>
<td></td>
<td></td>
<td>25</td>
<td>15</td>
<td>17.5</td>
<td>4,50,000</td>
</tr>
<tr>
<td>3</td>
<td>Temporary</td>
<td>15</td>
<td>25</td>
<td>10</td>
<td>2,75,000</td>
<td></td>
<td></td>
<td>15</td>
<td>10</td>
<td>25</td>
<td>2,50,000</td>
</tr>
<tr>
<td>4</td>
<td>Operations</td>
<td>142</td>
<td>129</td>
<td>15</td>
<td>7,50,000</td>
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<td></td>
<td>125</td>
<td>50</td>
<td>15</td>
<td>5,00,000</td>
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<tr>
<td>5</td>
<td>Permanent</td>
<td>99</td>
<td>85</td>
<td>10</td>
<td>4,50,000</td>
<td></td>
<td></td>
<td>75</td>
<td>40</td>
<td>9.5</td>
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<td>6</td>
<td>Temporary</td>
<td>43</td>
<td>44</td>
<td>5</td>
<td>3,00,000</td>
<td></td>
<td></td>
<td>50</td>
<td>10</td>
<td>5.5</td>
<td>1,25,000</td>
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<tr>
<td>7</td>
<td>Support Departments</td>
<td>323</td>
<td>250</td>
<td>15</td>
<td>5,00,000</td>
<td></td>
<td></td>
<td>225</td>
<td>150</td>
<td>20</td>
<td>3,00,000</td>
</tr>
<tr>
<td>8</td>
<td>Permanent</td>
<td>323</td>
<td>175</td>
<td>8</td>
<td>3,00,000</td>
<td></td>
<td></td>
<td>200</td>
<td>100</td>
<td>14</td>
<td>1,50,000</td>
</tr>
<tr>
<td>9</td>
<td>Temporary</td>
<td>25</td>
<td>75</td>
<td>6</td>
<td>2,00,000</td>
<td></td>
<td></td>
<td>25</td>
<td>50</td>
<td>6</td>
<td>1,50,000</td>
</tr>
</tbody>
</table>

### Grand Total:

- **2014**: 515 (Head Count), 454 (Head Count Addition), 18.3 (Revision %), 22,50,000 (Compensation Fixed)
- **2013**: 390 (Head Count), 225 (Head Count Addition), 20 (Revision %), 15,00,000 (Compensation Fixed)
Comprehensive Analytics - Alignment, Optimization, Continuity

Separation Analysis

Grade Wise Exit Count
- Graduate Trainee: 20%
- Managerial Level: 65%
- Executive Level: 5%
- Office Level: 5%

Gender Wise Separation Analysis
- Male: 400
- Female: 200

Alert
- Cotizelis will close at 3 PM on 6th April, 2013.
- New parking spots have opened up. Contact the Admin department for allocation.
- Employee survey will close on 10th April, 2013.

Age Group Wise Exit Count

<table>
<thead>
<tr>
<th>Department</th>
<th>Exit Count</th>
<th>Actual Head Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>FB</td>
<td>3</td>
<td>163</td>
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<tr>
<td>ESD</td>
<td>4</td>
<td>12</td>
</tr>
</tbody>
</table>

Analytical Reports
- Employee Separation Analysis
- Employee Appraisal Analysis
- Employee Compensation Analysis
- Employee Separation Analysis

Trends, Analysis, Comparison
- Trend - Separation
- Comparison Separation
- Analysis - Employee Separation
- Employee Separation Analysis

Exception Separation
- Employee Compensation Analysis
- Employee Separation Analysis

Favourites
- Separation Scorecard
- Employee Separation Analysis
- Employee survey
Social Media integration helps in improved Engagement

- **Rchilli**
  - Resume Parsing
  - Employee Data Automation
  - Recruitment & On-boarding

- **LinkedIn**
  - Employee Recognition
  - Recruitment & On-boarding

- **Chatter**
  - Enterprise Collaboration
  - Social Intelligence
Global Payroll aggregation now with in-memory power

- Employee Level Exceptions
  - Payset, Process Period, Compensation, Emplacement Details
  - Payroll
  - Attendance & Overtime
  - Expense Claims & Benefits
  - Country Specific Tax
  - Performance Incentives
  - Arrears & Increments
  - Awards & Rewards
  - Loans & Advances

- Salary Payment
- Salary Accounting
- New Hire
- Separation
- Promotion / Transfer

- Employee Setup

40+ Countries Payroll
With Ramco, your HCM system extends & evolves to suit your business process changes without having to undergo base code modifications.

- Workflow & Business Rules
- Field Extensions (Ramco Flextender)
- Ramco iRIS Integration Broker
- Extension Development Kit [EDK]
- Portal Development Kit [PDK]
- Ramco Advanced Report Writer
# Managed Payroll and HRO Services

## Client Policy Compliance
- Payroll
- Full & Final Settlement
- On-boarding & Employee Data Management
- Leave, Time, Travel, Claims, and Attendance Process

## Statutory Compliance
- Income Tax
- Countries: Oman, Qatar, KSA, Bahrain, UAE, Sudan, Egypt, Ghana, Nigeria, India, Singapore, Malaysia, Philippines, Indonesia, Australia

## Administration
- Query Resolution
- Value Added Services: Reporting & Record Keeping
Full Suite HCM with Workforce Management and Global Payroll implemented for over 100 stores across 6 countries covering 5300 employees.
Implemented HR processes to create visibility of resources across 14 properties in London. Provided Manager & Employee Self-Service features.
Full suite HR & Talent Management Solution for 6,400+ employees across 16 countries
Implemented IBA-compliant compensation management and Bank-specific, IBA-recommended incentive & allowance policies. The solution was integrated with Finacle for core Banking.
Provided Time Management, Payroll and Compliance in Singapore servicing over 2700 employees.
Implemented Payroll, Time and Logistical Processes for over 2500 employees. The solution also provided interface for Peoplesoft HR database.
Automating HCM processes, generating reports and accessing real-time information today is indeed a difficult task in any organization. Ramco’s HCM solution with multi-country payroll on the cloud will help us manage our workforce across locations in a streamlined manner.

Ramco HCM has helped us consolidate most of the HRM functions in one system, enabling accurate record keeping for staff benefits & timely reimbursement. Ramco HCM’s solution has highly customized features to keep up with the company policies.

We are completely satisfied with Ramco's solution and so are our internal customers, our employees. In short, Ramco has made life easier for RAKBANK HR!
A Perfect Solution for You!

Public Cloud

On - Premise

HRO Services
Ramco Systems Limited ("the Company") is proposing to make a rights issue of equity shares in the near future and is in the process of filing draft offer document with the Securities and Exchange Board of India.

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