



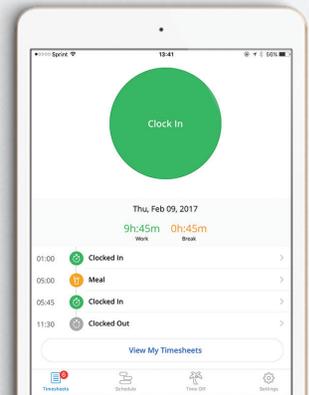
Global Time and Gross Pay Automation

Streamline global time data management and gross pay compliance

“ With Replicon, we have significantly minimized the administrative burden on our teams. Our accounting department, for example, has significantly simplified the coding, and subsequently the data collected, in our mandated payroll system, to rely heavily on Replicon to understand the percentage of time spent on jobs to fine-tune our service level agreements, performance measures and unit costs. ”

John Gambriel

Program Manager, USDA



Your business is complex. Your systems shouldn't be.

Your business has multiple countries, multiple employee types, or too many variations in requirements, business policies, and local laws that any single vendor cannot address. Having disparate systems has led to data silos with management through insecure, shared excel spreadsheets, and administrative overheads.

Your systems need to keep pace with your business.

Automate gross pay for jurisdictions around the globe with fewer employees at a low cost. Gain visibility and control around your gross pay and compliance requirements with a centralized system of record for gross pay. Set consistent processes to handle global compliance and address all of the complex pay structures in your business with an automated system to reduce payroll leakage, costs and manual overhead.

Replicon's blueprint for Global Time and Gross Pay:



Global gross pay solution built on a single Time Intelligence Platform

- Replicon enables businesses with an enterprise-grade product that supports global gross pay and compliance.
- Our modern user interface and a native mobile application drive rapid adoption even with diverse employee types.
- Our Time Intelligence Platform is customizable to your unique requirements and supports comprehensive end-to-end workflows including global payroll with compliance.



Product vs. service approach to solve global gross pay problem

- Replicon is built from ground up for scalability and handling global deployments enabling real-time access to time and gross pay data.
- Comprehensive gross pay engine powered by Global Pay Rules Library.
- Payroll WorkBench® - a flexible platform to manage gross pay transactions.
- Integrated with major payroll providers and ERP software.



Continuous global compliance at the core

- Unified platform to manage wage and benefit compliance.
- Built-in global gross pay compliance library at the core.
- Continuous updates and built-in change management to minimize issues around labor law updates.
- Proactive monitoring and notifications to keep businesses aware of the changes.



Take care of all your big and small countries on a single platform that scales across geographies

- Replicon provides the single source of truth for time and gross pay across your organization.
- No more excel and manual adhoc processes to piece together gross pay.
- Handle all your location specific requirements across geographies with complete visibility into global payroll with compliance.



Scale across geographies without fixed startup costs and implementation effort

- Eliminate local time vendors and associated headaches of having to manage them.
- With Replicon you incur minimal incremental operating costs and zero fixed costs and effort.
- Complete scalability to meet your business needs around locations and employees in these locations.

Replicon's **Global Time and Gross Pay Automation solution** powered by our Time Intelligence platform enables your business to solve global, complex time and gross pay needs in months, not years.

Multiple time & punch formats

- Create your own timesheet format to meet your business specific requirements.
- Track in-out times, punches, breaks or work durations against activities and add comments.
- Add custom fields within timesheets to meet your business needs.
- Pre-populate timesheets and enable attestation feature as and when needed.

Multiple employee types support

- Easily support time capture for exempt, non-exempt, part-time and contingent workforce on the device of your choice.
- Analyze weekly aggregate hours for your global teams
- Manage time, productivity and costs across your enterprise business.

Policy & rules based platform for time capture and validations

- Set up automatic validation of time entries and punches using pre-defined rules.
- Create custom validation rules to meet business and gross pay requirements.
- Automatic validation of timesheet entries minimize errors for common and specific business requirements.

Simplified absence management

- Create any time off types appropriate for your business - vacation, sick leave, bereavement, and more.
- Empower employees with self-service requests through web, mobile, or CloudClock.
- Setup and manage accrual policies and resets as your business needs.
- Roll time off usage data into gross pay details and easily set up exports.

Integrated schedule management

- Deploy the right mix of people to meet your shift scheduling requirements.
- Make proactive adjustments in response to emergencies, to avoid over or under-staffing or to manage your costs.
- Communicate the shift information to your employees in real-time.
- Get complete control over your workforce productivity and overtime costs.

Scriptable approval framework

- Model dynamic approval workflows to meet your business' needs and ensure compliance to business policies.
- Use real-time data validations to handle exceptions and routing in real-time.
- Streamline the approval process with real-time alerts and notifications.
- Include supervisors, payroll, HR, and other people in the approval chain.

Continuous global compliance

- Leverage our preconfigured global pay rule library to consistently apply overtime, meal breaks and other labor laws.
- Fully automate pay calculations and always be confident that you are paying right.
- Create and adhere to business specific labor requirements with ease.
- Stay in-the-know on compliance best practices and updates through Replicon's resource library.

Comprehensive reporting and dashboards

- Easily configure reports to filter and view time and pay data the way you want it.
- Dig deep into real-time or historical data to better forecast labor costs.
- Get the "big picture" with dynamic, real-time summary charts and dashboards.
- Schedule reports to be emailed at regular intervals to key people.

Centralized global gross pay

- Generate payable time and pay data based on pay rules, policies, employees profiles, shift/schedule information.
- Get real-time automatic updates to payable time and pay data as the source data changes.
- Easily manage pay data validations, exceptions and adjustments from within the system.
- Create templates and completely automate payroll exports to multiple vendors streamlining the entire process.

Global distributed administration with local control

- Organize your critical time and payroll data for better security, access and visibility across your global organization.
- Restrict local payroll administrators from viewing/editing users outside of their groups.
- Enjoy complete flexibility to customize organizational hierarchy as per business requirements.
- Administer local business policies from a central location.

Global languages

- Choose languages based on where your employees are.
- Eliminate translation needs and provide a better user experience.
- Support for English, French, German, Spanish, Japanese, Chinese (Simplified, Traditional), Portuguese, Danish, Hebrew, Czech, Polish & more.

Granular data visibility and control

- Get visibility and control over payroll leakage, labor costs, and other payroll overhead costs important to your business.
- Assign permissions to control what employees can access & view.
- Get complete leverage over organization time and pay data and manage it with confidence.

Metadata driven architecture to provide seamless configurability

- Define and associate work breakdown structures such as project hierarchies or flat lists such as activities and custom extension fields to time data to model unique business needs through configurations.
- Achieve customization through configuration by leveraging metadata association and extensions

Modern web and mobile interfaces

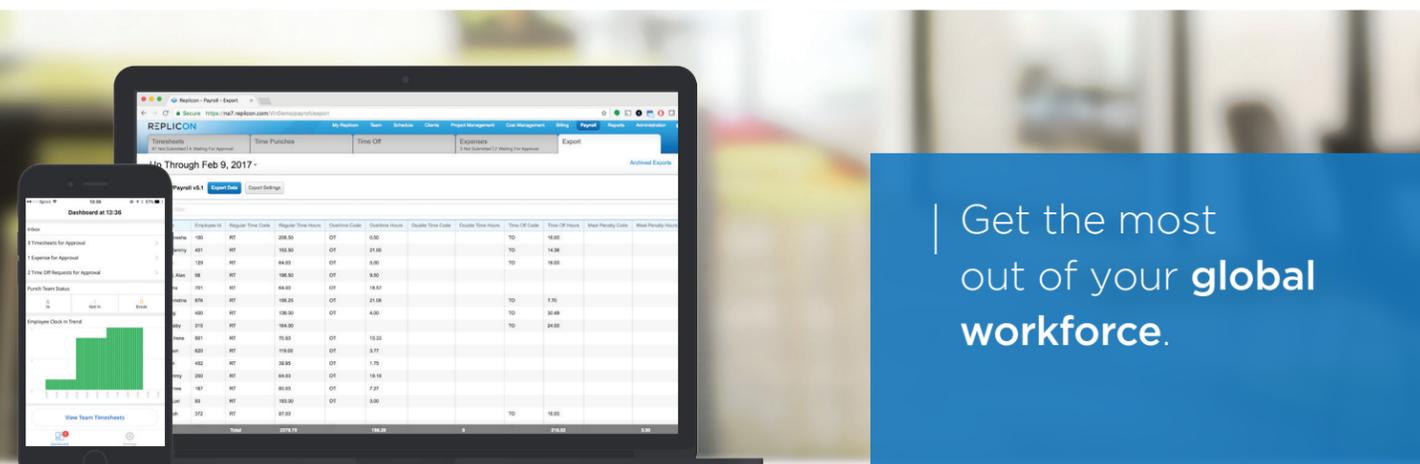
- Intuitive interface drives fast adoption across the organization
- Reduce reliance on people's participation with non-intrusive, real-time time data capture.
- Role-based views help streamline processes around time intelligence.
- In-context analytics gives users capabilities to analyze time metrics without the need to run actual reports.

Notifications and alerts

- Use from our library of alerts and notifications to reduce manual checking and follow-ups.
- Better inform employees about actions needed.
- Create custom notifications to get your teams to act in a timely manner.

Seamless integrations with our pre-built data interfaces

- Quickly and easily integrate Replicon with any ERP system that your business uses.
- Share critical employee time intelligence data with your ecosystem to enable downstream processes.
- Turnkey and seamless cloud-based integrations makes it easy to implement, deploy and upgrade.



Get the most out of your **global workforce.**

Other enterprise products powered by our Time Intelligence™ Platform

Enterprise Time Management

- Manage your employee time and attendance with ease.
- Get complete control of your employee time off and schedules on any device.
- Real-time visibility into accurate data, anywhere, anytime.
- Modernize your ERP investment without 7-8 figure implementation or upgrade projects.

Business Operations Software

- Manage your professional services business operations workflow, end to end with holistic and granular visibility.
- Align your teams with a single source of truth, real-time data and consistent business outcomes – Margins, WIP, Utilization, Profitability and Cash flows.
- Gain complete control over your service delivery workflow, contracts, WIP, client billings, and revenue recognition.
- Take immediate action with real-time insight into accurate data based on the actual work being done.



About Replicon

Replicon, the Time Intelligence Company, has over 20 years of industry leadership and is pioneering a new approach to time management. Time Intelligence elevates time as a strategic asset within an organization, to improve operational productivity, performance, and profitability. Replicon's Time Intelligence Platform offers solutions for global time and gross pay compliance, integrations with leading ERP solutions, and an SDK for continued development - expanding the company's award-winning portfolio of cloud-based products for workforce management, including complete solution sets for client billing, project costing, and time and attendance. Replicon supports thousands of customers across 70 countries, with over 400 employees around the globe including the United States, Canada, India, Australia, and the United Kingdom.

[To learn more, visit www.replicon.com.](http://www.replicon.com)

Want to try it for
your business? Contact us:

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www.replicon.com