

HR & Payroll Practice

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About CEM

Estd: 2003

**Technology:
Microsoft
Dynamics
& Azure**

**Products:
Certified for
Microsoft
Dynamics**

**Product focus:
HR, Payroll &
Construct**

Over 70 IPs

**350+
Implementation
experience**

Global roll-outs

**Segment:
Mid to Large**

**Average client
size: 4,000
employees**



CEM – Microsoft Dynamics Awards

Invited Member of

- ❖ Microsoft Partner Council (MPC)
- ❖ Partner Advisory Board (PAB)
- ❖ CEM Payroll earns CfMD Certification



- ❖ Microsoft President’s Club Member
- ❖ Fastest growing Company
- ❖ Microsoft Best Marketing Partner



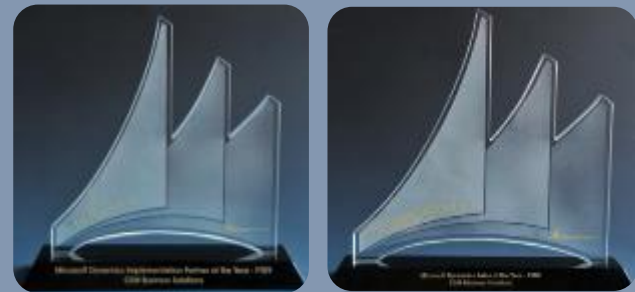
- ❖ Microsoft Best Implementation Partner
- ❖ Member of Microsoft Dynamics AX Council Program



- ❖ Microsoft Country Partner
- ❖ Enterprise Product Group (EPG)



- ❖ Microsoft Best Sales Partner



CEM Payroll (CfMD)



US payroll

Global payroll

Union payroll

Certified payroll

AEC payroll

Sportsmen payroll

Gulf payroll

9*80 payroll



- Tax integration
- Fixed & Variable pay
- FTE, PTE & Contractors
- T & A integration
- Benefits integration

CEM HCM



	Manpower Planning & Budgeting	Recruitment Management (ATS & Onboarding)	Performance Management
Training & Development	Enterprise Self Service	Employee Recognition	Transfer & Promotions
T&A, PTO	Succession planning	Grievances	Separation Management



- End to end HR
- Connector to D365
- Connector to T & A
- Cloud & On prem options

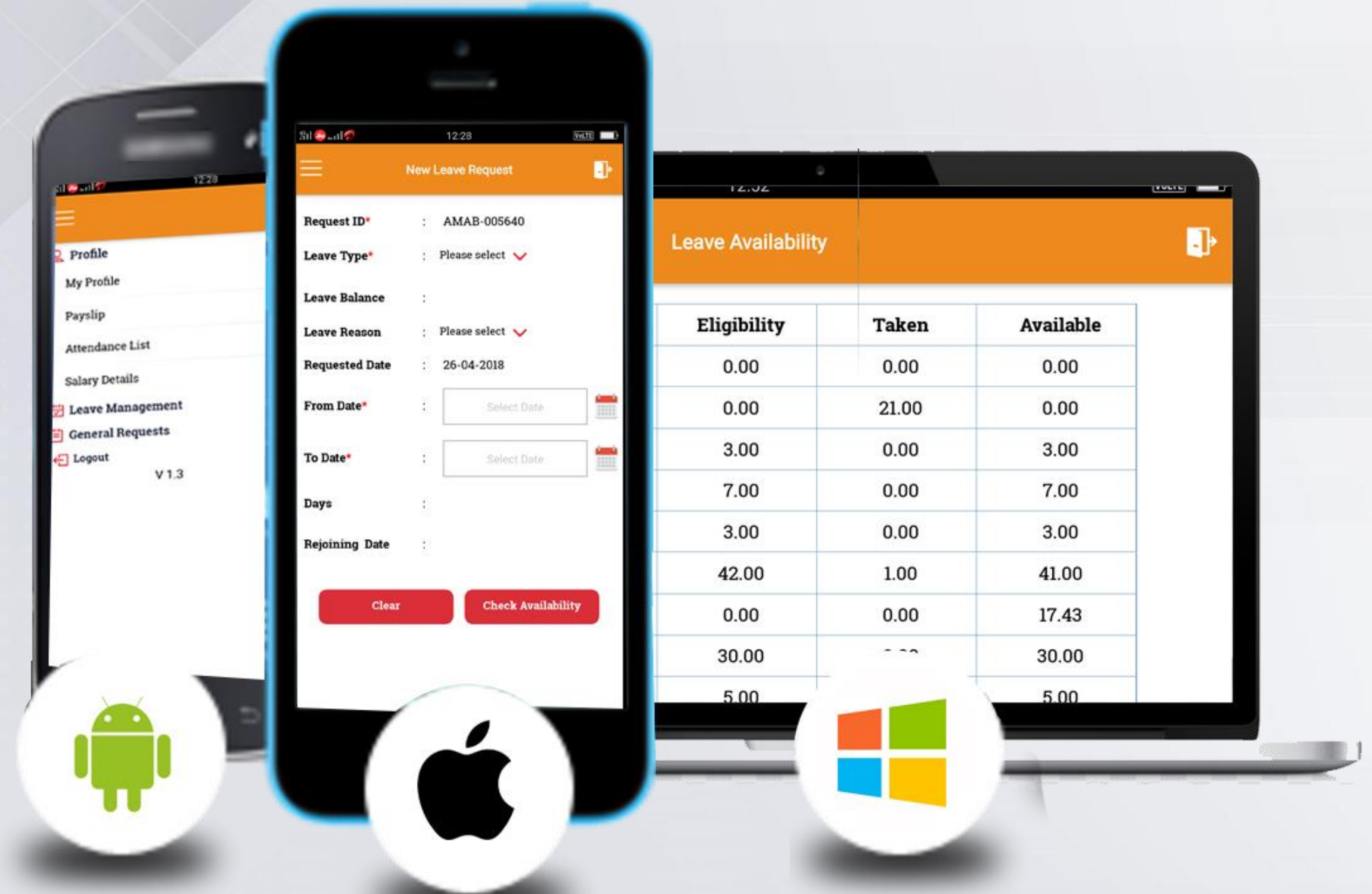
CEM HR and Payroll modules



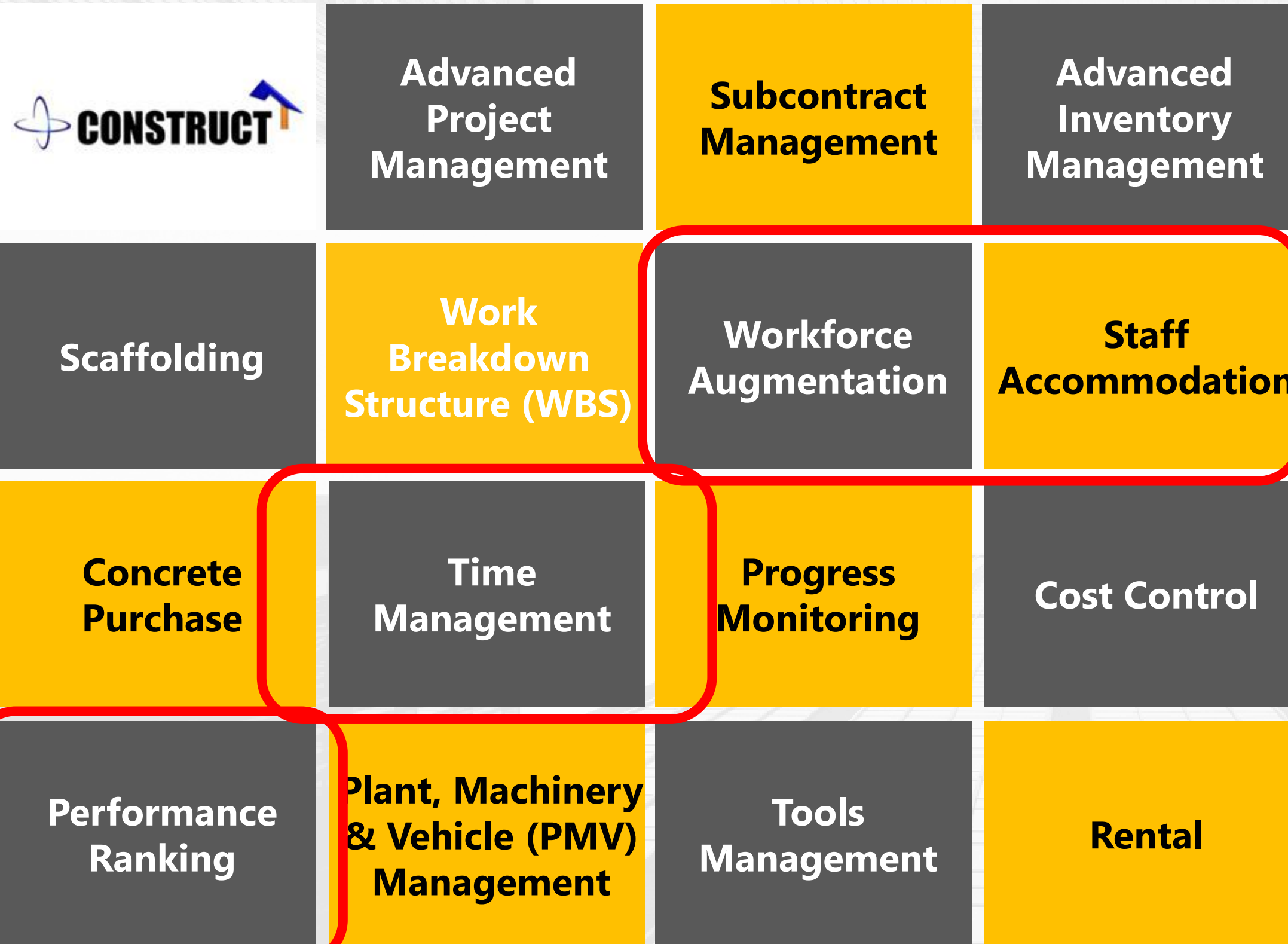
- ◆ Workforce planning / Budgeting
- ◆ Recruitment –ATS / On-boarding
- ◆ E-Verify
- ◆ Signing Bonus
- ◆ Global employee master
- ◆ Biometric integration
- ◆ Time and attendance
- ◆ Performance management
- ◆ Training management – Budget, course, calendar, feedback, etc..
- ◆ PTO / Leave / Absence
- ◆ Leave calendar
- ◆ PTO Cash out
- ◆ Relocation Bonus
- ◆ Transfer
- ◆ Help desk
- ◆ General Request
- ◆ VISA Request
- ◆ Grievance & Recognition
- ◆ Timesheet management
- ◆ Compensation mass update
- ◆ Tax management
- ◆ Worker's Compensation
- ◆ General Liability management
- ◆ Service Award
- ◆ Fitness Benefits
- ◆ General benefits
- ◆ 401K benefit
- ◆ Cafeteria benefits
- ◆ Life insurance / Supplementary life
- ◆ Open enrolment benefits
- ◆ Integrations-Kronos
- ◆ 3rd party software connector
- ◆ Numerous add on reports
- ◆ Employee renewal alert
- ◆ Benefit Deduction alert
- ◆ Employee Resignation
- ◆ Employee termination request
- ◆ Offboarding

CEM ONE – Mobile Application

- ◆ Full function ESS
- ◆ IOS & Android
- ◆ Push notifications
- ◆ Submissions & approvals.
- ◆ Attachments: view & forward
- ◆ HR & Payroll functions
- ◆ Timesheet, Attendance, Paystub
- ◆ On-site Project Activities and more
- ◆ Purchase Request & Approvals
- GPS & Time stamp



HR modules in CEM Construct



- End to end solution
- Estimation to delivery
- Multiple billing options
- Both labor & material coverage

CEM add on reports



- ◆ Active employee count by business unit
- ◆ Active employee count by BU per month
- ◆ Benefit change history
- ◆ Course Details
- ◆ Compensation increase
- ◆ Employee Grievance Details
- ◆ Employee joining date and probation details
- ◆ Employee health coverage
- ◆ Employee leave details
- ◆ Employee origin count
- ◆ Employee recognition details
- ◆ Employee referral benefit
- ◆ Employee transfer
- ◆ Employee turnover division
- ◆ Equal employment opportunity
- ◆ Head count by nationality and gender
- ◆ Group benefit billing
- ◆ Hours worked by location
- ◆ Life insurance detail
- ◆ List and count of position type employees
- ◆ Motor vehicle report
- ◆ New hire per month
- ◆ On board & Off board employee details
- ◆ PE License
- ◆ Performance comparison by level
- ◆ Performance by year
- ◆ Position status as on date
- ◆ Relocation
- ◆ Service award
- ◆ Signing bonus
- ◆ Status change report
- ◆ Termination & Termination per month
- ◆ Veterans employment
- ◆ Summary of Pay
- ◆ Worker by location
- ◆ Worker compensation by year
- ◆ Workers hired in period
- ◆ 401k add employee details with location
- ◆ 401k deferral & match report
- ◆ FUTA , SUTA, SDI & Local Tax Report
- ◆ Worker Compensation Report
- ◆ General Liability Insurance Report
- ◆ 401KCensus Report
- ◆ Deduction Register Report
- ◆ Payroll Register Report
- ◆ Certified Payroll Report
- ◆ Employee hours and wages Report
- ◆ Federal Tax Report
- ◆ Employee utilization report
- ◆ HR policy & compliance report
- ◆ Timesheet drill down report by project by Worker
- ◆ Project TS drill down report - by worker
- ◆ TS analysis report
- ◆ WBS employee activity report

References

Customers



Kenana
Sugar



Customers

- ◆ 4 HOMES FZ CO
- ◆ AABAR PETROLEUM
- ◆ Abdullah Abdulghani & Bros. Co. WLL
- ◆ ABELA & CO
- ◆ ABMAK QATAR W.L.L.
- ◆ Abu Dhabi National Exhibition Center
- ◆ Abu Dhabi ship building
- ◆ ADCASHAI DESIGN
- ◆ AEROSPACE CONSORTIUM
- ◆ AFG College with University of Aberdeen
- ◆ Aircon Beibars FZE
- ◆ Al Ain Football Club
- ◆ Al Arif Contracting Co. LLC
- ◆ AL BUAINAIN ARABIAN GULF & STATIONS
- ◆ Al Dar for Exchange Works
- ◆ Al Darwish Engineering
- ◆ Al Fakher Al Dhahabi General Trading
- ◆ AL FAKHER TOBACCO FACTORY
- ◆ Al Fardan Group
- ◆ AL HABTOOR GROUP LLC
- ◆ AL Jassra Ready Mix
- ◆ AL JAZEERA MEDIA NETWORK
- ◆ Al Khaleej Ceramics
- ◆ Al Khaleej Sugar
- ◆ AL KHAWARIZIMI COLLEGE
- ◆ AL MAQTA DATES LLC
- ◆ Al Meera Consumer Goods
- ◆ Al Muftah Group
- ◆ Al Muftah Rent A Car
- ◆ Al Nabooda General Enterprises Holding LLC
- ◆ AL NABOODA INSURANCE BROKERS
- ◆ Al Ruwad Real Estate Company
- ◆ AL SEQIR EXPRESS CARGO LTD.
- ◆ AL SHAMSI TRADING & CONTRACTING CO.
- ◆ AL SHIRAWI
- ◆ Al Tafa'ol Trading Est

- ◆ AL TAQANIAH AL MUTATAWARAH BELTING TR
- ◆ ALAM STEEL INDUSTRIES CO. WLL
- ◆ ALI SALEH TRADING CO. LLC
- ◆ Allison gulf
- ◆ APL MANAGEMENT JLT
- ◆ ARABIAN COMPANY
- ◆ Arbela Technologies Corp
- ◆ Artan
- ◆ Artan Holding
- ◆ ASIYA INVESTMENTS
- ◆ Atconz JLT
- ◆ ATEIS MIDDLE EAST FZCO LLC
- ◆ ATLAS TELECOM
- ◆ Australia Gulf Building Systems
- ◆ AUTOMATIC SYSTEMS CORP.
- ◆ Avis Rent A Car
- ◆ Avivo Group
- ◆ AVK MIDDLE EAST FZE
- ◆ BAB AL SHAMS DESERT RESORTS & SPA
- ◆ Bahrain Commercial Facilities Company
- ◆ BALAJI SHIPPING UK LTD
- ◆ beIN Media Group- LLC
- ◆ BHATIA BROTHERS GROUP
- ◆ BHATIA TRADERS LLC
- ◆ BIN JABR GROUP LIMITED
- ◆ BLACK CAT ENGINEERING & CONSTRUCTION W.L.L
- ◆ Brand Folio LLC
- ◆ British International for Education
- ◆ Burgan Bank
- ◆ Burkan Munition Systems LLC
- ◆ BUTLERS DRY CLEANING & LAUNDRY SERVICES LLC
- ◆ CARRIER MIDDLE EAST LTD
- ◆ Computer Generated System (CGS)
- ◆ Consolidated Gulf Company (CGC)

- ◆ CONTROL & APPLICATIONS EMIRATES
- ◆ CONTROL & APPLICATIONS TECHNOLOGY SOL
- ◆ CORBAN ADVERTISING
- ◆ Cornerstone IT Inc.
- ◆ CORPORATE CONNECTION GENERAL TRADING
- ◆ Court of Crown Prince
- ◆ CYQUENT TECHNOLOGIES LLC
- ◆ DALMA ENERGY LLC
- ◆ Derivision FZ CO
- ◆ Diamonds Steel FZCO
- ◆ Dirkson Limited
- ◆ Doha Bank
- ◆ Dopet- Doha Petroleum Construction Co Ltd
- ◆ Dragon Oil
- ◆ Dredging International
- ◆ DUBAI CARES
- ◆ DUBAI SCHOOL OF GOVERNMENT
- ◆ EASTNETS FZ LLC
- ◆ EFI INTERNATIONAL
- ◆ ELCOME INTERNATIONAL LLC
- ◆ Embassy of Greece in UAE, Hellenic Trade Center
- ◆ EMIRATES CONVERSION INDUSTRIES LLC
- ◆ EMIRATES INSTITUTE FOR BANKING & FINANCIAL STUDIES
- ◆ EMIRATES STALLIONS PROPERTIES LLC (ASMAK)
- ◆ Empost
- ◆ Endress+Hauser (UAE) LLC
- ◆ ENERGY TECHNICAL SERVICES
- ◆ Equionix Qatar
- ◆ ERNST & YOUNG
- ◆ EURO COFFEE LLC
- ◆ EUROSCAFF FZ CO
- ◆ EXECUJET AVIATION GROUP
- ◆ FARNEK SERVICES LLC
- ◆ First Kuwaiti Trading and Contracting Company



- ◆ FIT FRESH LLC
- ◆ FLAG HOLDINGS LLC
- ◆ FLEX MIDDLE EAST FZE
- ◆ Fortune Engineering & Energy Services LLC
- ◆ FOSS Network Infrastructure Solutions
- ◆ FRANK INTERNATIONAL
- ◆ General McLane School District
- ◆ George's Inc
- ◆ Global Exp
- ◆ GOURMET GULF COMPANY
- ◆ Granite Construction Company
- ◆ Grant Thornton
- ◆ GREEN CRESCENT INSURANCE COMPANY
- ◆ GROUPON FZ LLC
- ◆ GULF CONTRACTING CO. (W.L.)
- ◆ GULF DYNAMIC SWITCHGEAR CO. LTD
- ◆ Gulf Steel Strands
- ◆ HAGGAR HOLDINGS
- ◆ Hamamatsu Corporation
- ◆ HAMRIYAH FREE ZONE AUTHORITY
- ◆ Harmonic Solutions
- ◆ HBK Contracting Company
- ◆ HEALTH CARE SOLUTIONS
- ◆ Hidayath Group
- ◆ HOME CENTER
- ◆ HOT Engineering & Construction Co. KSCC
- ◆ Idealism Industries F.Z.E
- ◆ ImaGem USA
- ◆ Impax Business Solutions Ltd
- ◆ Informatica Qatar
- ◆ International Bank of Qatar IBQ
- ◆ INTERNATIONAL TIRE CENTRE WLL
- ◆ Island Hospitality Management

Customers



- ◆ JBK Controls
- ◆ JERRY EVANS
- ◆ JUMEIRAH EMIRATES TOWERS HOTEL
- ◆ Jurassic Technology
- ◆ KATARA HOSPITALITY
- ◆ KELVIN CATERING SERVICES
- ◆ KENANA SUGAR COMPANY
- ◆ Kenana Sugars
- ◆ Komax Group
- ◆ KPMG
- ◆ Kythera Biopharmaceuticals, Inc.
- ◆ LA MARQUISE INTERNATIONAL TRADING LLC
- ◆ M.P.Traders WLL
- ◆ MADINAT JUMEIRAH
- ◆ Magnum Technology Center LTD
- ◆ Manateq
- ◆ Mannai Trading Co. WLL
- ◆ MARINA GULF TRADING CO. LLC
- ◆ Marzooq Al Shamlan and Sons WLL
- ◆ Mateen Express
- ◆ Mazaya Integrated Systems
- ◆ Merit Solutions
- ◆ Mesa Associates, Inc.
- ◆ Metito (Overseas) Limited
- ◆ MEZON STAINLESS STEEL FZCO
- ◆ MICROSOFT GULF FZ LLC
- ◆ Midmac Contracting Company WLL
- ◆ MILEACE GENERAL TRADING FZ Co
- ◆ Millenium Steel and Wire LLC
- ◆ Mirror Show Management
- ◆ MISC CUSTOMERS
- ◆ MOURJAN MARINAS DMCCO
- ◆ Mowasalat
- ◆ MPI INTERNATIONAL
- ◆ National Bonds
- ◆ NATIONAL COMPANY FOR MGMT SERVICES
- ◆ NATIONAL MARINE DREDGING CO

- ◆ Nehmeh Corporation L.L.C
- ◆ Network Solutions Qatar
- ◆ NEW HORIZONS
- ◆ Next Care
- ◆ Nivan Technology Pioneers eng. Co.
- ◆ Nuhas Oman LLC
- ◆ OCS INFOTECH
- ◆ Oilman International Heavy Equipment Spareparts Trading- LLC
- ◆ Olive Group
- ◆ OMYA UAE
- ◆ ONBOARD INTERNATIONAL
- ◆ Ooredoo
- ◆ OREGON SYSTEMS
- ◆ Others - CEMI transfer
- ◆ OUTFIT ADVERTISING LLC
- ◆ Pars Sealing Systems
- ◆ PDL INTERIORS
- ◆ Petrotec
- ◆ PIERLITE MIDDLE EAST FZC
- ◆ Polarcus DMCC
- ◆ Precision Fasteners
- ◆ Premier
- ◆ PricewaterhouseCoopers
- ◆ PRO SEARCH
- ◆ Pro TV Qatar
- ◆ PROTECHNOLOGY CO LLC
- ◆ Qatar Business Incubation Center
- ◆ Qatar Engineering & Construction Co WLL
- ◆ Qatar Financial Center Regulatory Authority
- ◆ Qatar Financial Centre Authority
- ◆ Qatar Project Management
- ◆ Qatar Stars League (QSL)
- ◆ QCON
- ◆ QGIRCO
- ◆ QNCC
- ◆ Quantum Global Solutions

- ◆ RADIO HOLLAND MIDDLE EAST
- ◆ Redco Construction - Almana
- ◆ RSM Albazie & Co.
- ◆ Saveco
- ◆ SEASIF GROUP
- ◆ SEIDCO General Contracting Co. L.L.C.
- ◆ Seven Seas Computer LLC
- ◆ Shapporji Pallonji
- ◆ SHARIF METALS LIMITED
- ◆ SHARJAH COMMERCE & TOURISM DEVELOPMENT AUTHORITY
- ◆ SHARJAH INSTITUTE OF TECHNOLOGY
- ◆ Shelter Group WLL
- ◆ SIGED Emirates
- ◆ SIGNATURE FASHION FZCO
- ◆ Silatech
- ◆ Six Construct
- ◆ SOCAT LLC
- ◆ Sodexo
- ◆ Sooryen
- ◆ Sopris Systems
- ◆ Spacemaker
- ◆ SPT MIDDLE EAST LLC
- ◆ SPYRO HOTEL SUPPLIES LLC
- ◆ STEWA SPECIALIST LLC
- ◆ Superb Industries
- ◆ SUPRA INDUSTRIAL CO. LTD LLC
- ◆ SVP Chartered Accountants
- ◆ SWAIDI GULF GENERAL TRANSPORT EST
- ◆ Swiss International School, Qatar
- ◆ SysCorp International Ltd
- ◆ SYSTEMS & ELECTRONIC DEVELOPMENT FZ CO
- ◆ Taallum Group
- ◆ Talabat Gen. Trading & Contracting Co (Talabat.com)
- ◆ Tariq Al Ghanim
- ◆ Tayseer

- ◆ TECH HARD Building Materials LLC
- ◆ TECHNO BLUE WLL
- ◆ TEJURI Com LLC
- ◆ TERRASEIS
- ◆ Testing
- ◆ TEYSEER SERVICES COMPANY WLL
- ◆ THANI MURSHID EST.
- ◆ The Bridge Computing
- ◆ THE JUMEIRAH BEACH HOTEL
- ◆ The Portola Hotel and Spa
- ◆ TRIZAC Abu Dhabi
- ◆ TWINMOS TECHNOLOGIES MIDDLE EAST LLC
- ◆ Unique System FZE
- ◆ Uniskies
- ◆ UNITED AVIATION SERVICES
- ◆ UNITED COMPANY FOR TRADING & ENVIROMENTAL TCHNOLOGY
- ◆ UNITED FOODS COMPANY
- ◆ United Gulf Equipment Rentals LLC
- ◆ United Safety
- ◆ UNITEDL ALSAQER HEAVY EQUIPMENT LLC
- ◆ V2B COMPANY LIMITED
- ◆ Venture Capital Bank
- ◆ Venture Gulf Engineering W.L.L.
- ◆ VERIFUL General Trading
- ◆ VLCC
- ◆ WARIS GROUP OF COMPANIES
- ◆ WHITE NILE SUGAR COMPANY
- ◆ WORLDWIDE OILFIELD MACHINE
- ◆ Yokogawa Middle East B.S.C. (c)
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- ◆ ZEEYON COMPUTECH PLC

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