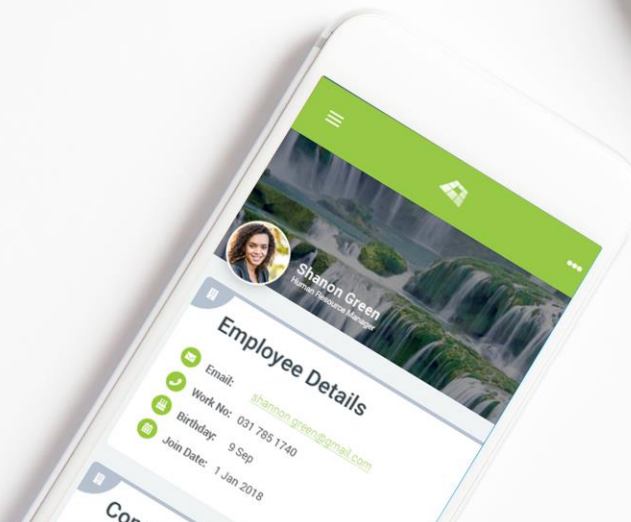




# PAYSPACE

## VALUE SLIDE DECK

#ThinkCloud





# WE ARE LIVING IN A DIFFERENT ERA

#CloudDisruption

- In the last 15 years, 52% of the Fortune 500 companies have disappeared
- Nine out of ten (90%) companies in South Africa increased spending on cloud computing in 2017, 83% to increase these budgets in 2018. In Nigeria, 78% increased in 2017 and 94% to increase their spending in 2018.
- The use of the cloud among medium and large organisations has more than doubled, from fewer than 50% using it in 2013 to pervasive use in 2018.
- Almost a quarter (23%) of South African respondents see the cloud as a platform for international expansion

World Wide Worx | Arthur Goldstuck | Managing Director





Industry heavyweights joining the PaySpace movement

**“I believe in the next 3 - 5 years more businesses will be buying cloud technology than desktop technology. PaySpace’s true cloud architecture was developed in the cloud for the cloud. Its multi-tenant implementation also means unrivalled compliance for our clients. I can’t emphasise enough how important that is in a world where legislative regulation is on the rise. It’s a game changer.”**

Anton van Heerden, Former Sage Managing Director for Africa and the Middle East



Industry heavyweights joining the PaySpace movement

A large, bold, black opening quotation mark.

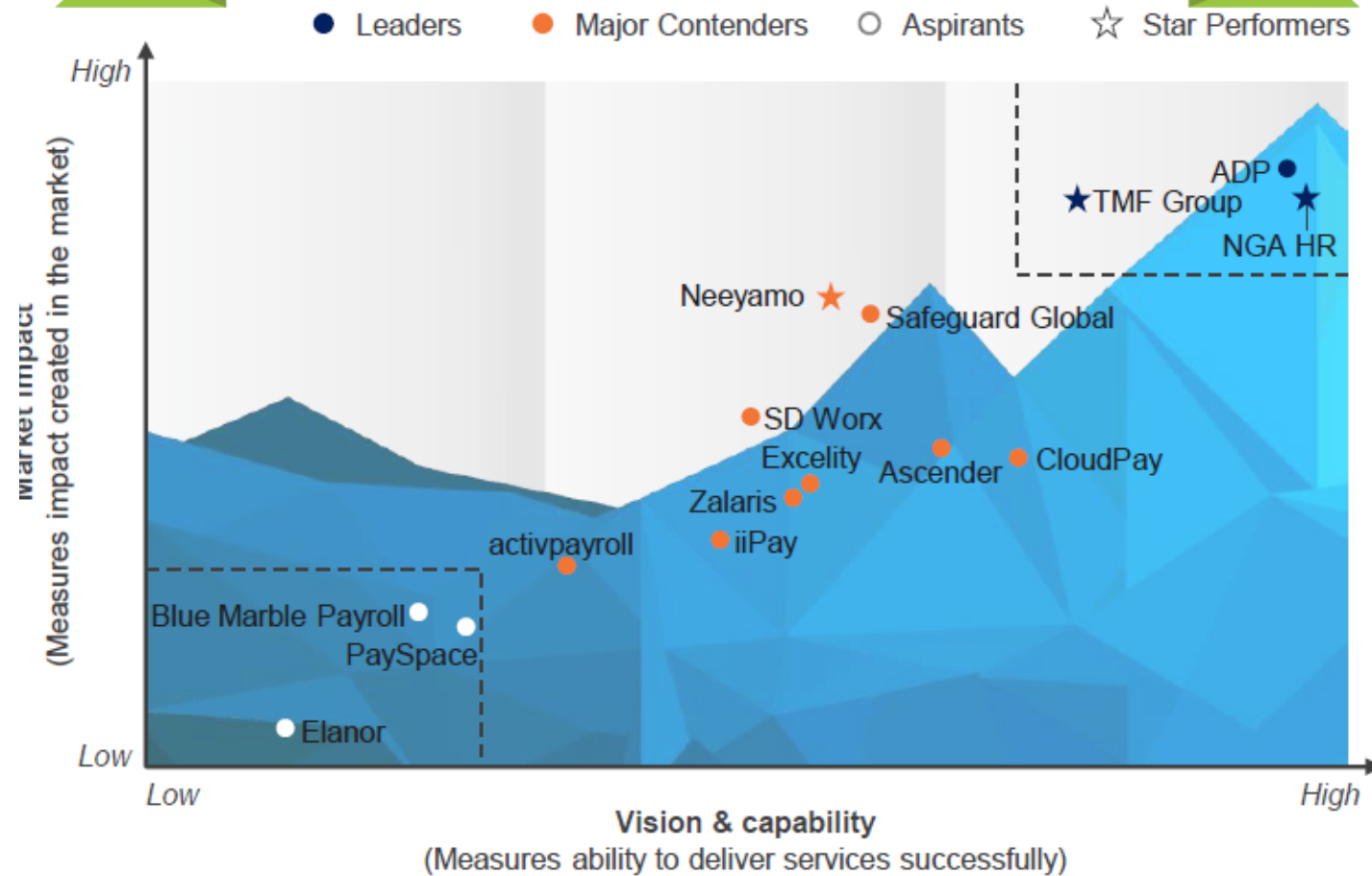
**At BCX we have built, owned, maintained and supported 3 different legacy payroll solutions over the last 40 years. An extensive two-year investigation and analysis on existing solutions made it clear that while the traditional players locally and globally were and are still figuring out how to make that move the cloud shift, the team from PaySpace have done it.**

A large, bold, black closing quotation mark.

Herman Venter, Managing Executive BCX



## Everest Group PEAK Matrix for MCPO Services (2018)

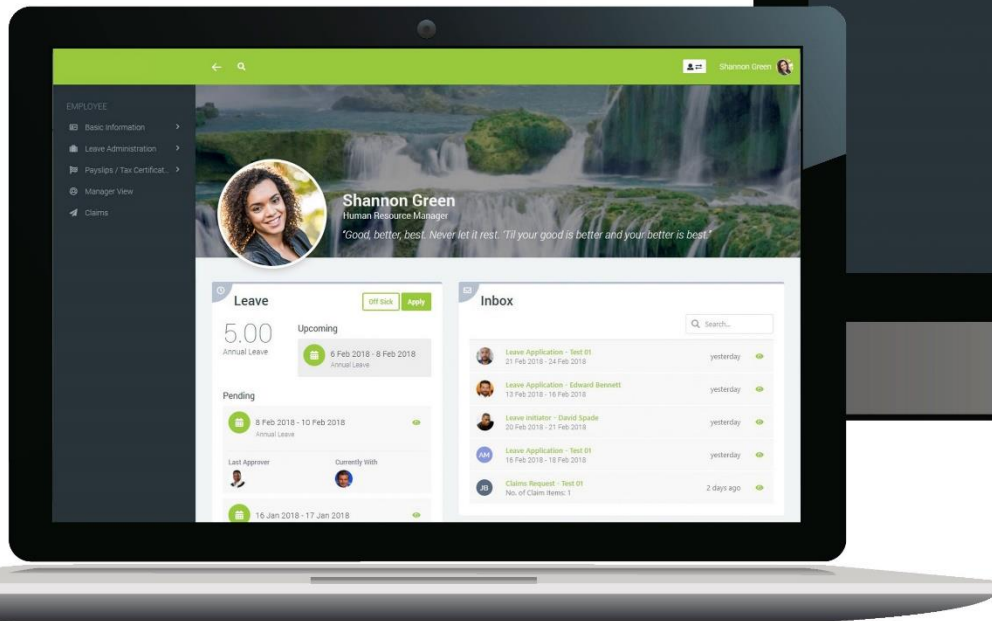
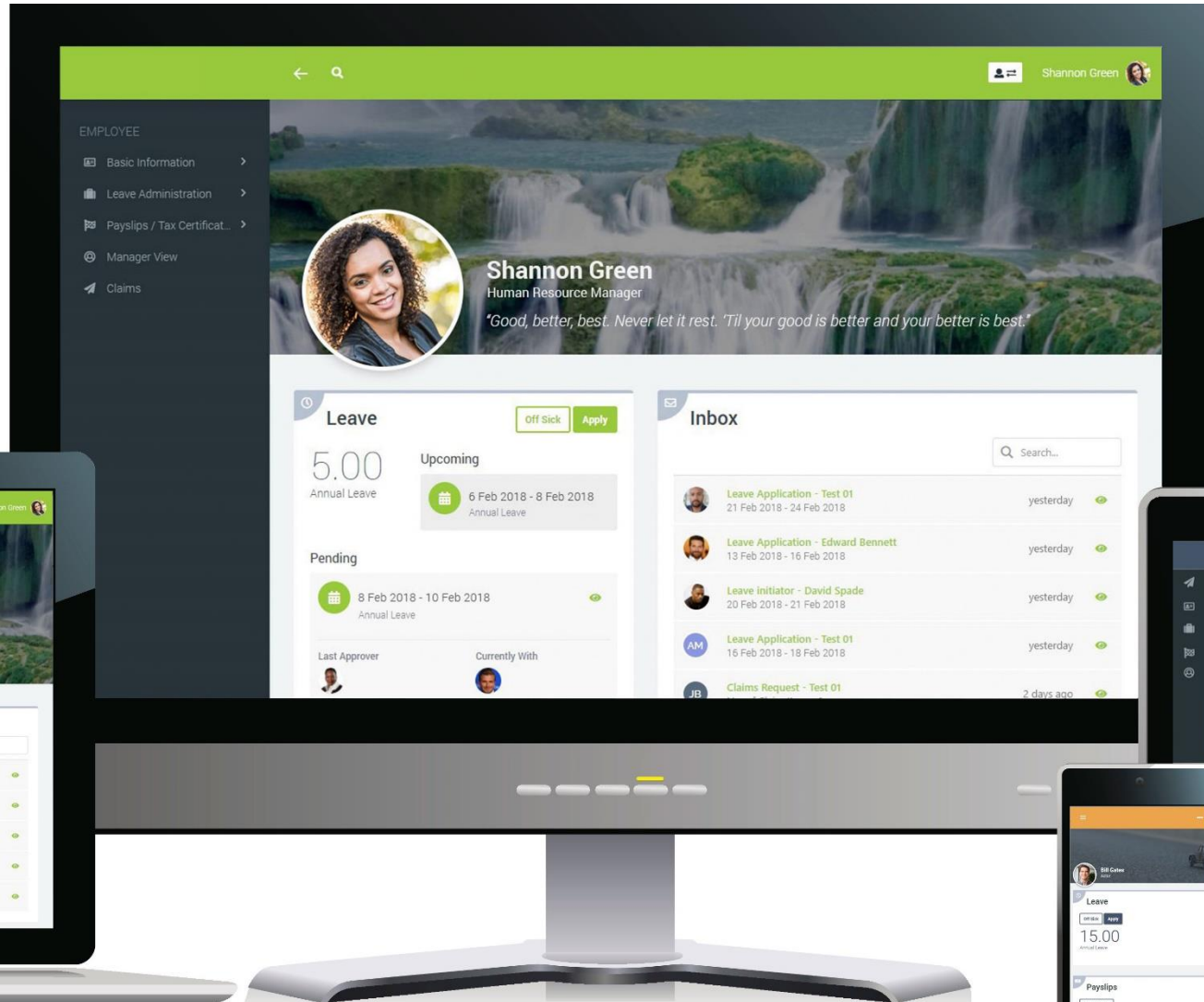


Note 1: Service providers scored using Everest Group's proprietary scoring methodology given on page 12 in its main report

Note 2: This assessment is based on Everest Group's estimates that leverage its proprietary Transaction Intelligence (TI) database, service provider public disclosures, and interaction with buyers. It has also taken inputs through RFIs from all providers except four (activpayroll, Elanor, SD Worx, PaySpace)



# #1 CLOUD-BASED PAYROLL & HR SOFTWARE FOR AFRICA







# PAYSPACE

## OUR CUSTOMERS

👥 4100+ Customers

🌍 39 Countries

🎯 Attracted Big 6

**Mission Since 2000:**  
Address inefficiencies  
Access to information

**Vision:**  
Global Integrated  
Payroll & HR Software  
and Services

SUPERBALIST.COM

takealot.com

ADDAX  
PETROLEUM

Deloitte.

CONTINENTAL  
OUTDOORMEDIA

Chevron

HEINEKEN

Abland

ORICA

NOVARTIS

Auroy Shlain  
IT'S ALL ABOUT YOU

IGNITION  
GROUP

private property

DONTWASTE

Tupperware®

BOART  
LONGYEAR

ENVIROSERV  
WASTE MANAGEMENT

Clover

Mr. DELIVERY

ERICSSON



# WHY US?

100% Cloud-Based Payroll HR  
Software & Services



ISO 27001 Certified  
GDPR Compliant



Multi-Country, Multi-Currency,  
Multi-Language Solution



Expatriate Management &  
International Compliance



Automatic Legislative &  
Feature Updates



Employee & Manager Self  
Service on Any Device



Intelligent Workflows and Guidance  
No Back-Up Processes Required  
Seamless Edition Migration



Cloud Analytics,  
Visual OrgCharts & Advanced  
HR Modules



Pay-As-You-Go Payments  
No Annual License Fees  
Save on Infrastructure



Anywhere, Any-Time &  
Any Device Access




API Integration



Payroll Specialists available for  
support, training, consulting  
and outsourcing services









# PAYSPACE

## MODERNISATION


### Technology

 We are using the latest technology stack to ensure we enhance to a scalable, secure and fault tolerant system which is future-proof.

### API -Centric

 Everything will be migrated with an API-Centric architecture in mind so that future integrations are seamless and efficient.


### Language

 Future versions will contain international language/culture support so that users can choose the language of their choice.

### Reporting

 Introduction of a powerful self-service reporting toolset where users can design their own reports should they require customized reports for core type data

### Smart Design

 We are taking a pro-active approach to ensuring that we remove as much irritation from the user experience by using smart algorithms to only display what is critical when it is needed







User Experience



System Sustainability



Microsoft Azure

# 01

## SCALABILITY

Performance, scalability and rapid deployment everywhere- simply add or remove more computing power as and when you need it.

# 02

## AGILITY

Quickly run proof of concepts with no resource constraints of hardware or services available .

# 03

## GLOBAL REACH

Unified experience through global datacentres and instant deploy across the world.

# 04

## DISASTER RECOVERY

Fail-proof the integrity of business critical data build-in by design.

# 05

## SECURITY

Unparallel accreditations and commitment to security standards incl. technologies to simplify user experience e.g. single sign-on to ensure the integrity of the software and the sovereignty of your data is never in question.







## Full Legislative Delivery

Angola	Malawi
Benin	Mali
Botswana	Mauritania
Burkina Faso	Mauritius
Burundi	Mozambique
Cameroon	Namibia
Chad	Nigeria
Congo	Niger
DRC	Rwanda
Equatorial Guinea	Senegal
Eritrea	Sierra Leone
Ethiopia	South Africa
Gabon	Swaziland
Ghana	Tanzania
Guinea Conakry	Togo
Ivory Coast	Uganda
Kenya	United Arab Emirates (UAE)
Lesotho	Zambia
Liberia	Zimbabwe
Madagascar	

## Full Legislative Delivery 2018

Egypt  
Morocco  
Saudi Arabia  
Seychelles

# PAYSPACE FOOTPRINT

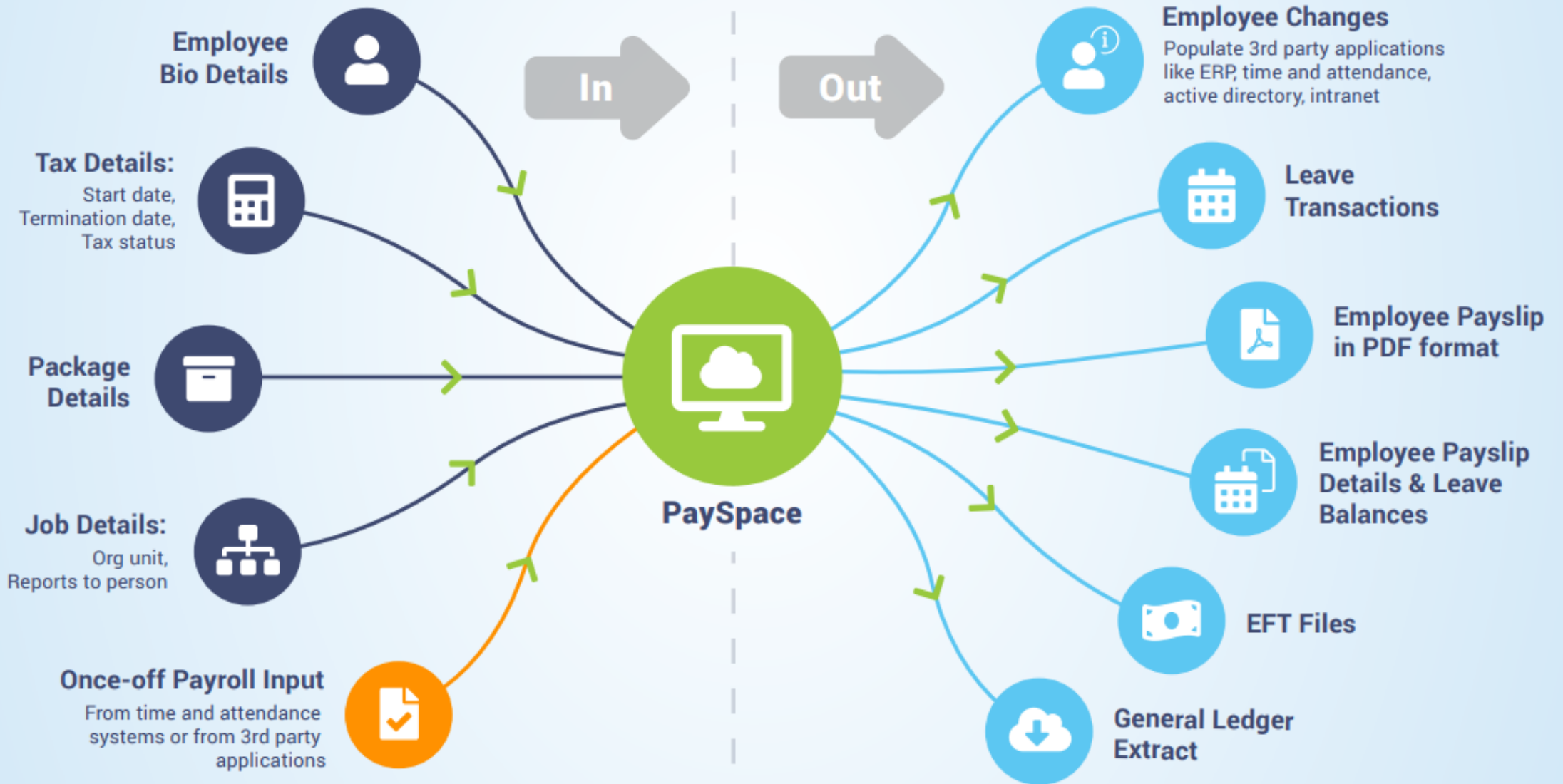
## Basic Legislative Delivery

Argentina	Panama
Barbados	Paraguay
Germany	Philippines
Hong Kong	Poland
India	Reunion
Ireland	Russia
Jersey	Singapore
Kazakhstan	Switzerland
Malaysia	United Kingdom
Malta	
Netherlands	
New Zealand	





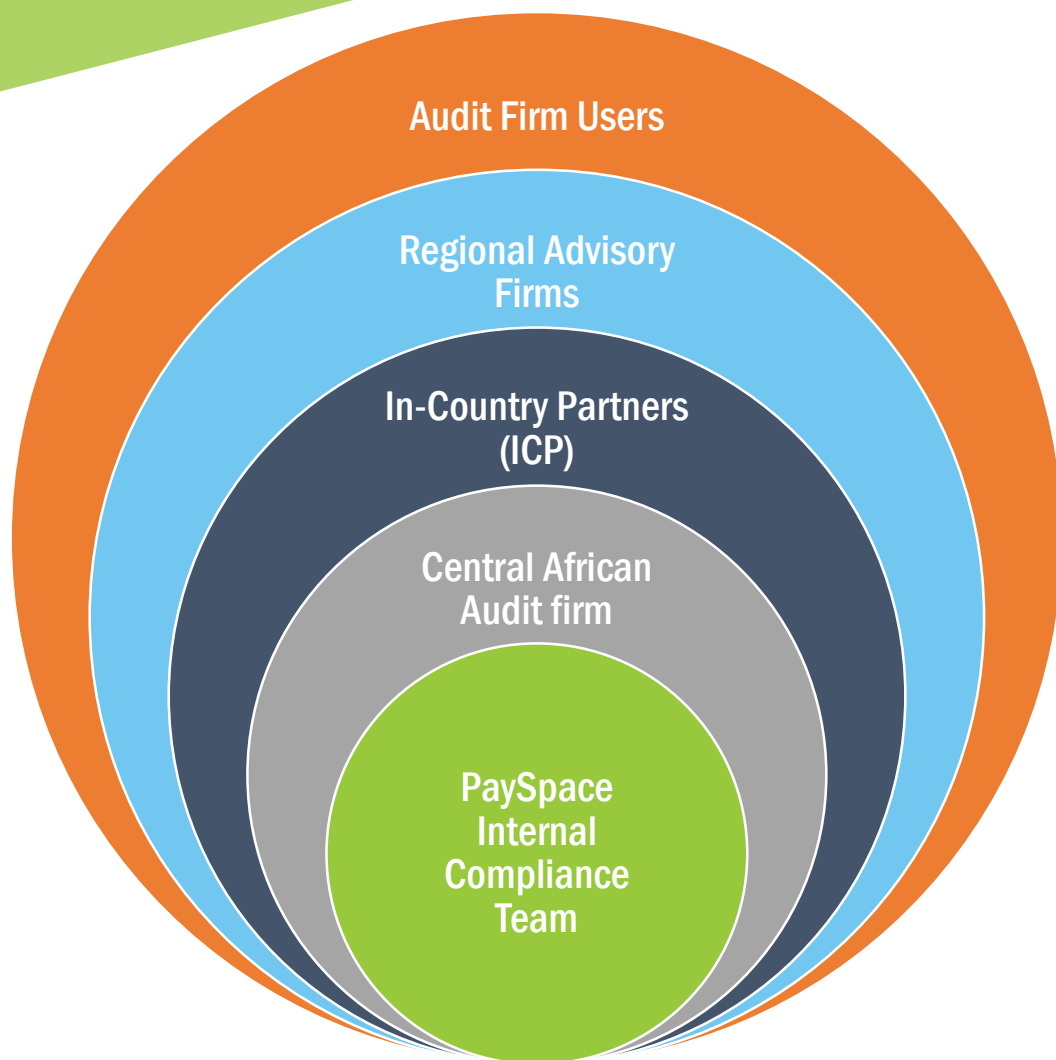
# PaySpace Web Services





# PAYSPACE

## ADVISORY NETWORK



1

**PaySpace Internal Compliance Team/Desk:** Internal review via independent research channels, experience and in house interpretation of legislation and acts. Utilized for both country initialization and changes.

2

**Central African Audit Firm:** Channel built with central SA Audit offices who filter out the requirements to their associated country networks. Originated from country initialization mandates and packs – combination of BDO, EY Deloitte and KPMG.

3

**In-Country Partners (ICP's):** Network of in country on the ground specialist accounting / audit firms utilized for formal opinions, statutory changes and contextualizing the law in practice.

4

**Regional Advisory Firms:** Regional experts that provide advisory services for clusters of countries i.e. West and Central Africa, who intern have an alternate network of experts and are utilized for the following services:

- Country origination
- Interpretational statutory matters
- Formal Legal statutory opinions
- Laws interpreted into practice

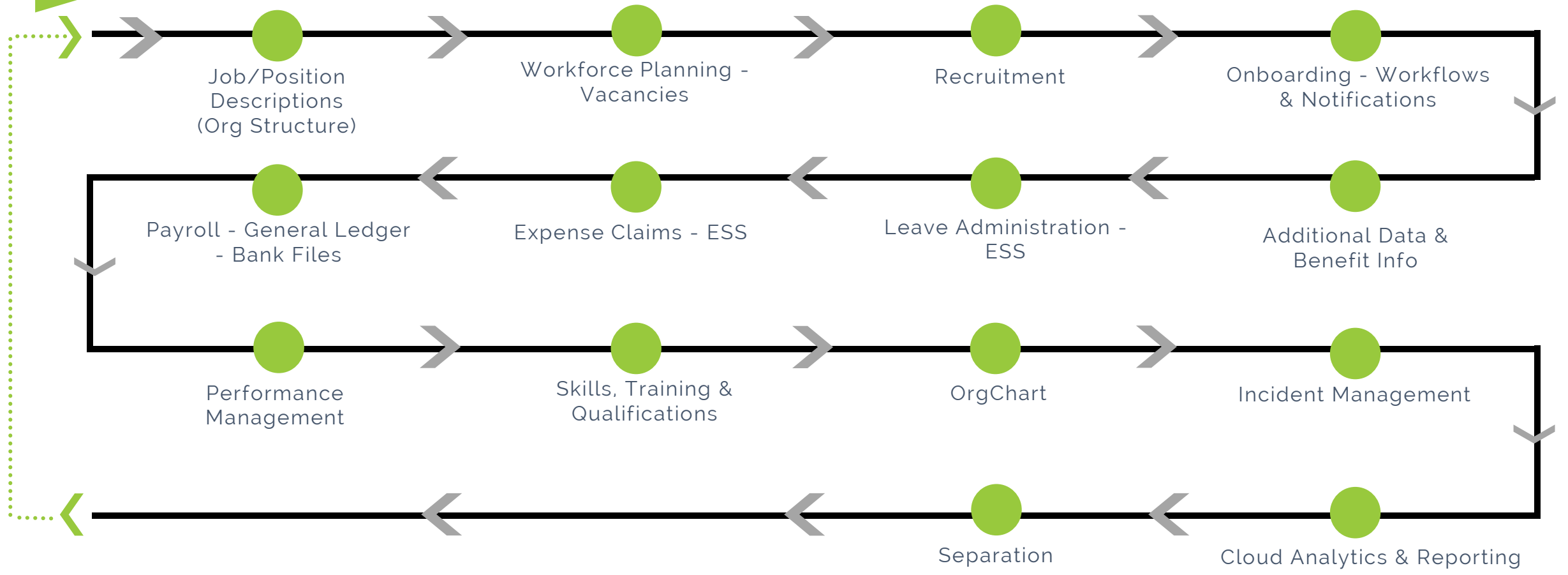
5

**Audit Firm Users:** PaySpace is currently utilized by 5 of the Big 6 accounting firms to service their African footprint. This has by implication created an additional real time layer of specialist advisory customers to continually challenge and query the legislation which allows for an informal and ongoing collaboration on statutory interpretation between PaySpace and the respective firms which further enhances the quality and precision of the statutory delivery.



# PAYSPACE

## EMPLOYEE LIFE CYCLE





## Standard Features Available On All Editions

	LITE	PREMIER	MASTER
True cloud single instance multi-tenant	●	●	●
Basic Payroll & HR	●	●	●
Country Specific Tax Legislation for 39 Countries	●	●	●
Access on any device	●	●	●
Proactive run-free payroll	●	●	●
Mock Payslip Facility	●	●	●
Unlimited interim payslip runs	●	●	●
Post bulk entries for multiple employees	●	●	●
Comprehensive Leave Administration	●	●	●
On-boarding / Termination Notifications	●	●	●
Security Roles	●	●	●
Standard Payroll & HR Reports	●	●	●
Country Specific Statutory Reports	●	●	●
Localisation e.g. RSA Employment Equity	●	●	●
Auto medical scheme rate updates (SA only)	●	●	●
Training & Skills Management	●	●	●
Advanced General Ledger	●	●	●
Organisation Structures - 1 Level	●	●	●
Position Management - Basic	●	●	●
Robust Configuration Options	●	●	●

## Standard Add-Ons Available On All Editions

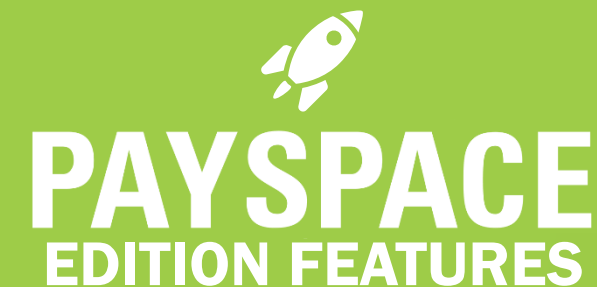
Performance  
Management

Cloud Analytics

Recruitment

OrgChart

Workforce Planning



**PAYSPACE**  
EDITION FEATURES





## Additional Features Available On Premier & Master

	PREMIER	MASTER
Organisation Structures - Multilevel	●	●
Position Management - Advanced	●	●
Employee Self Service	●	●
Basic Workflow	●	●
Attachments	●	●
Asset Register	●	●
Employee Notes & Reminders	●	●
Advanced Costing	●	●
Multi-Language	●	●
API Integration (Web Services)	●	●
Third party payment files	●	●
Cloud Room		●
Employee Request		●
Client Defined Dynamic Fields		●
Automated Expatriate Management		●
Multi-Currency		●
Multi-currency payment file options		●
Client Defined Dynamic Fields		●
Automated Tax Equalisation		●
Advanced Workflow functionality		●
Expense Claims		●
Consolidated reporting		●
Incident Management		●
Timesheet Facility		●
Action Types		●



# PAYSPACE

## EDITION FEATURES

### PREMIER/MASTER







PaySpace has been a major player in our drive to compliance throughout Africa, without PaySpace we would still be paying fines, dealing with labour courts and most importantly our employees wouldn't be as happy as they are now. With a total workforce in Africa of almost 3000 employees we went from over 100 queries a month to a maximum of 3 with majority of months with no queries at all. PaySpace has proven not only to provide what they promise but go beyond what is required to assist in any way possible. We will now expand with PaySpace into Europe and apply the same efficiency, professionalism and compliance as we have in Africa. Thank you PaySpace for your excellent service

Ana Da Silva



We all love PaySpace. It's fresh, intelligent, quick and such a convenience in our busy environment. Their team is superb.

Adelah Ederies



By automating the payroll function using PaySpace we have improved the time it takes to process our monthly payrun dramatically.

Alison Kloppenborg



ESS is extremely helpful and easy to use. Cloud Room functionalities are a breeze to work with.

Precious Nzuza



We have had a tremendous improvement on our Payroll system for HEINEKEN South Africa (PTY) Ltd. Our legislative and SARS compliance has been improved and the automation of the payroll components have saved us processing time. The Employee Self Service module has been a major role player for the Human Capital Department at HEINEKEN South Africa (PTY) Ltd

Marius Hattingh



Wow PaySpace! You are everywhere, doing everything, and you never fail to astonish us with your practical approach and willingness to accommodate the "paradigm shift" of Avroy Shlain's requirements. Your braveness in this makes us feel protected. You light up our view with your user friendly system. People expect good service but few are willing to give it except for you. Avroy Shlain Cosmetics is one of the largest direct selling Cosmetics houses in South Africa. The company has grown over the past 37 years, with over 70 000 distributors around South Africa, Namibia and Botswana. Avroy Shlain Cosmetics has become a household name with quality products across the full spectrum of beauty, personal care, fragrances and make up range.

Monika Bokaba



# PAYSPACE TESTIMONIALS

## Other Brands:



KENMARE



ERICSSON



takealot.com

Deloitte

IGNITION  
GROUP







# PAYSPACE

## THANK YOU

#ThinkCloud

