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gpa Global Payroll Association

HERE'S YOUR PAYROLL DATA

....SO WHAT?

2021

2021

2020

INTRODUCTIONS

DAVID BARAK

Chief Marketing Officer

David leads global marketing & strategic alliances, helping companies realize the value of a unified pay and HCM strategy.

MARLENE FELISBERTO

Global Director, Solution Consulting

Marlene leads CloudPay's solution consulting practice, helping companies realize the value of a unified payroll process.

JOHN PEARCE

Senior Vice President, Payroll

John leads CloudPay's payroll teams, focusing on the delivery of accurate and timely payrolls for companies in 130+ countries.

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AGENDA

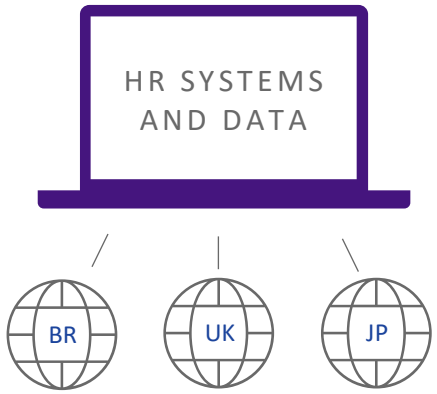
- About CloudPay
- Data for Operational Excellence
- Analytics for Strategic Objectives – Live Demo
- Q & A

GLOBAL PAYROLL MODELS

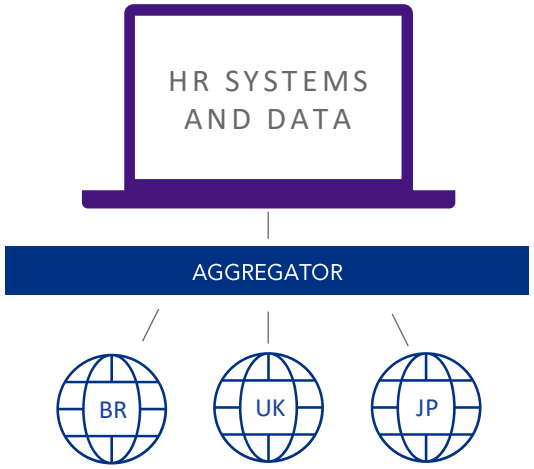
Two outsourcing models dominated the global payroll space until CloudPay introduced a new model to unify employee pay processes

1996

LOCAL VENDOR MODEL

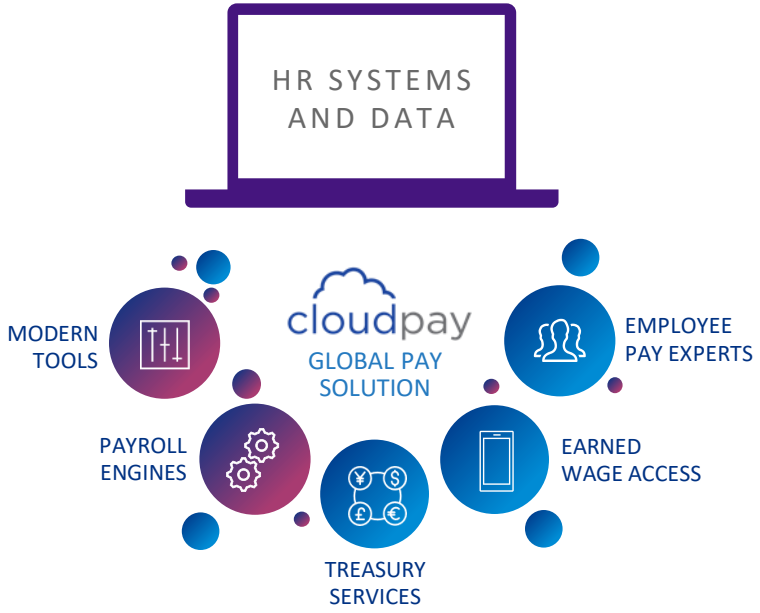


AGGREGATOR MODEL



2016

UNIFIED GLOBAL MODEL



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DEFINING THE MODERN PAY EXPERIENCE

Highly integrated employee pay solutions for global companies

CloudPay connects all employee pay processes – including payroll, payments and earned wage access – through a unified platform.

- INNOVATING FOR 25+ YEARS
- DEPLOY IN 130+ COUNTRIES
- GLOBAL SUPPORT MODEL
- MULTI-LANGUAGE INTERFACE

GLOBAL PAYROLL

Unified payroll solution with proprietary technology and global expertise covering 130+ countries

TREASURY SERVICES

Managed treasury services function with global coverage, multiple funding options and strong compliance

CLOUDPAY NOW

Revolutionary global benefit that enables employees to access their earned wages ahead of payday

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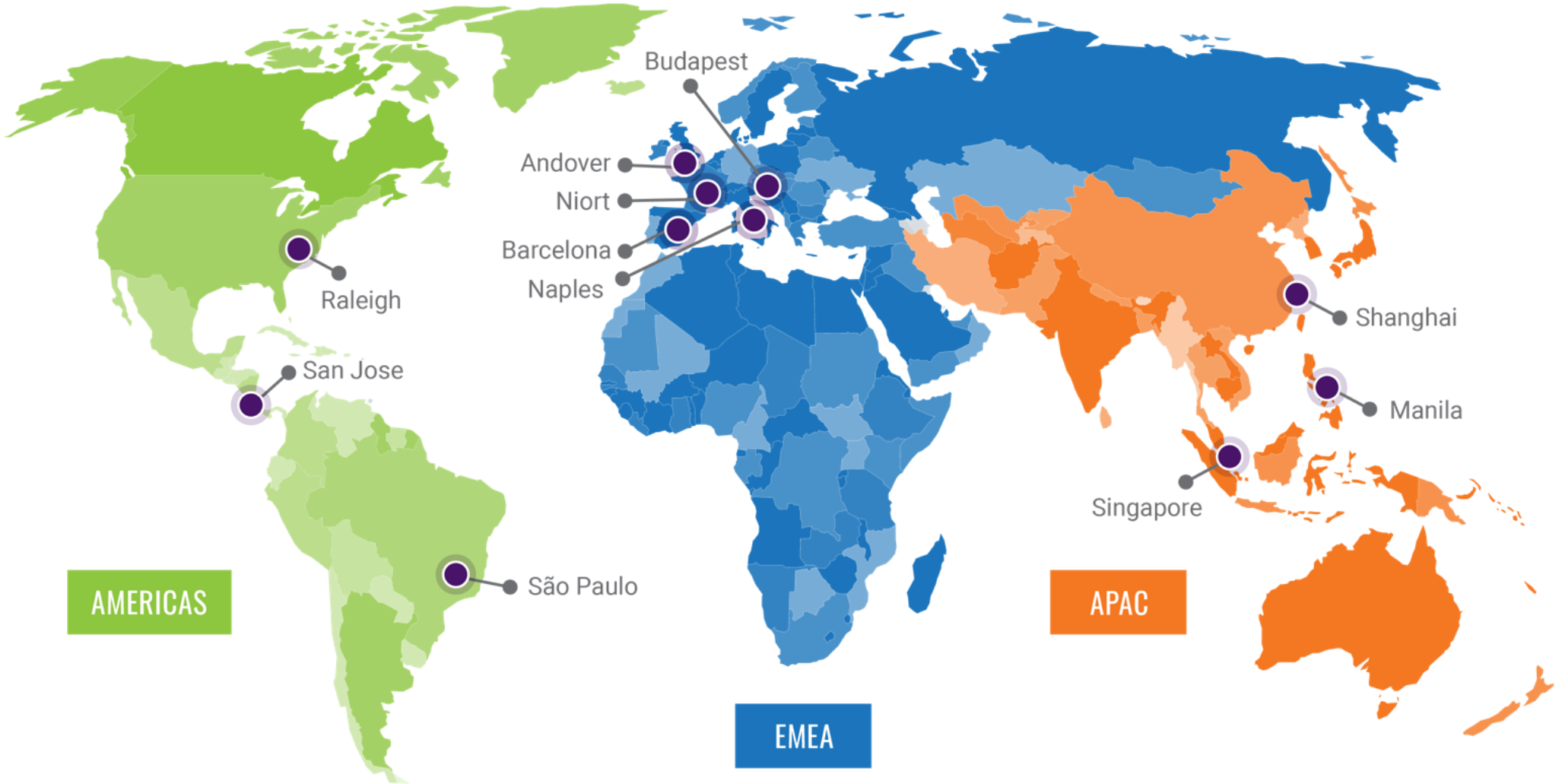
DEDICATED GLOBAL AND IN-REGION SUPPORT



TIER 2 SUPPORT | GLOBAL SUPPORT | FROM 11 SERVICE CENTERS

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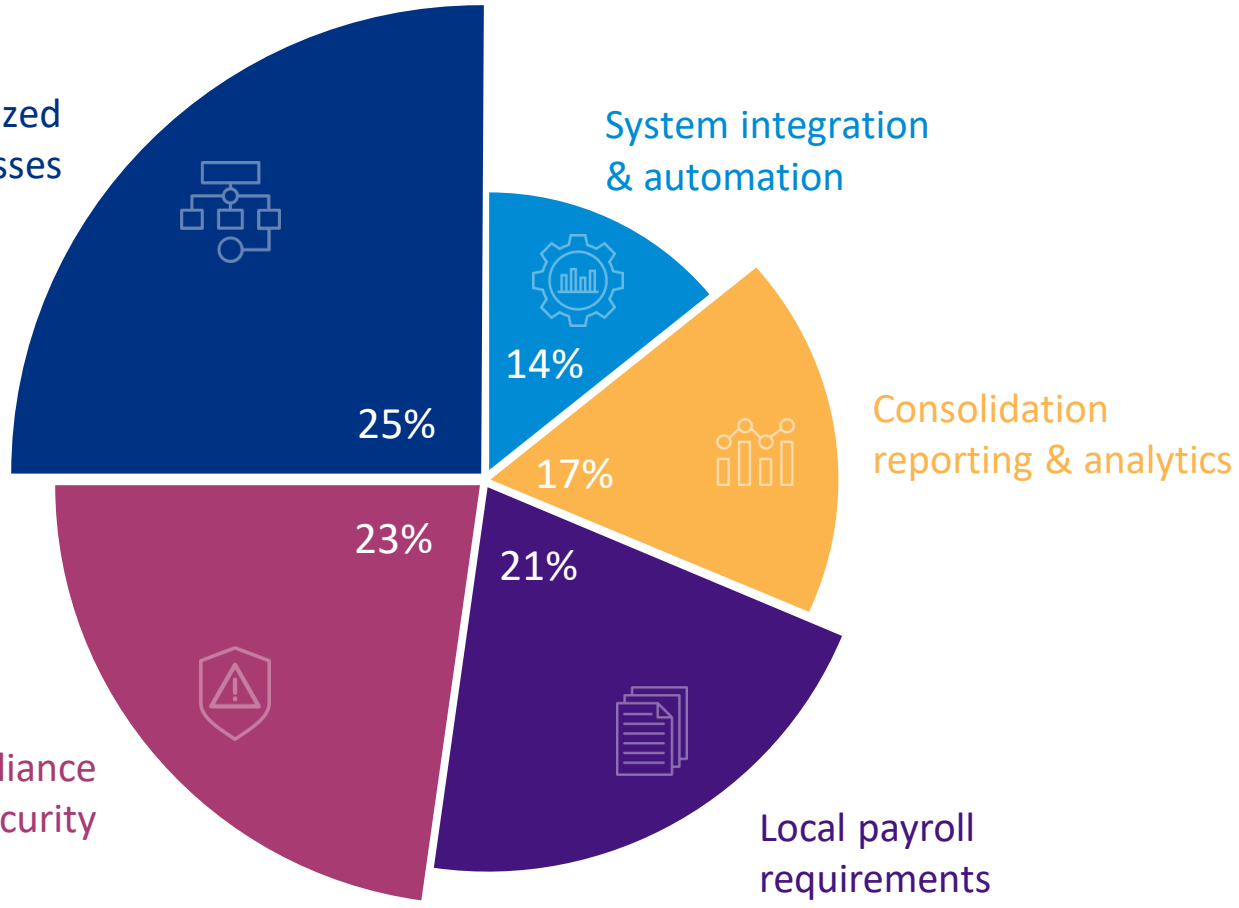
TOP 5 FOUNDATIONAL GLOBAL PAYROLL CHALLENGES

Most global payroll solutions don't provide enough standardization, compliance, automation and reporting capabilities



Sources: *EY - Global Payroll Survey & Hackett Group - Payroll Sourcing Optimization*

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TOP 5 FOUNDATIONAL GLOBAL PAYROLL CHALLENGES

Process Standardization

- Minimal due to multiple solutions and decentralized model
- Inefficiencies across people, processes and technology solutions
- Failure to leverage best-practices across payrolls

Compliance & Security

- Lack visibility into process, IT and statutory compliance
- Delivery model, governance, service levels and compliance standards defined on a local level

Local Payroll Requirements

- Compromised through dual maintenance and manual processes
- Lacking ability to store and manage local data requirements

Consolidation Reporting & Analytics

- Compromised data integrity
- Reporting only available at local payroll levels
- Lack visibility into global payroll costs
- No real-time visibility
- No plan for continuous process improvement

System Integration & Automation

- Minimal and lacking standardization
- Data quality issues prevent automation

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THE CLOUDPAY IMPACT

VISIBILITY

"We were looking for an anchor solution to drive process efficiency, strategic focus and rationalize our vendor footprint, all at the same time. We've done that now."

CONTROL

"By implementing one solution, we replace a lot of different pieces that were previously handled by various solutions, or in some cases, no solution at all."

INSIGHTS

"CloudPay has helped us evolve from just reporting the numbers to being able to analyze the data and provide value back to the business."

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QUICK POLL

Which model best describes your current payroll system?

1. Local - we have several payroll vendors across the organization
2. Regional - we use aggregators
3. Global - minimal number of payroll vendors

DATA FOR OPERATIONAL EXCELLENCE

Continuous optimisation of payroll process

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LOOK BEYOND THE BIG KPIs

How did you get there ..

How much effort and resource did it take?

- Companies typically define success by the fulfillment of Service Level Agreements (SLAs) for Accuracy and Timeliness.

Region	Accuracy
AMER	100%
APAC	99.99%
EMEA	99.99%

Region	Timeliness
AMER	100%
APAC	100%
EMEA	99.99%

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UNIFIED CLOUD SOLUTION

Automated Integrations

Global Controls & Calendar

Smart Workflows & Validations

Payroll Calculations

Compliance Framework

Analytics & Benchmarks

Global Earned Wage Access

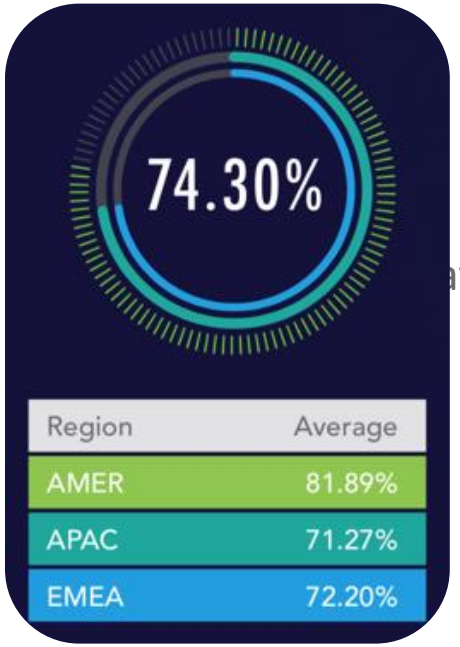
Treasury Services

Global Implementation, Payroll & Treasury Experts

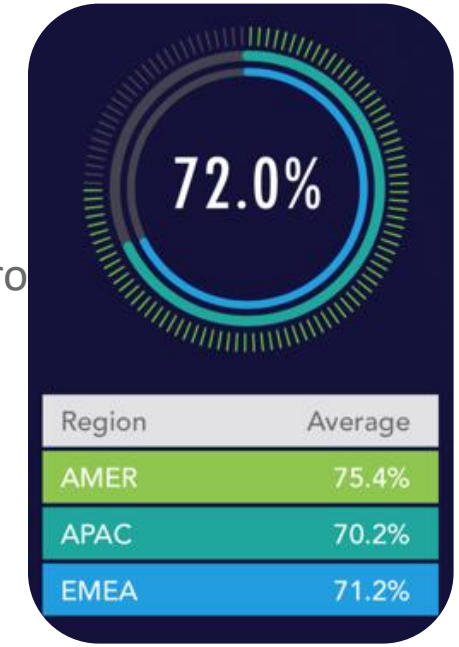
REAL-TIME ACCESS TO PAYROLL DATA

Payroll Efficiency KPIs enable payroll process optimization: data quality, workflows, resources and costs

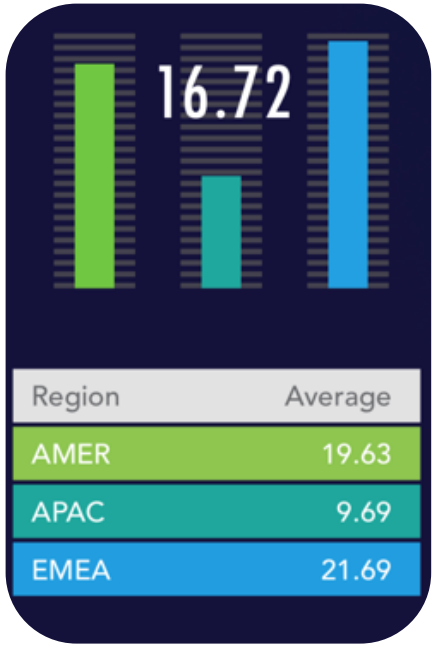
FIRST-TIME APPROVALS



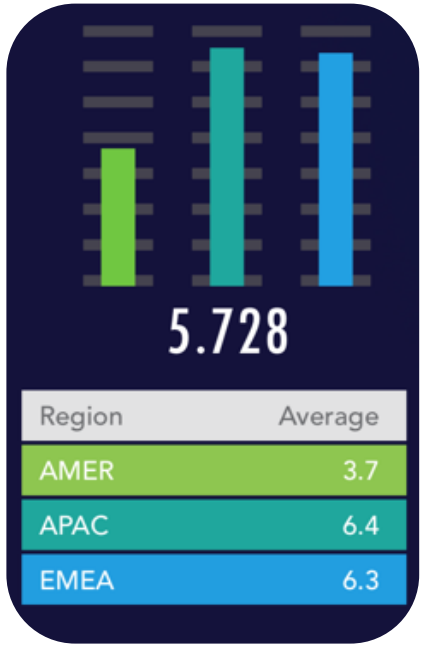
DATA INPUT ISSUES



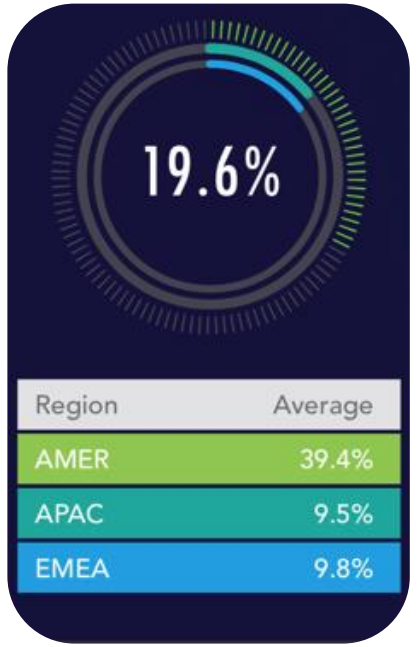
ISSUES / 1,000 PAYSLIPS



CALENDAR LENGTH



SUPPLEMENTAL IMPACT



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BEST PRACTICE USE OF THE DATA AND KPIs

Operational teams hold monthly service reviews to review the payroll processing metrics inside the Analytics tool

- Identify areas where an issue occurred and dive into the details to jointly align on root cause and improvement solutions
- This continuous improvement approach allows us to review the impact of process improvements
- Track trends over time and gain perspective by using specific benchmark comparisons

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EXAMPLE EFFICIENCY GAINS FROM THE BEST PRACTICE REVIEWS

- Off cycle reduction in Brazil by aligning Holiday Pay Runs into scheduled slots agreed with local customer HR
- Data input errors reduced by identifying a new customer team member who required additional training and support
- Data output errors reduced by identifying a gap in the understanding of a French accruals calculation and holding a workshop

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QUICK POLL

Are you currently using your payroll data for operational excellence?

1. Yes - we use our payroll data to continuously optimize process
2. Yes and no - we could do more with our data
3. No - minimal use of our data for process optimization

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LIVE DEMO

ANALYTICS FOR STRATEGIC OBJECTIVES

Understand the data available in your payroll system

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PAYROLL, HR AND FINANCE USING SHARED DATA TO MEET BUSINESS GOALS

"The amount of data and reporting available at our fingertips is something you cannot put money on."

This customer embarked on an international payroll transformation to:

- Deploy a standardized global payroll system & rationalize vendors
- Enhance employee experience
- Reduce compliance and operational risks

They use data analytics to support decisions about:

- Cost management
- Time & resource management
- Regional performance benchmarking
- Performance improvement

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LIVE DEMO

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QUICK POLL

Do you currently use your payroll data to drive strategic business decisions?

1. Yes - we already do a lot of what you've discussed
2. Yes and no - we do some, but I think there's a lot more we could do
3. No - we really don't use our payroll data for business analytics

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THANK YOU