



Zellis HCM Cloud.



Your agenda

Client name

Introduction

Understanding your business requirements

About Zellis

Industry challenges

Introducing Zellis HCM Cloud

Summary

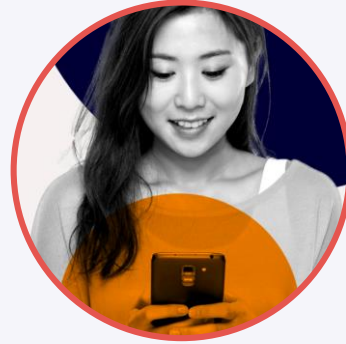
Introductions.



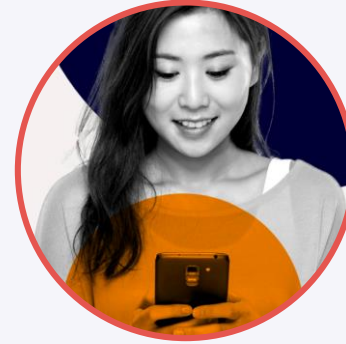
John Petter
CEO, Zellis



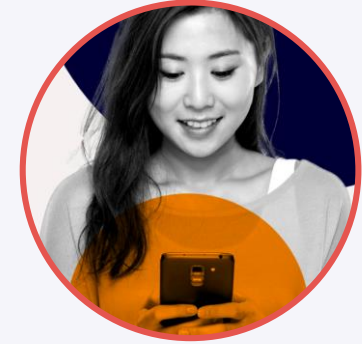
Caroline Drake
Chief People
Officer, Zellis



First Last
Title, Company



First Last
Title, Company



First Last
Title, Company

Setting the scene. (Example)

What we understand

- Xxx is a headquartered in London UK, with operations across the UK across several divisions built up over multiple mergers.
- Xxx is a modern organisation that cares about giving its colleagues a great experience and bringing data to bear on management decisions.
- Xxx are a highly valued customer of Zellis; together we have already successfully delivered outsourced payroll, and transactional HR administration services via PeopleSoft HRIS and Zellis' PayPlan platform.
- Xxx will be selecting a best-of-breed talent platform in a parallel exercise.



What you require

- The market leading payroll and HR solution, with the most advanced functionality to handle the complexity of your business.
- A solution that will deliver tangible return on investment to Xxx.
- A modern, mobile solution that will delight xxx colleagues.
- A partner who has sufficient scale, capabilities and credentials to deliver against such a project.
- A partner that can rapidly understand the nuances of Xxx and quickly integrate with the associated Xxx project team in a seamless manner.

Industry challenges.



**Cost control and
operational efficiency**



**Data driven insights and
decision making**



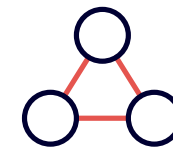
**Modern, digital employee
experiences**



Regulatory compliance

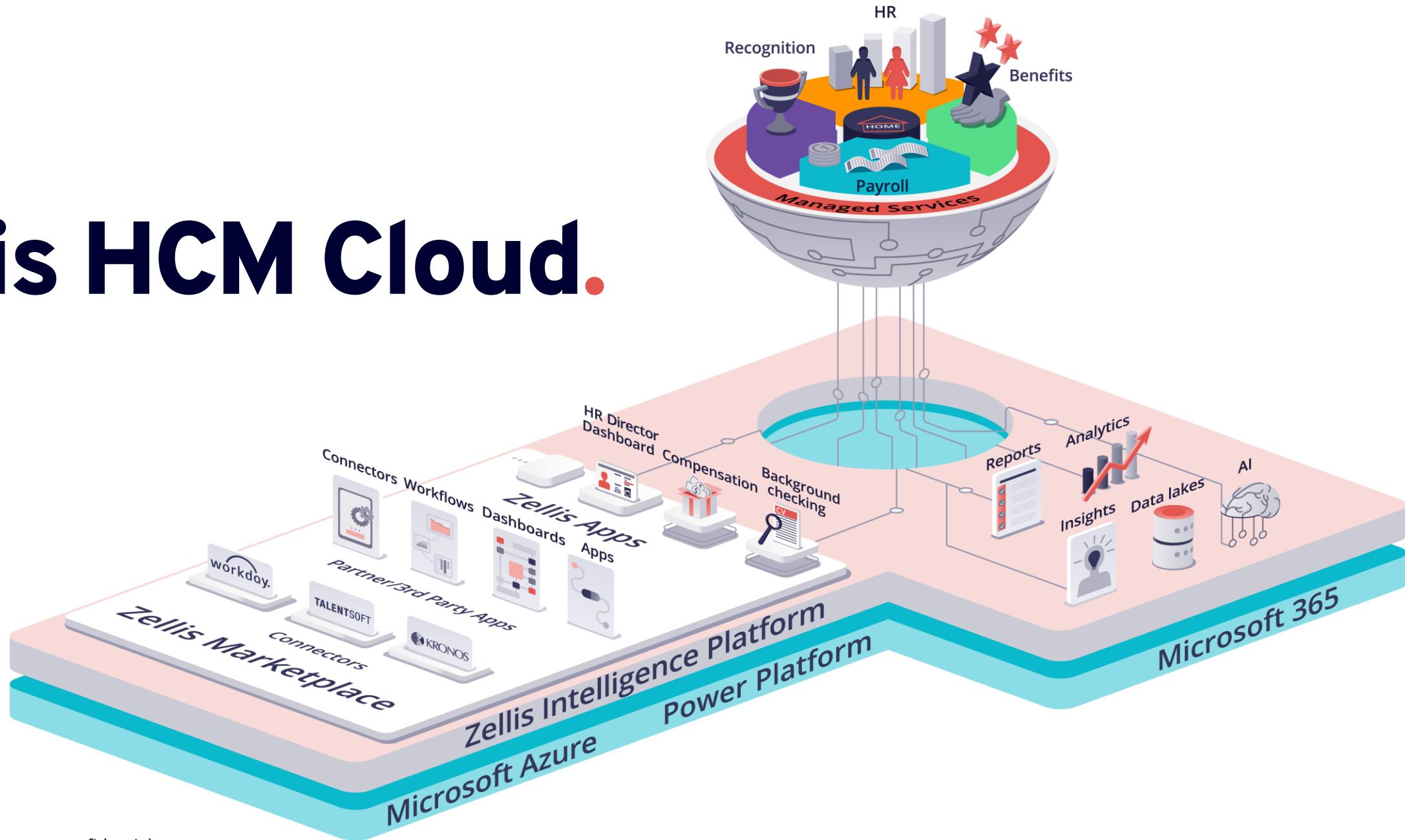


**Data privacy and
information security**



**Best-of-breed features vs
suite integration**

Zellis HCM Cloud.



Core applications.

HR

Modern, engaging HR experiences used by millions of employees in the UK and Ireland.

Payroll

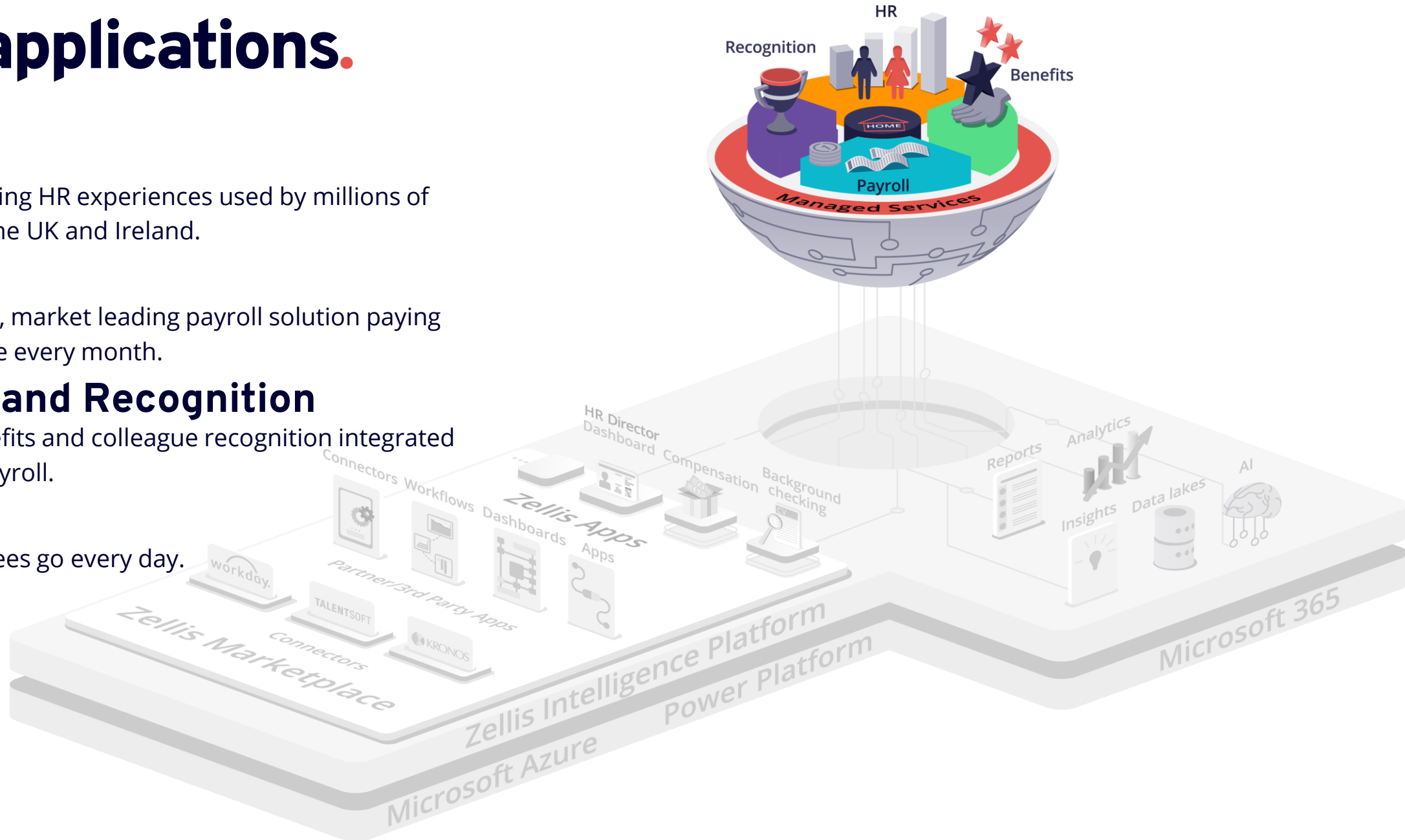
Most advanced, market leading payroll solution paying 5 million people every month.

Benefits and Recognition

Employee benefits and colleague recognition integrated with HR and payroll.

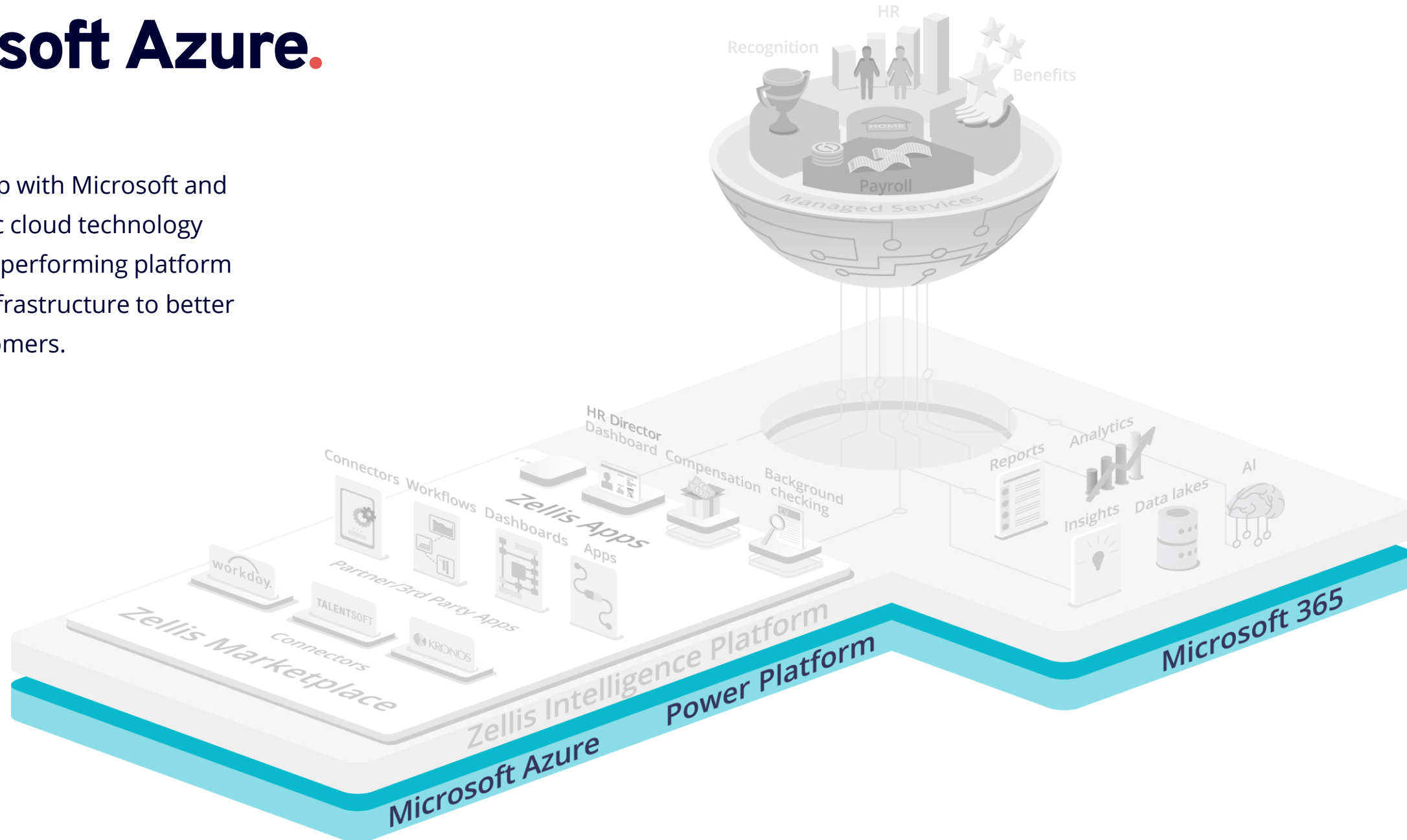
Home

Where employees go every day.



Microsoft Azure.

Our partnership with Microsoft and use of its public cloud technology gives us a high-performing platform and scalable infrastructure to better serve our customers.

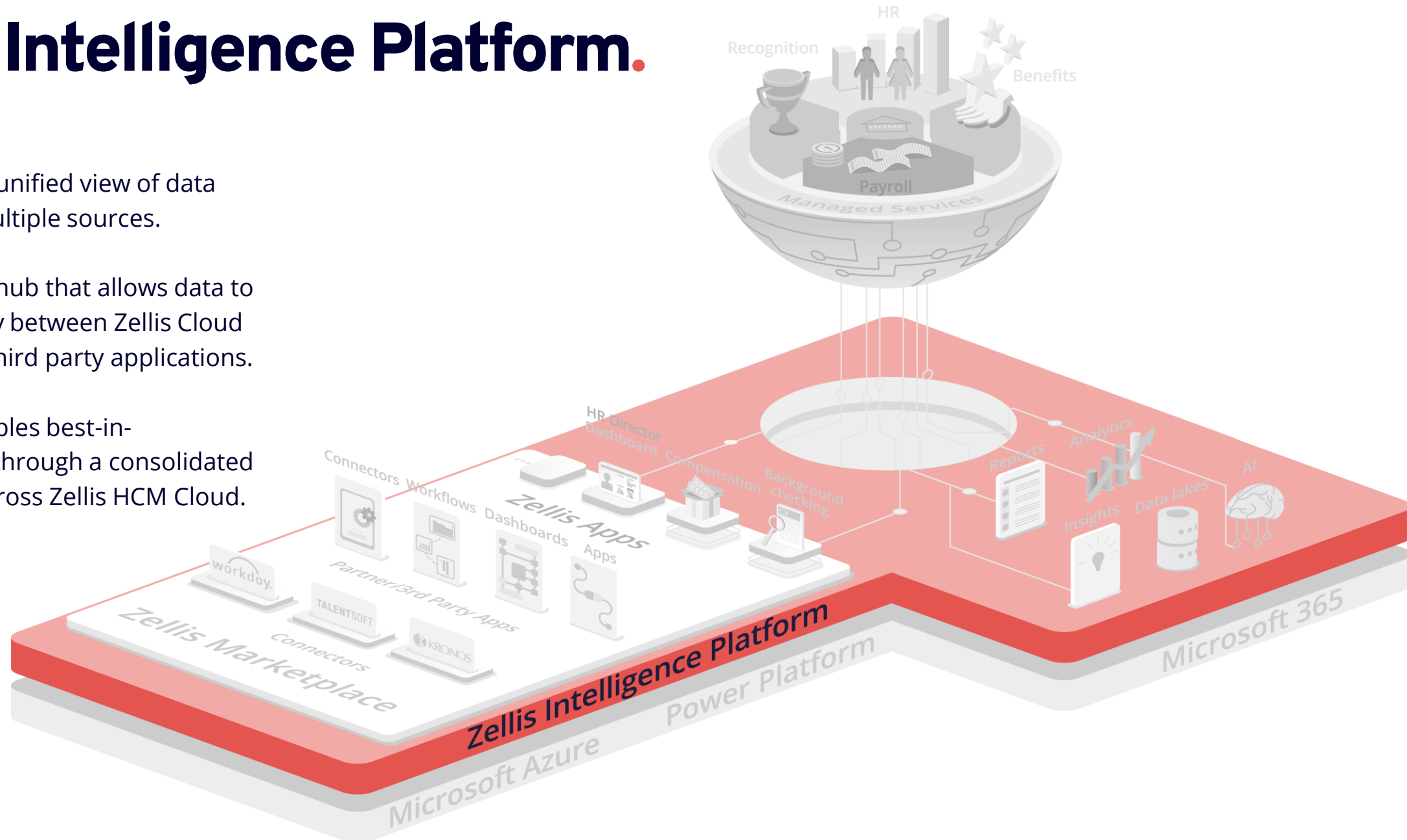


Zellis Intelligence Platform.

Simplified and unified view of data from across multiple sources.

An integration hub that allows data to flow seamlessly between Zellis Cloud products and third party applications.

Analytics – enables best-in-class analytics through a consolidated view of data across Zellis HCM Cloud.



Market leading analytics.

Customised analytics

Designed for non-technical people – drag and drop functionality

Board-ready slides in a few clicks

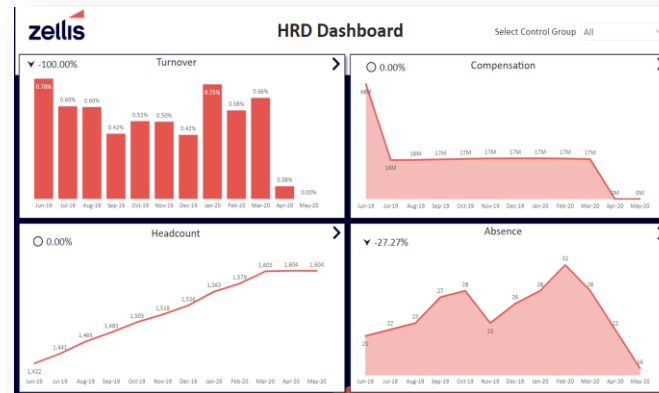
Data visibility based on privacy-based rules of your choice

AI capabilities for predictive analytics

Analysis across Zellis and third party applications

Ready-made analytics available through the HRD Dashboard

HRD Dashboard - home



Attrition Analytics

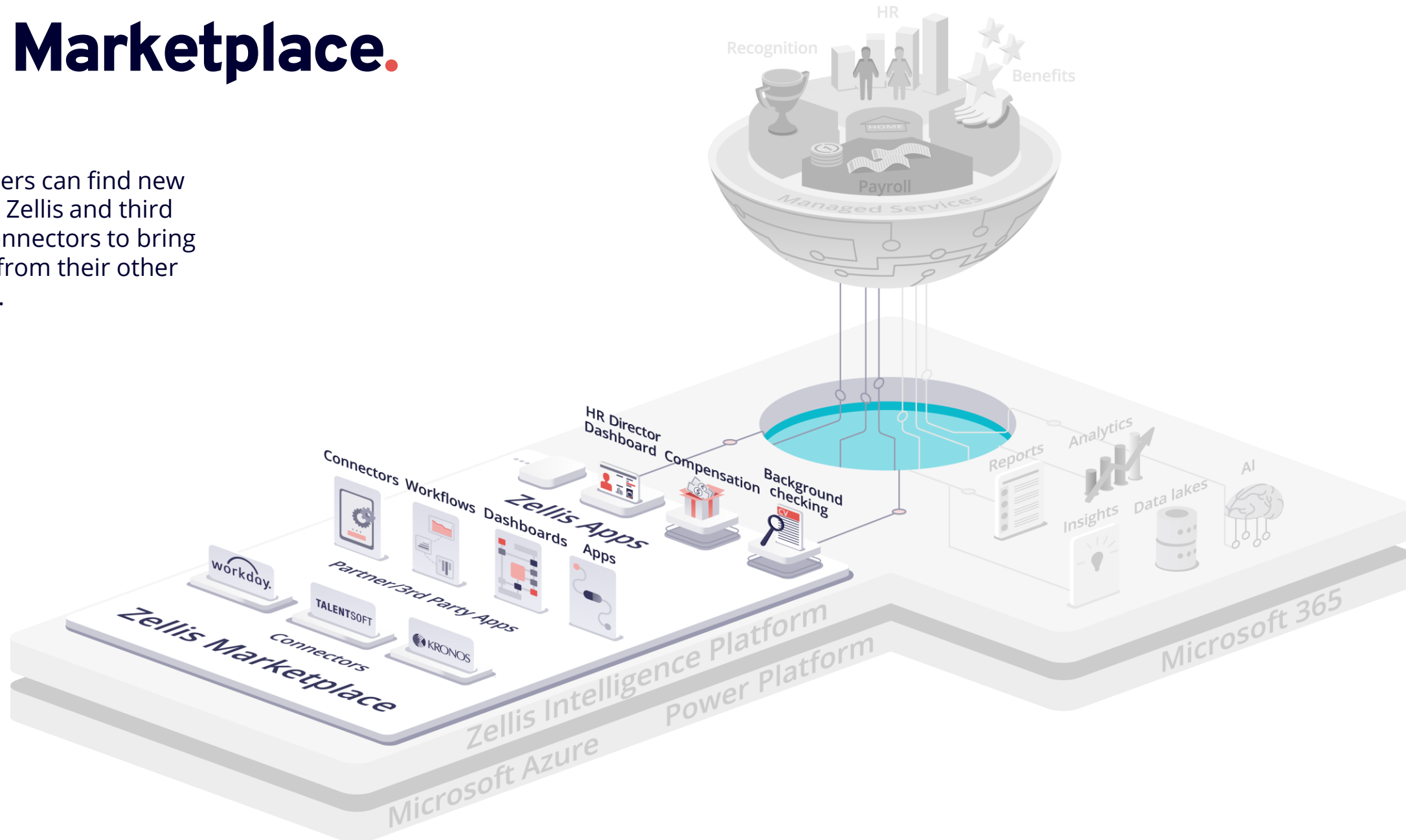


HRD Dashboard - Turnover



Zellis Marketplace.

Where customers can find new solutions from Zellis and third parties, and connectors to bring together data from their other HCM products.



HR

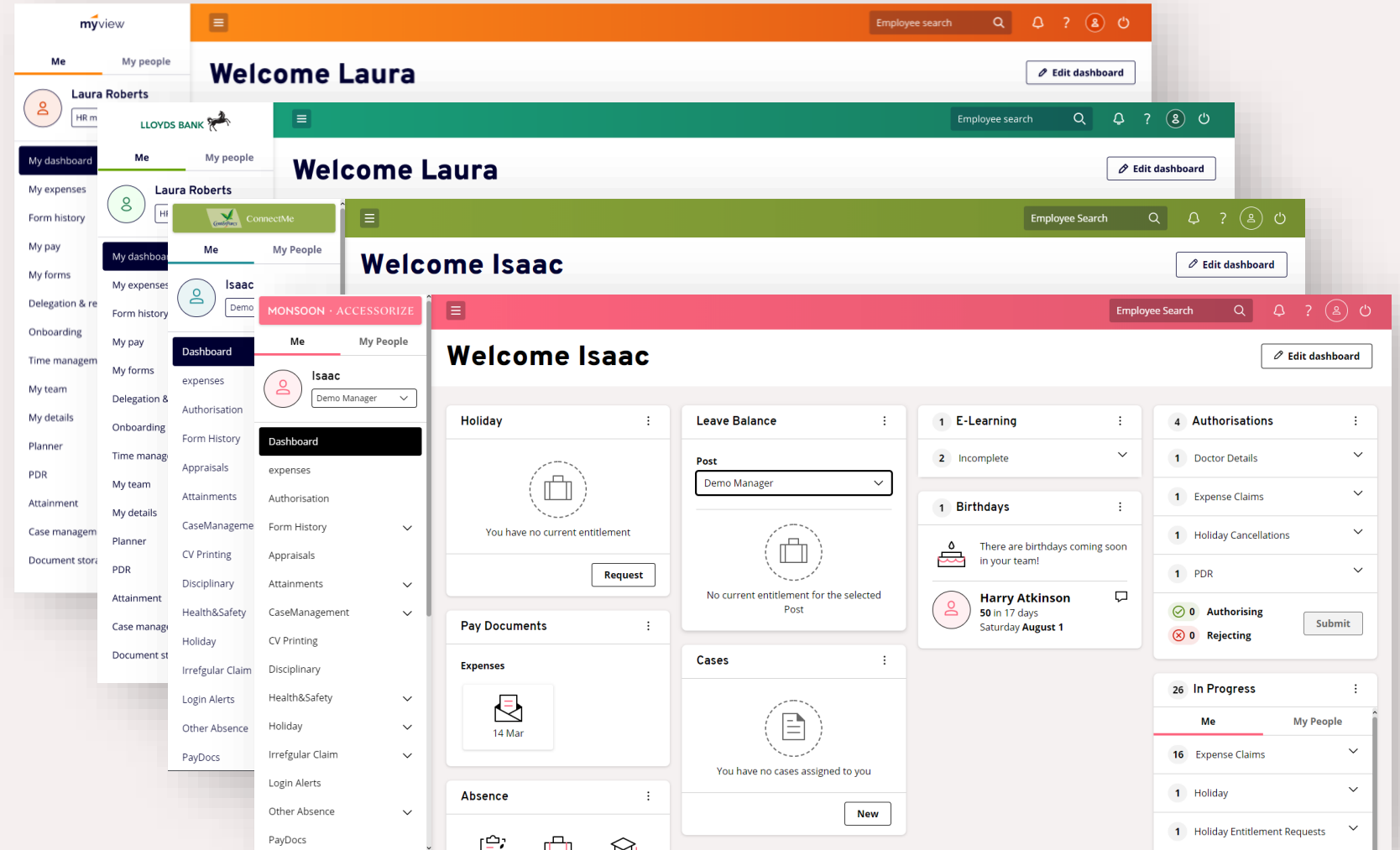
Modern engaging
HR experiences
used by millions of
employees in the
UK and Ireland.



Beautiful, modern experiences.

Zellis Design System

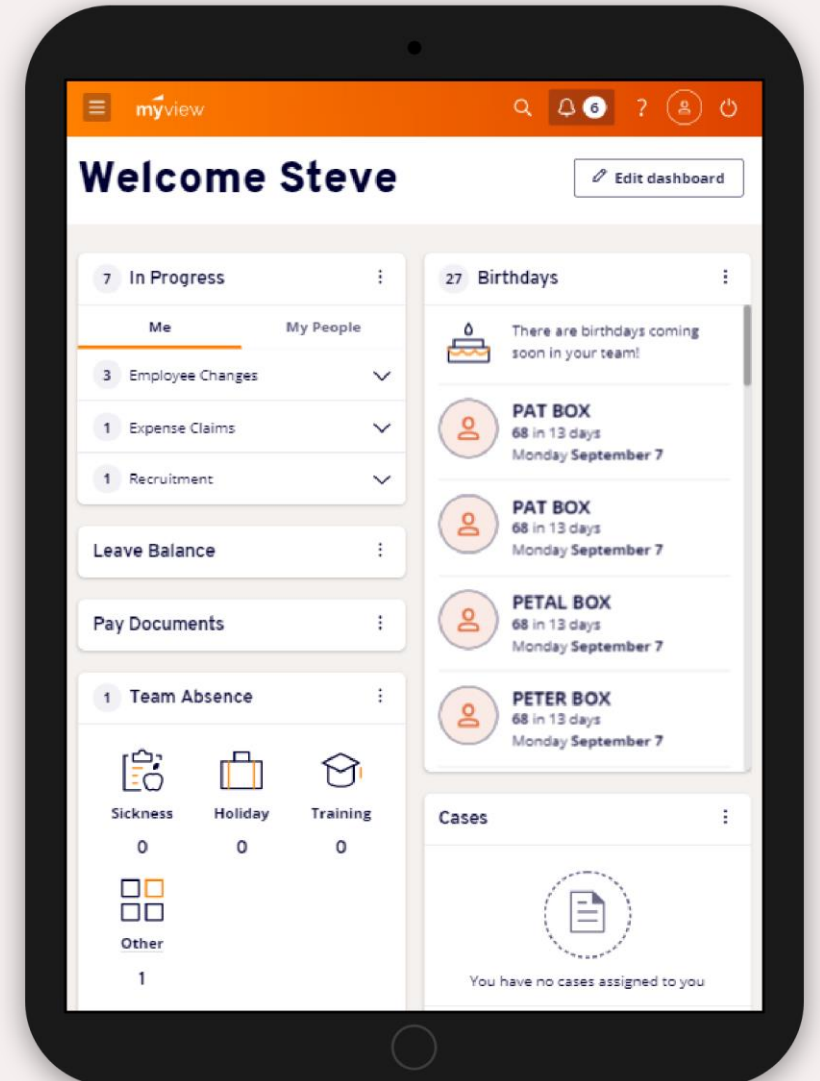
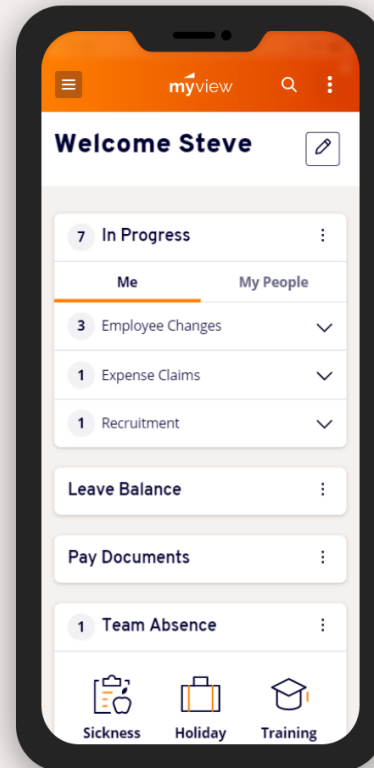
With insights from existing customers we have designed a modern and intuitive user experience across all of our applications.



Available anywhere.

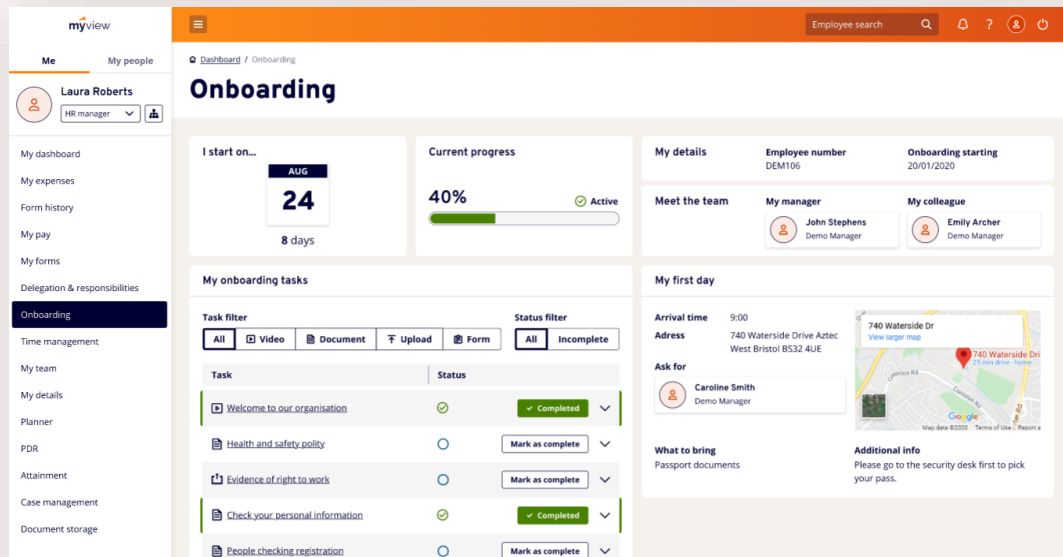
Instant and secure access

Employees can access their full digital experience with the company anywhere at any time, through mobile applications for iOS and Android phones and tablets.

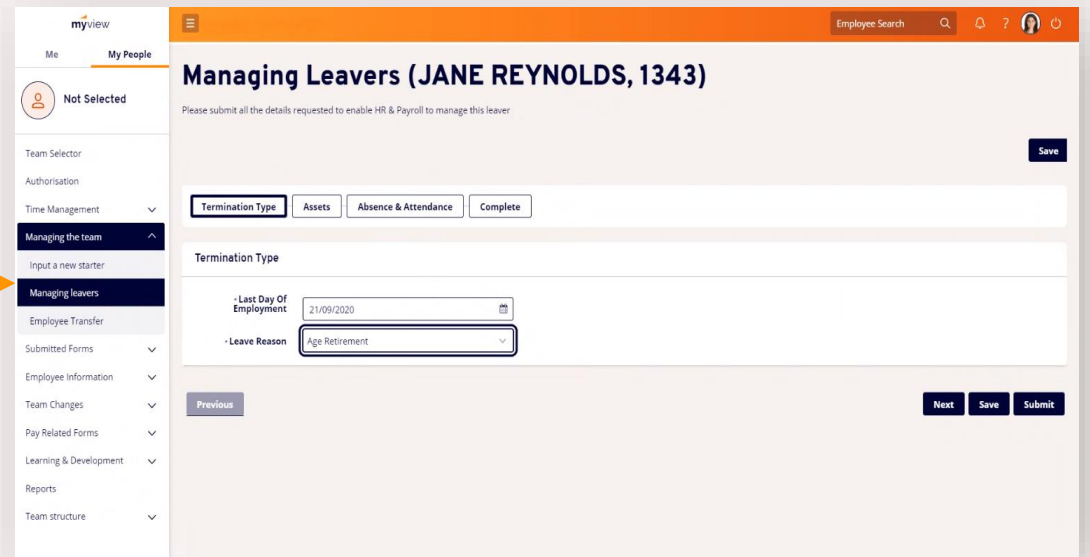


From hire to retire.

Rich HR functionality



The screenshot shows the 'myview' HR system interface for an HR manager named Laura Roberts. The main section is titled 'Onboarding' and displays a progress bar at 40% completion. It includes sections for 'My onboarding tasks' with a list of tasks like 'Welcome to our organisation' (completed), 'Health and safety policy', 'Evidence of right to work', 'Check your personal information' (completed), and 'People checking registration'. Other sections include 'My details' (Employee number: DEM106, Onboarding starting: 20/01/2020), 'Meet the team' (My manager: John Stephens, My colleague: Emily Archer), and 'My first day' (Arrival time: 9:00, Address: 740 Waterside Drive, West Bristol BS32 4UE, and a map of the location).



The screenshot shows the 'myview' HR system interface for 'Managing Leavers' for JANE REYNOLDS, 1343. The page title is 'Managing Leavers (JANE REYNOLDS, 1343)'. It includes a 'Termination Type' dropdown menu with options: Termination Type, Assets, Absence & Attendance, Complete. The 'Termination Type' is set to 'Age Retirement'. The 'Last Day Of Employment' is set to 21/09/2020. The 'Leave Reason' is 'Age Retirement'. The page also has a 'Previous' button and 'Next', 'Save', 'Submit' buttons.

Improved productivity with deep integration.

Microsoft 365 integration

The image displays a collage of Microsoft 365 applications and features:

- Outlook:** An inbox view showing a 'Test' email from Jon Gilbert with a 'Leave sickness' link.
- MyView:** A profile card for Jon Gilbert, Senior Product Manager, with fields for Title, Forename, Middle, Surname, Employee ID, and Personal Details.
- Excel:** A spreadsheet with a PivotTable Fields task pane and a Power BI Datasets task pane.
- Microsoft 365 App Launcher:** A sidebar showing various apps including OneDrive, Word, Excel, PowerPoint, OneNote, SharePoint, Teams, Yammer, Admin, ResourceLink, MyView, and Outlook.

Payroll

Most advanced,
market leading payroll
solutions paying
5 million people
every month.



The most advanced payroll engine in the market.

Precision and flexibility

Our highly sophisticated payroll engine can be easily configured to meet even the most complex requirements, ensuring you pay your employees on time, every time.

Statistics

£6 billion payments processed every month
1/3 of the FTSE 100 prefer Zellis

We are the **only** provider in the UK and Ireland that developed 9 emergency COVID-19 software patches, including approximately 300 functionality changes.



Full payroll lifecycle, flexible for simple or complex payrolls.

In cycle recalculation
Absence
Back pay



Automation for complex calculations

National Minimum Wage
National Living Wage
Real wage
Average holiday pay
Alabaster



Rapid processing of large payrolls; offline processing.



P11D module including end of year expenses and payrolling of benefits.



Compliance guaranteed under licensed terms

RTI
Auto enrolment
GDPR



Easy integration with Employee Benefit schemes.

Meeting customers where they are.

Flexible configuration

The breadth of our payroll experience is unrivalled in the market.

We understand how to develop flexible solutions, especially as organisations navigate change and uncertainty.

We will always meet you where you are – and help you get to where you need to be.



Most flexible



Configurable to all needs



Best-of-breed functionality as standard

Legislation agility.

Multi-territory support

In addition to the UK, we also cater for Ireland, Isle of Man, Jersey, Guernsey, and Gibraltar territory regulations.



Market leading analytics.

Comes with Power BI

Bringing first-class analytics direct to your HR and payroll teams through embedded Power BI experiences within ResourceLink.



Natural language data queries



Intuitive dashboards and reports



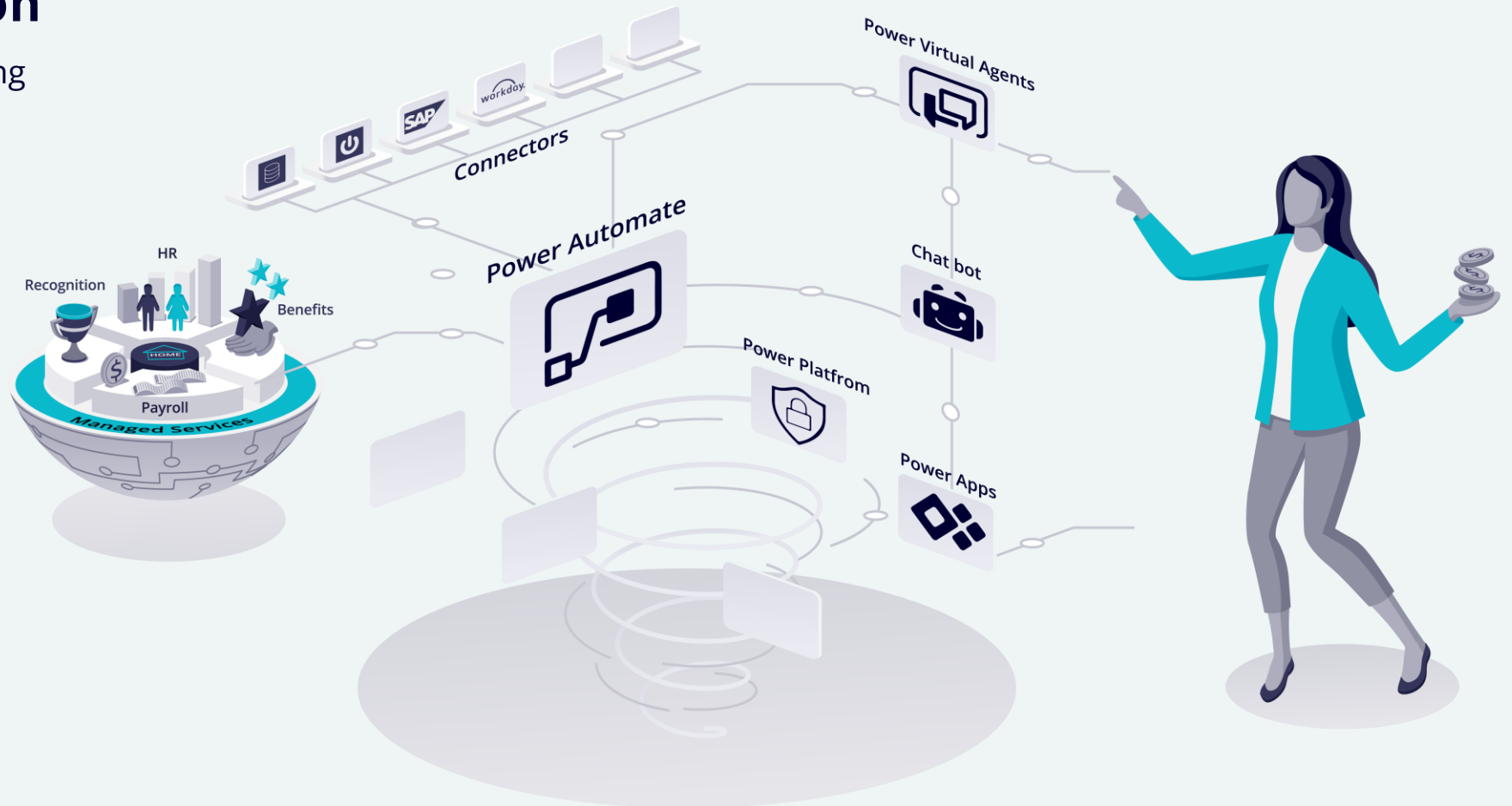
Powered by artificial intelligence



Digital transformation unleashed.

Process optimisation

Create your own experiences using chatbots, Power Automate and Power Apps to unleash digital transformation.



Next generation payroll.

End of pay period

Payroll sign off

Traditional Payroll

Wait until data input

Issue 1
Manual changes required

Input data and validate

Issue 2
Rushed pay period end to make changes to payroll data and validate

Payment submitted and made

Issue 3
Payments take days to process

Agile Payroll

Input data and validate

Notification of errors or anomalies

Fewer Manual Changes
Engine running at all times

Error Alerts
Preventing costly over-payments

Payment submitted and made

Always 'Pay Ready'
Payments processed in minutes



Always "pay ready"



Payments in minutes



Coming soon

Recognition & Benefits

Employee benefits and
colleague recognition
integrated with HR
and payroll.



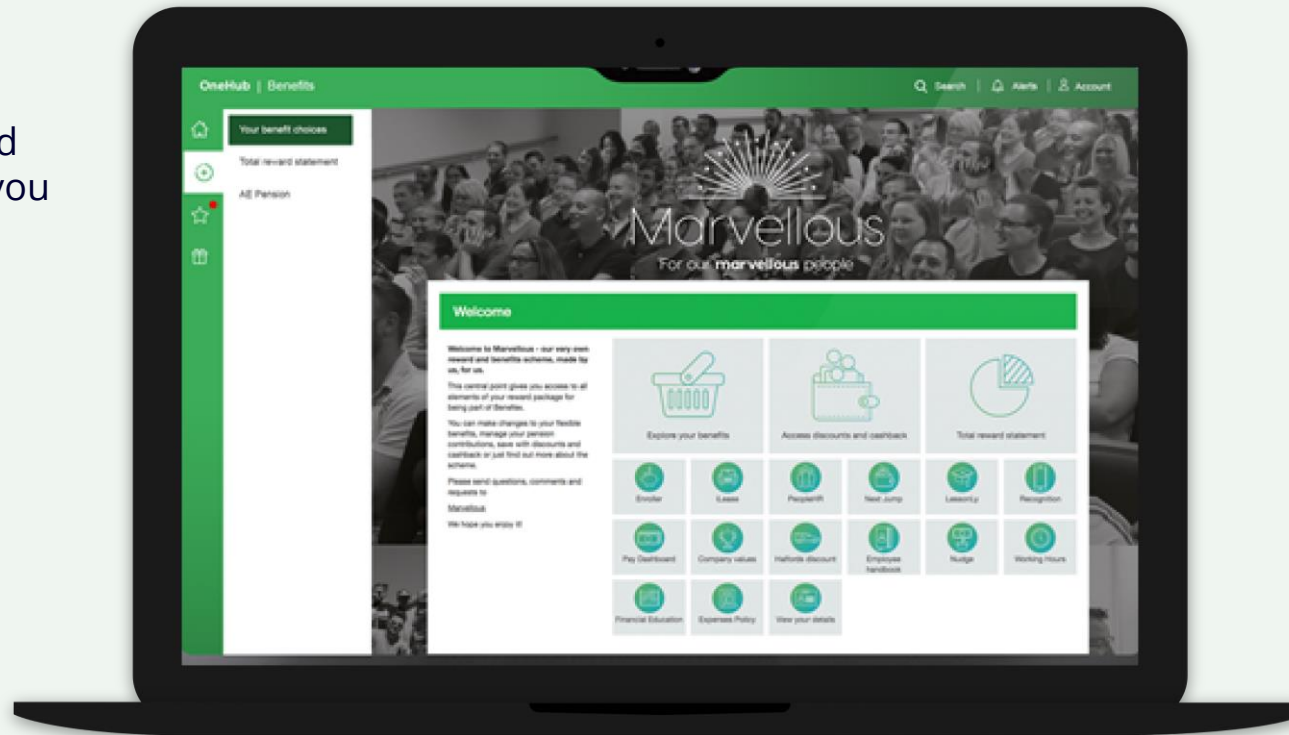
Award winning benefits platform.









Flexible benefits galore

One platform to run, manage and engage your employees in their benefits.

Seamlessly integrated with payroll putting you in control of benefit spend whilst gaining actionable insight.

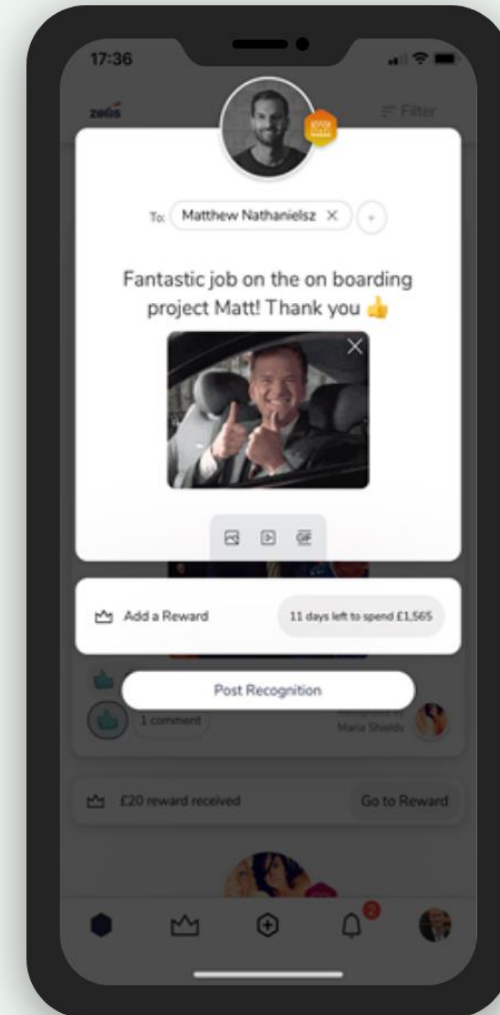
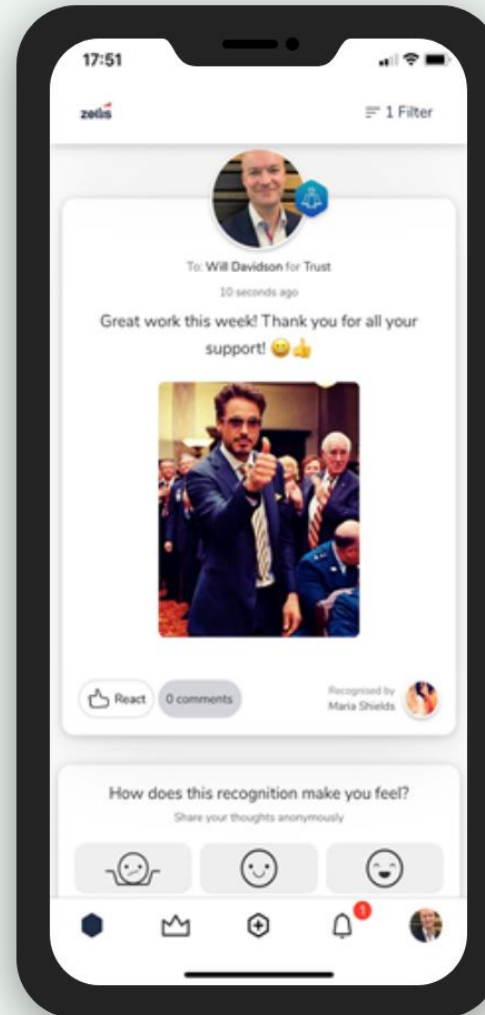


-  Online benefits
-  Pension management
-  Auto enrollment
-  Employee communications
-  Benefits marketplace
-  Broking

Say a big thank you.

Recognise, get recognised

Boost employee engagement and performance, while decreasing employee turnover.

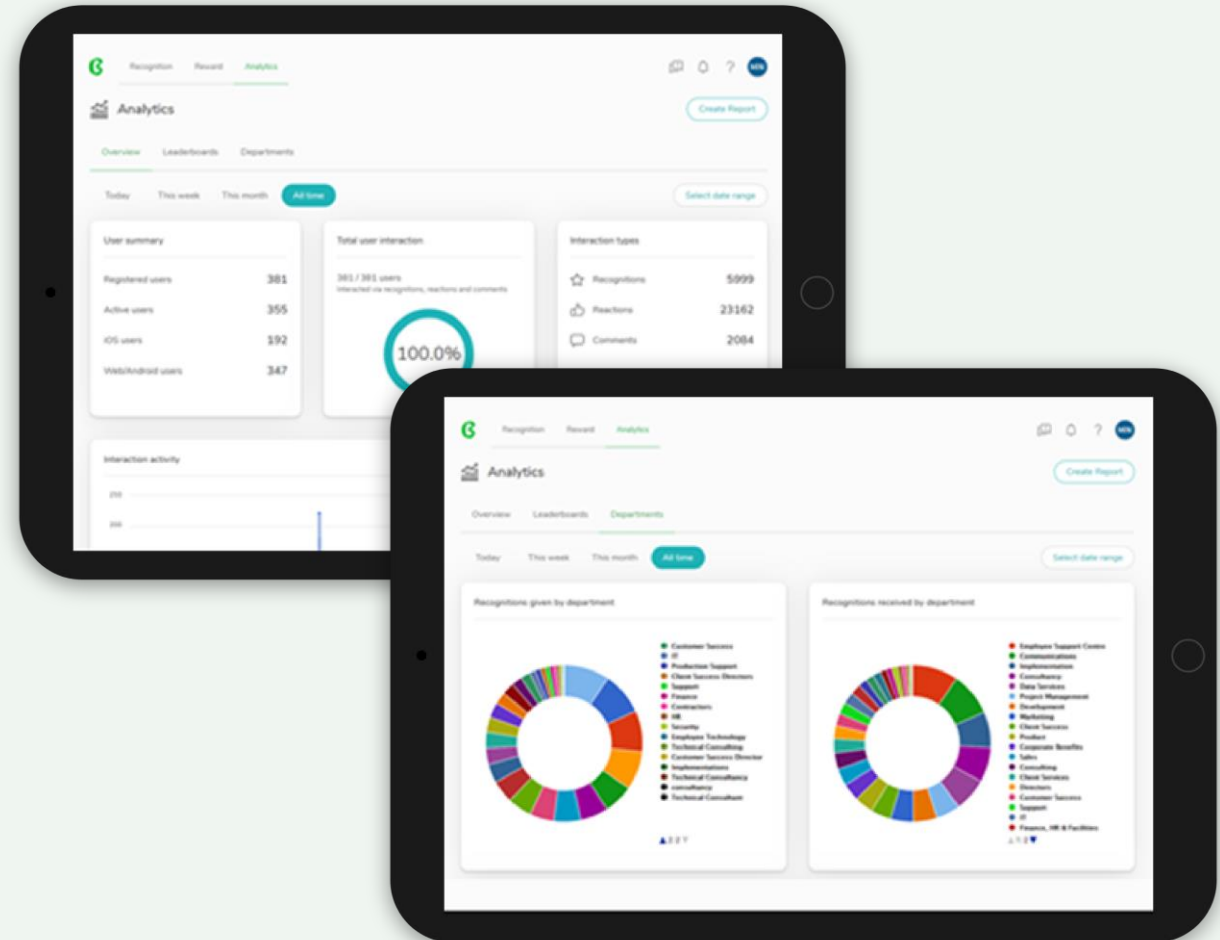


Integrated analytics.



All data in one place

Data from Benefits and Recognition is integrated into the Zellis Intelligence Platform alongside Payroll and HR data, as well as any other data brought into the system.



Zellis Home

Where employees
go every day.



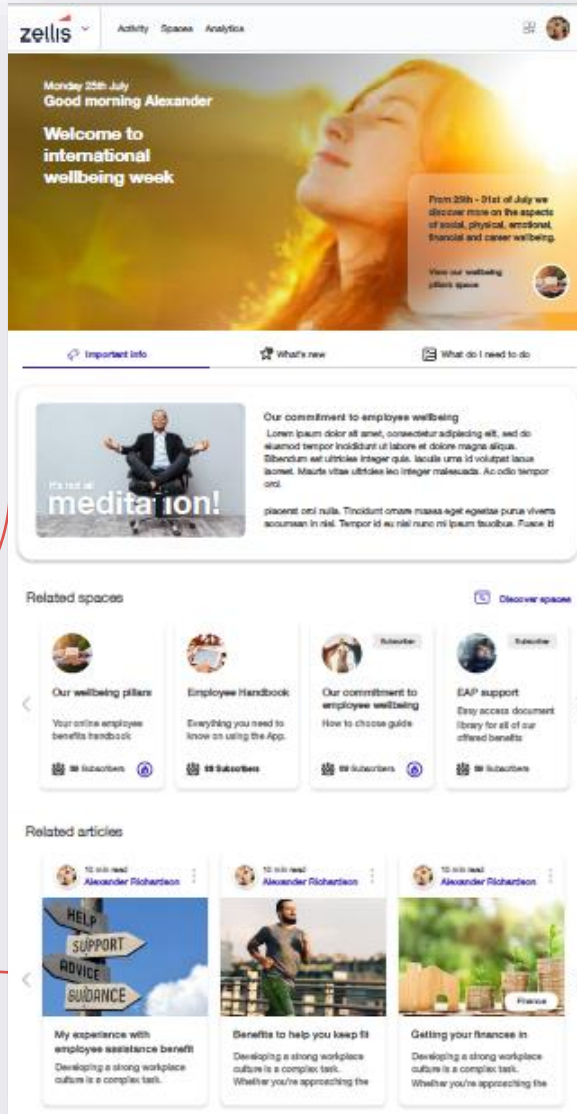
There is no place like Home.

Where employee experience lives everyday

Business updates, events, and key corporate communications e.g. COVID, employee survey, office updates.

Articles (subscribe to, follow, personalise to what's important to you).

Zellis – Company and customer confidential.



New for you – single news feed designed for each employee: new tasks, approval, recognition, holiday dates, benefits.

Team news updates – manager communications, birthdays, colleague recognition, welcome new starters, anniversaries, projects.

Pre-release reactions.

“I thought the HCM Cloud demo was very good and one that left me feeling excited about the future potential of our Resourcelink system. Better integration with others systems, faster performance and improved analytics are all things that are high on our priority list as a business and should help us to work more efficiently.”

Liam Horner, People Reward & Systems Manager

“That’s the best presentation any software vendor has given me about their future direction and roadmap.”

Senior HR & Corporate Product Manager, major automotive manufacturer

“I have seen Power BI before but didn't appreciate how great it was until this was brought to life on the latest customer webinar [connected to Zellis Intelligence Platform].”

Asraf Kassam, Chair of the Zellis independent User Group, Coventry City Council

“Integration with Azure, Power Platform and Microsoft 365 enables Zellis to digitally transform HCM experiences, people analytics, and efficient, accurate payroll processing in the UK and Ireland. As a result, customers can easily unlock business insights through data sharing across Microsoft services.”

Joe Macri, Vice President, UK Commercial Partner, Microsoft

Product roadmap.

	Autumn 2020	Spring 2021	Autumn 2021*	Spring 2022*	Year 3*	Year 4*	Year 5*
Customer value	Modern digital experience for employees Integrated experience Cross application insights	Marketplace of 3rd party apps Improved efficiencies and cost savings	Front line workers improved experience and analytics Unified experience across applications	Services Portal innovation Broader analytics Remote assist	Continuous user experience innovation Continuous market leading functionality Continuous modern technology adoption Predictive analytics driving new user experiences		
Employee experience	Embedded PowerBI analytics Zellis Design System in MyView Mobile apps	Zellis Design System in ResourceLink* Enhanced Delegation* MyView notifications	UX streamlining* Time management design refresh* Mobile push notifications Zellis Home	User experience enriched with deep insights derived from data using predictive analytics Pensions Dashboard	Further user experience refinement based on data and creating data driven enhanced experiences		
Functionality	COVID-19 response* Stability improvements* Public Sector legislation* Managed Services portal*	Agile payroll – automation & data insights Faster payments MyForms delegation* Marketplace* Connectors Managed Services portal update*	Agile payroll – further automation & compliance Shift management Leave management* HR Chat bots Marketplace updates Managed Services portal update*	Agile Payroll - ResourceLink enhancements Predictive analytics Continued legislation compliance and support* Managed Services portal*	Managed Services digitisation continued innovation* Agile payroll is Payroll reinvented, enabled by HCM Cloud platform and Strategic Partnerships experienced in our new Zellis Portal. Continued legislation compliance and support* Continued functional improvements across the product		
IT and Platforms	Zellis Intelligence Platform HR and payroll entities Azure Single sign-on Outlook integration Azure infrastructure	Workday, Kronos Connectors Talentsoft, Cornerstone, Wagestream and Salary Finance apps Marketplace Benefex integration	Connectors update Configuration Management Teams integration Excel integration Platform optimisations	Data lakes Azure Synapse support Ambient data support Remote Assist Word / PowerPoint integration	Continued innovation on our platform Committed partnership with Microsoft Open to broader ecosystem of providers		

Zellis Managed Services

Bringing together
expert people with
intuitive dedicated
tools.



Three compelling reasons why companies partner with Zellis for payroll and HR services.

1

Reduce operating costs

Our payroll processing costs are spread across many organisations, so our overhead costs are lower than those of an individual company.

2

Legislative protection, risk and compliance management

Protecting you from changes in the legislative landscape (e.g. Brexit / GDPR / COVID-19), increased operational resilience, and assurance in business continuity.

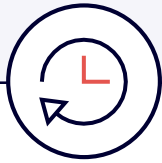
3

Value added services

Unlock the 'black box' of payroll to get value-added services, such as actionable data insights.

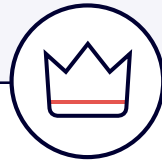
Managed Services overview.

As a Managed Services customer, you would automatically benefit from new features as standard and have access to exclusive features and actionable insights.



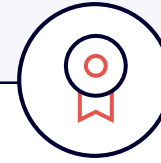
Always on, expert, operation

24*7, 365 days global, expert, operation providing scale and resilience.



Premium Products & Services

Latest software, configured optimally, with some features included.



Exclusive Features

Dedicated portal to enable collaboration, transparency, and e2e integration.



First Class Insights

Actionable business insights to support business improvement.



Joint Success

Dedicated and proactive success managers to help both parties succeed.



Cost Effective & Secure

Cost effective, based on economies of scale, secure and compliant.

We have invested in custom collaboration tools.

Best-in-class service with tailored access

- Secure and fast data upload and validation
- Full visibility of payroll status and document control
- Secure report and document access repository
- Trusted Sources Management
- Payroll approval and automated payment processing
- Rich and actionable insights
- Notifications and approval workflow
- Sharing of service packs and KPI data
- Extended payroll cut off
- Instant processing for late leavers to avoid overpayments
- Easy access to output reporting
- Digital payroll sign off
- Mobile access

The image displays three overlapping screenshots of the Zellis Managed Services Portal. The top screenshot shows the main dashboard with a navigation menu (Home, Payroll, Trusted Sources, Service Reports, Help and Support) and a central menu with options like My Payrolls, Payroll Calendar, Payroll Reports, Payroll Insights, and Change Requests. The dashboard is divided into sections: Payroll (with buttons for My Payrolls, Payroll Calendar, Payroll Reports, Payroll Insights, and Change Requests), Trusted Sources (Trusted Sources), Service Reports (Service Reports), and Help and Support (Help and Support, About Zellis Services). The 'My Activity' section contains two cards for 'Control group name' with 'Weekly payroll' and '6 days until pay date' indicators, and progress bars for 'Data input window open > 1 day left' and 'Payroll ready for review > 1 day left'. The 'Zellis Activity' section contains two similar cards with progress bars for 'Payroll locked for processing and quality checks > 1 day left' and 'Payroll approved and payments submitted > 1 day left', and a bar for 'Post payroll outputs and submissions sent > 1 day left'. The bottom screenshot shows the 'Trusted Sources' section with a table of employee information:

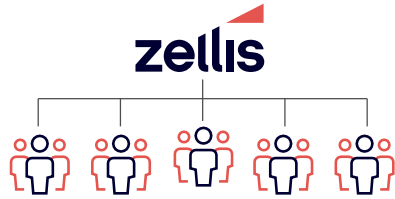
Name of Employee	Job Title	Next review date: 24/08/2020
Name of Employee	Job Title	Next review date: 24/08/2020
Name of Employee	Job Title	Next review date: 24/08/2020
Name of Employee	Job Title	Next review date: 24/08/2020
Name of Employee	Job Title	Next review date: 24/08/2020
Name of Employee	Job Title	Next review date: 24/08/2020

At the bottom right of the 'Trusted Sources' section is a button labeled '+ Add trusted source'.

Flexible service without compromising efficiency.

We recognise that automation is the way to go, **no two customers are the same and no two payrolls are the same.**

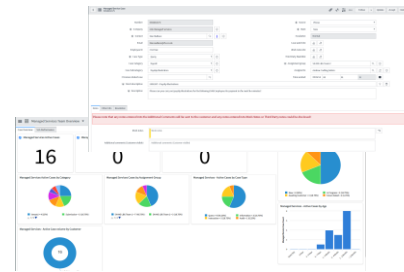
Best-in-class service



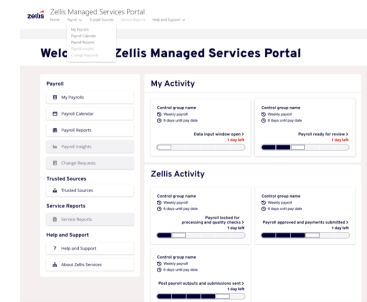
Many standardised service with large spans, in-built service resilience and full documentation



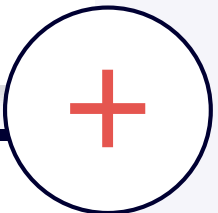
Optimal onshore-offshore mix



Best in class processes and tooling



Innovation through digital



Adapted for you



Multiple **Pay rules** enabled // **Pay Element** choice // **Data Feed** Options // **More** than a processing house



Engagement model to fit your business // Forward planning aligned to your **strategic** plan // **Proactive** not reactive



Adoption of non-standard but **well controlled** processes where it enables your **unique** colleague proposition // Ability to **tailor** specific service areas



Capacity and **capability** to react to your **urgent** business needs // Understanding the need for **swift change**

About Zellis





Our History.

1963

Founded



Part of
NGA Human
Resources Global



BainCapital

Acquisition by
Bain Capital



Benefex™
A Zellis Company

Benefex acquired
by Bain Capital



zellis

Separation and
new brand launch

Pre-2014

2014

2018

2019

UK and Ireland's largest payroll, HR, benefits, and Managed Services provider



1200

customers in the UK and Ireland

60m

payslips processed every year

5m

employees paid through ResourceLink

1m+

employees enjoy benefits provided by Benefex

1 in 6

of UK working population paid by Zellis

33%

of the FTSE biggest companies

£26bn

paid through managed services each year

50+

years of HR and payroll technology and service expertise



We've earned our customers' trust.

Household names who are already using our technology and services.

Retail



Automotive & Aviation



Manufacturing & Services



Banking & Financial Services



Telecoms & Media



Leisure, Health & Wellbeing



We've earned our customers' trust.

Household names who are already using our technology and services.

Education



Public Sector



Cynulliad Cenedlaethol Cymru
National Assembly for Wales



Merthyr Tydfil
a place to be proud of



Charities



Summary and next steps



Industry challenges resolved.



Cost control and operational efficiency

- Streamlines common tasks and reporting.
- Reduces administration costs and errors.
- Improves operational efficiency.



Data-driven insights and decision making

- Enables data -driven decisions.
- Integrates across applications, simplifying your view of all your data while giving you intuitive analytics and impactful dashboards.



Modern, digital employee experiences

- Give your employees modern experiences that drive engagement and retention.
- Intuitive, mobile-ready technology, improving productivity across applications, integrating HR in the flow of work seamlessly.



Regulatory compliance

- Our reputation for delivering solutions that support regulatory compliance is second to none.
- Working with government and industry bodies to address complex regulations and rapidly build functionality that helps you stay compliant – at no additional charge.



Data privacy and information security

- Data privacy and information security are built into our solutions.
- Our partnership with Microsoft Azure only helps to reinforce our exceptional security standards, giving you complete peace of mind.



Best-of-breed features vs suite integration

- Best of both worlds – no need to compromise.
- Payroll and HR functionality that flexibly integrates with your third-party apps and productivity tools.

In conclusion.

How we can support you

- The market leading payroll and HR solution, with the most advanced functionality to handle the complexity of your business.
- A solution that will deliver tangible return on investment to Xxx.
- A modern, mobile solution that will delight xxx colleagues.
- A partner who has sufficient scale, capabilities and credentials to deliver against such a project.
- A partner that can rapidly understand the nuances of Xxx and quickly integrate with the associated Xxx project team in a seamless manner.



How we support our customers

- We're the largest HR and Payroll provider in the UK and Ireland.
- We work with:
 - 33 of the FTSE 100
 - 7 of the top 10 UK retailers
 - 5 of the top 10 banks
 - 10 of the top 30 universities
 - 1/3 of all the councils across the UK supporting 644+ employees
- Adherence to a vast range of compliance regulations including:
 - G-Cloud, PASF, DPP, FACT, NHS IG, CSA Star, ISO 20000, ISO 22301, ISO 27001, ISO 27017, ISO 27018, ISO 9001, SOC 1, 2 & 3, WCAG 2.0.

Let's talk

Thank you