Ramco SRP
A Staffing Solution
that doesn’t make you run
from pillar to post...
How Ramco Can Help YOU Run your International Business

- Skill discovery, Recruitment, & Onboarding
- New Recruit Lead to Contract
- Timesheet, Expense & Leave Management
- Consolidate billing Inputs & Generate Invoice
- Process payroll
- On-Site Coordinator / Customer
  - Timesheet Reconciliation & Approval
- Payroll Personnel
- On-Site Coordinator
  - Analyze and Report
- Customer
  - Lead to Contract
- New Recruit
  - Skill discovery, Recruitment, & Onboarding
- Contractor
  - Timesheet, Expense & Leave Management

Analyze and Report

Process payroll

Consolidate billing Inputs & Generate Invoice

On-Site Coordinator

Customer

New Recruit

Contractor

On-Site Coordinator / Customer

Timesheet Reconciliation & Approval
Ramco SRP – The Game changer!

Power of One
- Contracts
- Skill Discovery & Onboarding
- Operations
- Time & Expense Management
- Contract Workforce Management
- Reporting & Analytics

A full lifecycle solution from lead to collect
Driving a **Suite of Enterprise Applications** from a single fabric

**Power of One**

**Single source of Truth**

On-cloud | Scalable | Unified Data Model | Real time data sharing | Desktop to Mobile

Powered by **Ramco Virtualworks®**

- Ramco Finance
- Ramco Analytics
- Ramco CRM
- Ramco Core HR
- Ramco Recruitment & Talent Mgmt
- Ramco Payroll

- Financials
- Procurement
- Project Mgmt
- Analytics
- SCOR
- Contracts, Timesheet,
- CRM
- Payroll
- Core HR
- Workforce Management
Power of One

Contracts

Skill Discovery & Onboarding

Operations

Time & Expense Management

Contract Workforce Management

Reporting & Analytics

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A full lifecycle solution from lead to collect
A Flexible Contract Framework

Billing Models

- Unit based billing
- Timesheet based billing (Part of CTC)
- Payroll based billing (% Part of CTC)
- Fixed/flat billing
- Cost Plus Margin Model
- Markup / Pass-through billing

Invoice Items:
- Admin fee
- Recruitment fee
- Arrear fee
- Bonus & Commission
- Notice Pay
- Joining bonus
- Incentive
- Visa fee
- Travel allowance
- Petrol allowance
- Medical insurance, etc.
Power of One
Contracts
Skill Discovery & Onboarding
Operations
Time & Expense Management
Contract Workforce Management
Reporting & Analytics

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A full lifecycle solution from lead to collect
Is identifying internal/external skills for a billable project getting tedious?

Do you end up putting wrong people on projects?

Do you struggle with onboarding your new employees?

Do you have real-time visibility of revenue lost because of staff on bench?

Is there a need of a customer specific appraisal for your employees?

Are your employees suffering from lack of instant Gratification?
Skill Anywhere

A Missed Opportunity?
Get the Right Skill at the Right Place

Using **Ramco Skill Anywhere**

- On-screen real-time visibility of Skills across Internal & external sources
- Automated sourcing actions for Skill Discovery
- Realize a connected Multiple ecosystems
Experience a Better Way of Identifying Talent

The skill search can happen both internally and externally...

Requirement From HR: Business Analyst

If the Skillset does not match / or is not available

Our Solution

Skill anywhere

Information pertaining to external personnel from multiple sources

- Hadoop programmer
- Program Manager
- Leadership trainer
- Event Manager
- Auditor, Marketing

Internal employees

Common Pool

- Program Manager
- Program Manager
- Trainer
- Auditor
- Program Manager
- Event manager
- Program Manager
- Business Analyst
- Finance controller
- Business Analyst
- Program Manager
- Program Manager
Onboard now – with Ease

Our Solution
Power of One
• Contracts
• Skill Discovery & Onboarding
• Operations
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• Reporting & Analytics

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A full lifecycle solution from lead to collect
Plan your staff Rota and schedule employees...

- Relying on part-time, hourly staff to run your client’s business?
- Troubled with client specific Rota schedules (8 hours, 9 hours, 4 hours shift)?
- Do you suffer with shift / communication mix-up?
- Issues in providing stability in working hours?
- Accessibility of ROTA from home?
- Facing challenges with a complex leave system?
Plan your staff Rota and schedule employees...

Our Solution
Other Operational Challenges?

- Do you have Complex rating and billing models which vary by client, by SOW?
- Frequently facing issues with cost over-run and mis-management?
- Do you face reconciliation issues with client billing (which may differ for different countries)
- Are you struggling with allowing personnel to work on multiple SOWs simultaneously?
- Does the system help in quote automatically based on the cost and availability?
- Are you struggling with numerous formats of client invoices?
Single System for All Stakeholders

1. Attendance Data
2. Attendance Approval
3. Invoice

RAMCO STAFFING SOLUTION

Customer

Contractor

Day 0

Day 0
Arrest revenue leakages - Accelerate Collections

Our Solution

Varying Policies Across Clients

The system is configured to understand

Your Client-specific

- Organization & approval structures
- Time-off, pay and benefits policies Letter templates (e.g. offer letters)
- Billing cycles, billable items and terms
Unbilled Revenue tracking

Identification of Contract ➔ Identify Performance Obligations ➔ Determine Transaction Price ➔ Allocate Transaction price to performance obligations ➔ Recognize Revenue

Keeps track of accrued revenue
Helps to deal with large service contracts
Aids valuation, where billing occurs after service is provided
Useful to get a fair valuation of the business

Milestone based Quarterly Billing

Jan Q1
• Attendance Info
• Performance Obligation

Feb Q1
• Performance Obligation

Mar Q1
• Billing Milestone

Apr –Q2
Repeat of the cycle from Q1

Tracking unbilled revenue through Reports and Inquiries
Transfer of Un Billed Revenue to Receivables
Frictionless alignment to Client specific policies

Your Company

RAMCO SRP
Staffing Solution

Client 1
Policies - 200

Client 2
Policies - 100

Client 3
Policies - 700

Cost+ / Rate card based invoicing | Customer specific policies apply for Leave, OT, Timesheet, Reimbursements, Insurance | NFC & BOT based attendance | Quicker realization of invoices
Operations Dashboard for Client Managers

Our Solution
A solution that is ready for every Region

- Preconfigured solution for Multi country Payroll & Finance
- Configurable pay elements & Invoices in different currencies
- A solution supporting International clients
- Varying long term/short term assignments
Power of One

Contracts

Skill Discovery & Onboarding

Operations

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Reporting & Analytics

Time & Expense Management

A full lifecycle solution from lead to collect

Ramco SRP – The Game changer!
Do you still get Timesheet on fax/email?

Are your staff unable to fill timesheet as they don’t have internet access or access to your network from client site?

Do you encounter dispute on timesheet with client vs your data?

Do you have people doing data entry of timesheets?

Do you face delay in entry & approval of time sheets with constant need to follow up?

Are you working with an off-line, or dis-integrated attendance system?
Evolution of Time & Attendance

Welcome to the Frictionless world of Time Management

Attendance Register
Punch cards
Biometric devices
NFC Based

Our Solution

Hassle free | Intelligent | Fool Proof
Frictionless Timesheeting

Through:
Desktop | Mobile | Voice (Twilio) | Bots

Options Available:
Bulk entry | By hours | Billable and non-billable | Online / Offline

Status Modes:
Draft | Pending | Authorization | Authorized | Customer Authorized | Rejected | Reminders

Voice is the New UI

Our Solution

Amazon Alexa

Ramco Chia

Google Assistant
Dashboard - Time & Attendance Hub

Our Solution
Expense Booking on the go

• **Expense Requests:**
  - Desktop and mobile modes
  - Bulk entry | Billable and non-billable expenses
  - Multi-currency expenses
  - Attach receipts
  - Credit card integrations

• **Expense approvals:**
  - Single/bulk approvals
  - Rejection reasons
  - Threshold based approval
  - Multi-level approvals
  - Expense approval email reminders

• **Expense tracking:**
  - Daily, weekly, monthly view for employee and manager
  - Employee expense reports
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A huge Workforce of contract labor?

- Struggling to reconcile records with your contractor?
- Grappling with securing the authenticity of contract labor?
- Struggling to manage the shifts, attendance and rotation?
- Is bulk Contract employee creation leading to time wastage & duplication of effort?
- Managing the statutory compliances of contract labor outside the system?
- Facing significant delays in presentation of Contractor bills, and payouts as well?
Ramco’s **Contingent Workforce Management**

**Helps**

- Bulk contract workforce enrollment
- Workforce deployment matched with skillset
- Track contractors’ statutory compliance
- Plug revenue leakages
- Reconciliation of contractor’s bills with time recorded
- Contract Workmen Time entries and shift adherence
Contingent Workforce Management

- Work order Information
- Budgeting
- Contract Workmen Onboarding
- Assigning Contract Workmen Policies
- Roster Creation
- Supervisor validates the attendance/units
- Contractor/Statutory Reports
- Invoice Generation
- Payroll/Billing Consolidation
- Time & Attendance Consolidation
- Assigning Contract Workmen Policies
- Payroll/Billing Consolidation
- Time & Attendance Consolidation
Frictionless reconciliation with Contractor - Portal
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A full lifecycle solution from lead to collect.
A need to analyze & invest on the right areas?

- Struggling to analyze loss making contracts?
- Unable to track the revenue per employee or skill?
- Challenging to track performance of the Sales force?
- Unable to reward the Employees / skills generating maximum revenue?
- Unable to identify / invest on your best performing Services?
- Struggling to reconcile data for effective decision making?
Ramco’s Powerful Analysis Capability

Multi dimensional Analysis
Hierarchical view
Multi-dimensional Analysis - Examples

- Total Revenue
  - Actual: $8,70,57,072
  - Forecast: $8,78,61,938

- Revenue by Skill

- Revenue by Services

- Revenue by Region / Customer

- Actual Vs Forecast

- Our Solution
Ramco SRP – Value proposition

- Streamline Operations
- Generate un-disputable invoices improving TAT
- Get holistic Visibility of business
- Drive Profitability
- Play Global with flexibility of country specific processes
Flexibility of Deployment Models

On-Premise

Private Instance on a Public Cloud
(Each Client as a separate SQL instance)

Public Instance on a Public Cloud
(Each Client setup as a separate OU on a SINGLE dB)

True Multi-tenanted, “Shared Database Arch”

Server(s) in Client’s

Server(s) in Public Cloud
## Ramco Impact

Significant operational/financial gains by Ramco customers*

<table>
<thead>
<tr>
<th>Category</th>
<th>Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CUSTOMER SERVICE LEVEL</strong></td>
<td>30% Improvement</td>
</tr>
<tr>
<td><strong>SKILL AVAILABILITY</strong></td>
<td>60% improvement with centralized DB</td>
</tr>
<tr>
<td><strong>BILLABLE EMPLOYEES</strong></td>
<td>10% improvement</td>
</tr>
<tr>
<td><strong>REVENUE PER EMPLOYEE</strong></td>
<td>15% improvement</td>
</tr>
<tr>
<td><strong>RESOURCE MANAGEMENT</strong></td>
<td>15% Productivity improvement</td>
</tr>
<tr>
<td><strong>TIMESHEET TO BILLING TAT</strong></td>
<td>60% Reduction in delay</td>
</tr>
<tr>
<td><strong>CONTRACT MANAGEMENT</strong></td>
<td>10% Reduction in revenue leakages</td>
</tr>
<tr>
<td><strong>BILLING ERRORS</strong></td>
<td>40% Reduction</td>
</tr>
</tbody>
</table>

*Based on RAMCO customer testimonials
Ramco wins PARAGON AWARD for Innovation & Imagination

Frost & Sullivan

APAC TALENT MANAGEMENT SOLUTIONS Enabling Technology Leadership Award

Leader in NELSONHALL NEAT MATRIX for GLOBAL PAYROLL

Everest Group

Ranked ACHIEVER in Everest’s MULTI-COUNTRY PAYROLL Platform Report

BEST PAYROLL & TALENT MANAGEMENT SOFTWARE AWARD in Singapore, Malaysia and Hong Kong
Recognitions

Gartner

Ramco makes it into the Gartner Magic Quadrant for Cloud Core Financials, Cloud HCM & EAM suites

SaaS Human Resource Management Systems

Ramco enters The Forrester Wave™

FORRESTER

FORRESTER

Ramco makes its way into the IDC MarketScape: Worldwide SaaS and Cloud-Enabled Midmarket ERP Applications 2017 Vendor Assessment

Global Payroll Association

Ramco with Highly Recommended Payroll Software Supplier of the Year

IDC

Analyse the Future

GPA
Key Business needs

- Reduce revenue leakage due to disconnect between operations, payroll & Invoicing
- Robust contract management
- Payroll run at multiple levels viz., Customer, Contract, Site, Employee

Solution offered

- Ramco SRP including Contract Management, Staffing, Finance, Procurement, HCM & Payroll
- Robust Payroll and Global Tax engine
- Wage registers and contract labor reports

Key Business benefits

- ROI was achieved in less than a year
- 40% reduction in invoicing errors
- 90% reduction in Invoice TAT
- Onboarding process is 80% faster

- World’s top Staffing service provider, Adecco India is headquartered in Bangalore with 60 branches across India and client base of 1000+ customers
- Deal with Executive Search, Recruitment, Learning and Temporary Staffing across various industry segments
- Part of Adecco Group, a Fortune 500 company headquartered in Switzerland
### Key Business needs
- Integrated solution that will replace multiple disparate systems and manual database of employees
- Manual tracking of Visa Application
- Flexible system that manages client specific attendance and billing rules

### Solution offered
- Ramco SRP including Onboarding, Contract Management, Visa tracking, Staffing, HCM and Finance

### Key Business benefits
- Centralized database of all the associates
- Auto generation of invoice
- Online Visa tracking and automatic financial posting

- Leading Talent Management company licensed by Federal Government of UAE
- With a resource base of 3000 professionals, from over 47 countries, TASC Outsourcing is the partner of choice to more than 200 companies
- Staff employees across diverse verticals such as IT, Oil & Gas, Retail, Administration & Support, Sales & Marketing, and Customer Service
Key Business needs
• Integrated solution that will link contractor attendance with payroll and invoicing
• Self service portal for contractors
• Automated payroll processing covering statutory compliances

Solution offered
• Ramco SRP including Onboarding, Contract Management, Staffing, HCM and Payroll

Key Business benefits
• Timesheet inputs to invoicing fully automated thereby reducing invoice processing time from 2 days to 5.5 hrs
• Automatic arrears calculation + correct PAYG
• RTCI invoice generation through system

Sydney based IT Staffing company based out of Australia
Serving customers such as Commonwealth Bank, Optus and over a dozen others
With a resource base of 800+ professionals, PayPartners provides end to end contingent workforce management solutions to clients ranging from corporates to government entities
Part of the $1 Billion Ramco Group
12 patents in enterprise applications space in last 2 decades
24 Offices Worldwide, 1600+ Employees
One of the first IP led companies in APAC
Backed by Investments from Goldman Sachs, JoHambro among others