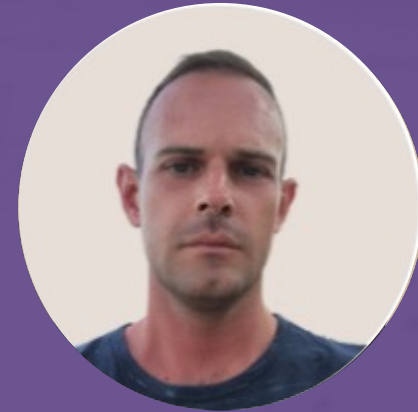


LIVE WEBINAR



Global payroll data and C-suite decision-making

Sept 23rd 16:30 BST



David Nugent
Senior Manager, International Payroll



Mary Holland CPP.
Chief Customer Officer



AGENDA

1. Global payroll reporting for business efficiency
2. Reporting challenges and benefits
3. How Cloudera met the global reporting challenge
4. Questions

How can your global payroll organization contribute to the overall business efficiency?

With Global Reporting

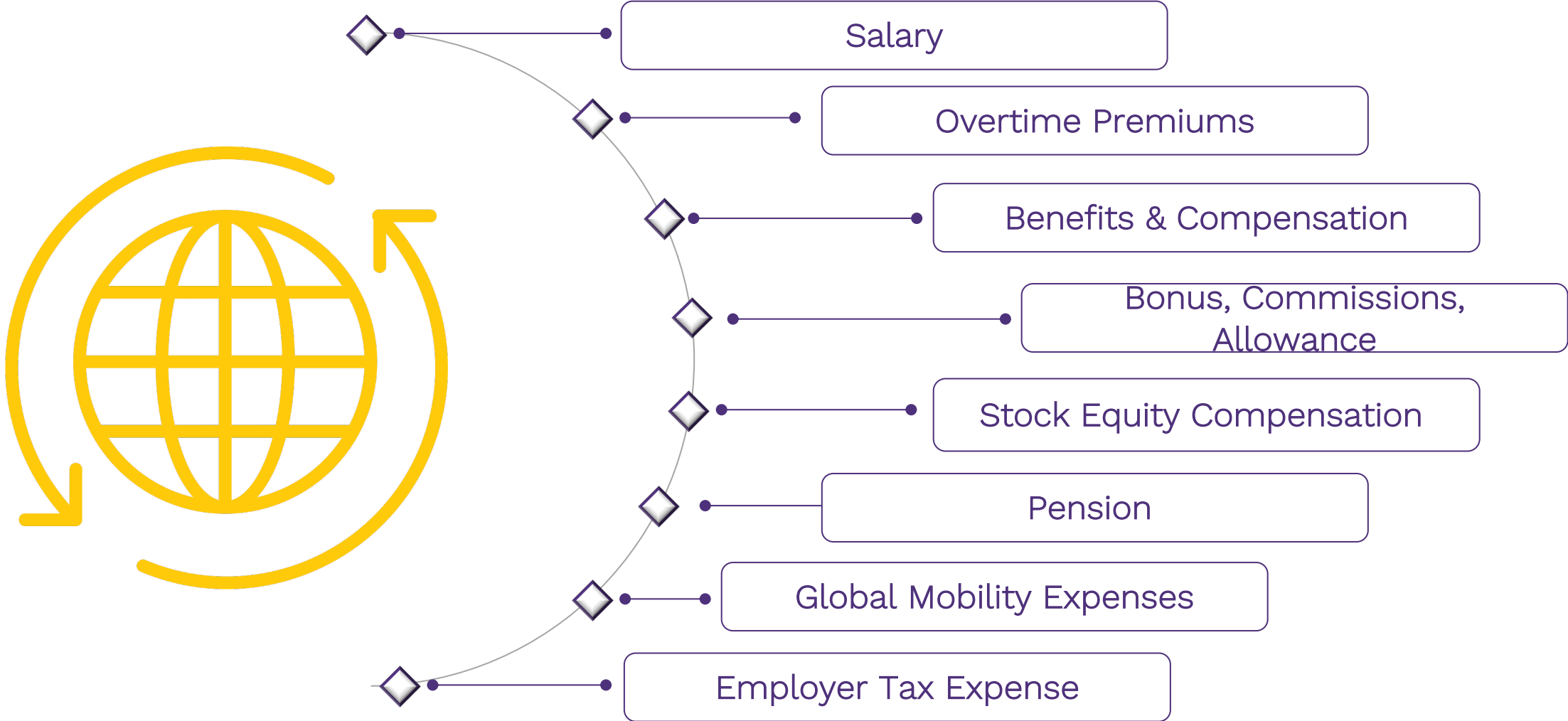
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“In business, the idea of measuring what you are doing, picking the measurements that count like customer satisfaction and performance... you thrive on that.”

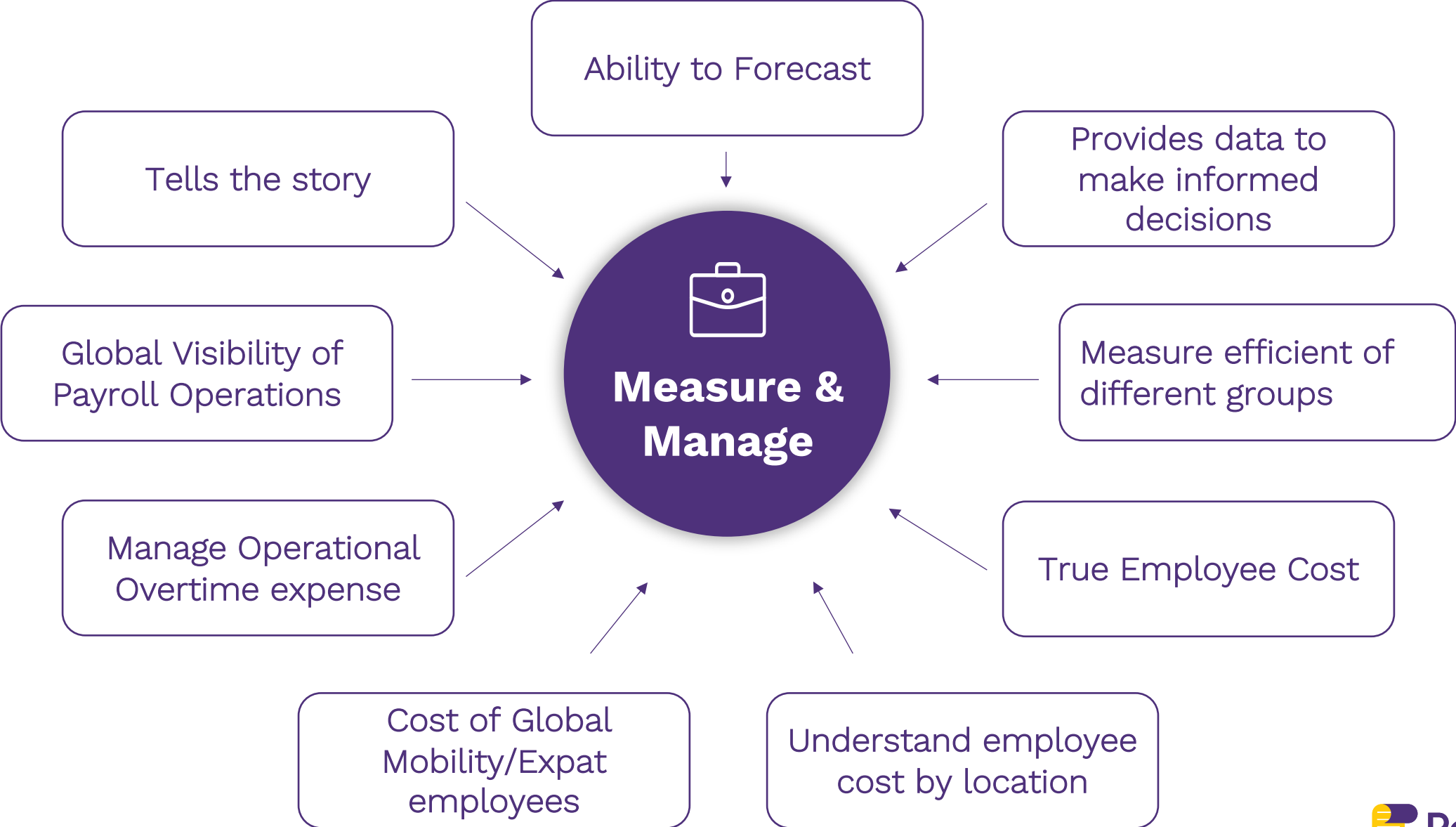
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Bill Gates

What payroll cost data does Global Payroll have?



Why is Global Reporting Essential for Decision Making?



Stakeholder– Reporting Needs

Operations

- Employee working hours and overtime
- Employee holiday balances
- Cost – broken down by element type – earning and employer cost
- Headcount
- Report delivered by business unit and cost center
- Ability to get real time reporting
- Total employee cost by country – region - global

Finance

- General Ledger Report
- Employer Cost Report
- Forecast reports by element category – by employee earnings elements, employer contribution expenses
- Payroll summary reports to support reconciliations
- Holiday liability reports
- Trend reports
- Audit reports - user access, and approval for audits
- Headcount reports

Stakeholder– Reporting Needs

HR

- Payrun reports – compare current payrun to prior periods
- Audit Workflow reports to show your team and payroll provider's performance
- Change report to show changes for a period or for an individual employee changes – who – what – when - how
- Payroll variance reports – ability to compare more than 2 periods
- Payroll Multi-Country Comparative Reporting – by pay element and total cost
- Annual payroll summary reports by total or by individual employee
- Employee Self –Service access

Global Payroll

- Head count reports – that have the ability to show joiners and leaver
- Joiner and Leaver information to provide trend report to the business
- Cost of employer benefit programs
- Need the ability to see the data at the local – regional – global
- Earning categories at local – regional – global to review global for compensation and reward programs
- Employee workdays in country for global mobility
- Number of employees on employee self-service
- Pension reports

C-Suite – Reporting Requirements

- Unified global reporting
- Real time analytics – anytime ,anywhere
- Data analytics tool sets
- Secure electronic delivery of reports to managers and senior leaders which include roles and right to have access to the data
- Reporting available at local– regional – global level
- Standardized reporting
- Employee pay analysis to highlight total cost – employee and employer
- Ability to showcase organization efficiency
- Ability to select and model exchange rates for reports and projections



Global Payroll Challenges

- Multiple payroll providers with no delivery of standard reports
- Manual combining reports from multiple sources
- No ability to update exchange rates
- Reporting require a request from the payroll provider may require a 72-hour period
- Challenges with report writer
- Role and Rights security
- Report delivery delay – impact on business operations
- Simplified reports are not available at local– regional – global levels

How to meet the global reporting challenge?

- Request a list of reports from your payroll provider that are available now and what is on the road map for the next year
- Looking for new payroll services – include reporting requirements in the RFP
- During vendor selection process spend time on reporting – ask to trial the reporting module, share report samples
- Talk with other global payroll professionals about global reporting
- Research state of the art payroll technology software that can be licensed and the organization can select which payroll providers meet their needs

Reporting Benefits



Allow the leaders to monitor and control costs



Ability to have data to make strategic decisions -where to hire, cost of country operations, and employee compensation details at the global – regional - local country



Real time analytics – anytime and anywhere



Data empowers global leaders to make strategic decisions and plans now and, in the future

About Cloudera – Data is Key

- We believe that data can make what is impossible today, possible tomorrow.
- Empower people to transform complex data into clear and actionable insights
- Cloudera advances digital transformation for the world’s largest enterprises.
- We empower people to transform complex data into clear and actionable insights. Powered by the relentless innovation of the open-source community, Cloudera advances digital transformation for the world’s largest enterprises.
- Ability to run multiple analytic functions on the same data set with a common security and governance framework—enabling data privacy and regulatory compliance
- Demand the agility, elasticity, and ease of use of cloud infrastructure, but they also want to run analytic workloads wherever they choose and regardless of where their data may reside
- Foundational requirements for competitive advantage—not “nice-to-have” features

How Cloudera met the global reporting challenge



28 countries with 1800 employees



Business case and selection of Global Payroll Control Platform



Workday Integration



Standardized Element Classifications



Stakeholder Partnerships with Finance, HR, IT



Global Reporting at local – regional - global

The result– we now have comprehensive reporting

Kimberly Powers
Senior Payroll Manager



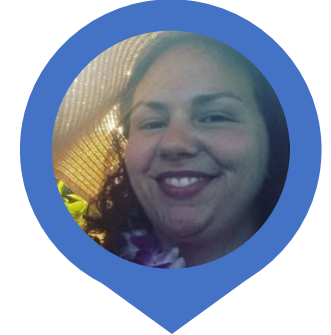
“The more I use Payslip, across the region, I realize how much it offers. It makes our lives much easier.”

Taynan De Jesus Nunes
Payroll Analyst

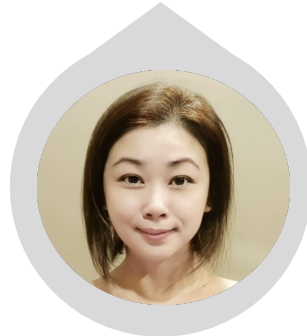


“A year ago our Payroll Manager presented Payslip to me & the CFO. I now realize why. I see Payslip is taking us forward to be the scalable \$billion business we want to be.”

Hannah Huneidi, CPP
Global Payroll Professional



“Pleasure working with the Payslip team during implementation. They brought a high degree of knowledge and best practice support.”



Pearl Ng
Senior Payroll Analyst

“Last month I spent a full day checking 800 lines of bonuses. This month it took 3 seconds.”



Scott Reasoner, CPA, MBA CAO

“Thank you for how you treated our ICPs, with the respect and support you gave us. They are fully engaged.”



Any Questions ?