HR & Payroll Practice
www.cembs.com
About CEM

- **Technology:** Microsoft Dynamics & Azure
- **Products:** Certified for Microsoft Dynamics
- **Product focus:** HR, Payroll & Construct
- **Over 70 IPs**
- **Estd:** 2003
- **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
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<tr>
<th>CEM HCM</th>
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<td>![HCM Logo]</td>
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<td><strong>Manpower Planning &amp; Budgeting</strong></td>
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<td><strong>Recruitment Management (ATS &amp; Onboarding)</strong></td>
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<td><strong>Performance Management</strong></td>
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<td><strong>T&amp;A, PTO</strong></td>
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<td><strong>Succession planning</strong></td>
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<td><strong>Grievances</strong></td>
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<td><strong>Separation Management</strong></td>
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- 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
<table>
<thead>
<tr>
<th>HR modules in CEM Construct</th>
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<tr>
<td><strong>Advanced Project Management</strong></td>
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<td><strong>Scaffolding</strong></td>
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<td><strong>Concrete Purchase</strong></td>
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<td><strong>Performance Ranking</strong></td>
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<td><strong>Staff Accommodation</strong></td>
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- 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

- PCG Performance Contracting Group
- Mesa Associates, Inc.
- GEORGE'S
- Granite Construction Company
- wachter
- مركز قطر للمال - Qatar Financial Centre
- KPMG
- Crowe
- ISLAND Hospitality Management
- FIRST
- كونترول أند أبليطشنز الإمارات - Control & Applications Emirates
- CGS
- OSL
- Kenana Sugar
- Saraimeess
- avanade
- General McLane School District
Customers

- 4 HOMES FZCO
- AABAR PETROLEUM
- Abdullah Abdulghani & Bros. Co. WLL
- ABEA & CO
- ABMAK QATAR W.L.L.
- Abu Dhabi National Exhibition Center
- Abu Dhabi ship building
- ADC ASHAI DESIGN
- AEROSPACE CONSORTIUM
- AFG College with University of Aberdeen
- Aircon Beibars FZE
- Al Ain Football Club
- Al Arif Contracting Co. LLC
- Al BLUAIN ARABIAN GULF & STATIONS
- Al Dar for Exchange Works
- Al Danish Engineering
- Al Fakher Al Dhahabi General Trading
- AL FAKHER TOBACCO FACTORY
- Al Fardan Group
- AL HABTOOR GROUP LLC
- Al Jasra Ready Mix
- AL JAZEERA MEDIA NETWORK
- Al Khaleej Ceramics
- Al Khaleej Sugar
- AL KHAWARIZMI 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 SHAMS 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 golf
- APL MANAGEMENT JLT
- ARABIAN COMPANY
- Arabela Technologies Corp
- Artan
- Artan Holding
- ASYA INVESTMENTS
- Atoonz JLT
- ATEIS MIDDLE EAST FZCO LLC
- ATLAS TELECOM
- Australia Gulf Building Systems
- AUTOMATIC SYSTEMS CORP.
- Avis Rent A Car
- Avido Group
- AVK MIDDLE EAST FZE
- BAB AL SHAMS DESERT RESORTS & SPA
- Bahrain Commercial Facilities Company
- BALAII 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
- Derivation FZ CO
- Dirkon 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
- Equinox Qatar
- ERNST & YOUNG
- EURO COFFEE LLC
- EUROSCAFF FZ CO
- EXECUJET AVIATION GROUP
- FARNÉK 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
- Hamarths 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
- Imagex USA
- Impax Business Solutions Ltd
- Informatica Qatar
- International Bank of Qatar IBQ
- INTERNATIONAL TIRE CENTRE WLL
- Island Hospitality Management
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<tr>
<th>Customers</th>
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<td>JBK Controls</td>
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THANK YOU

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