



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

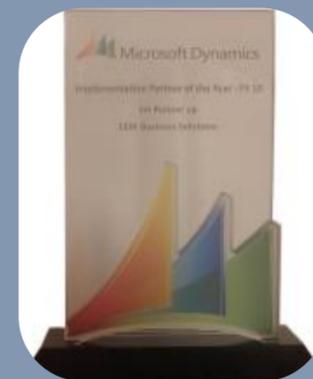
- ❖ Microsoft Partner Council (MPC)
- ❖ Partner Advisory Board (PAB)
- ❖ CEM Payroll earns CfMD Certification



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



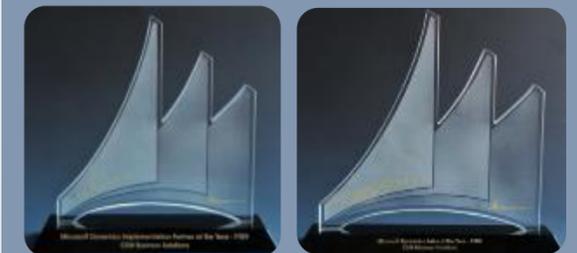
- ❖ Microsoft Best Implementation Partner
- ❖ Member of Microsoft Dynamics AX Council Program



- ❖ 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

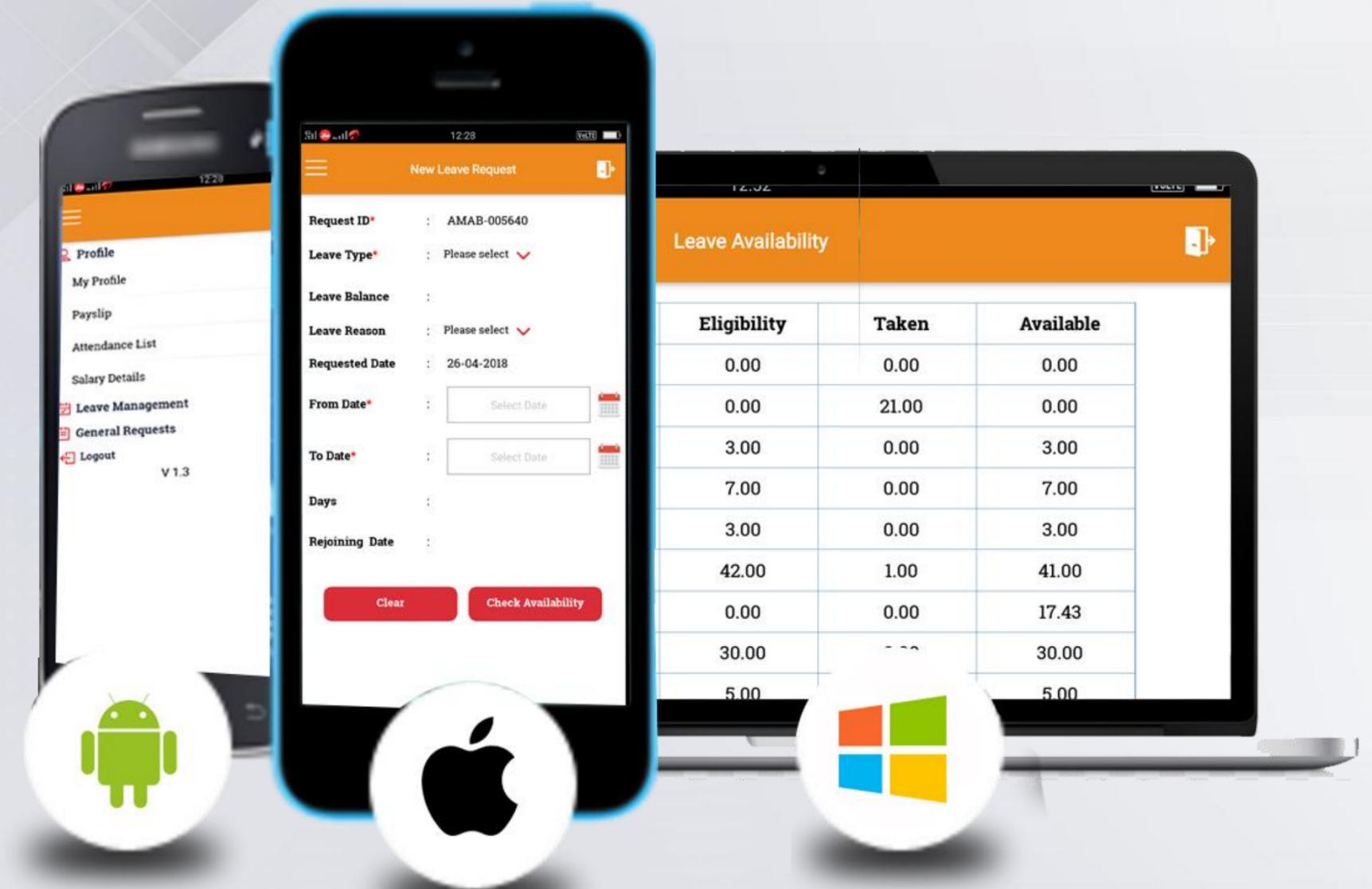
CEM HR and Payroll modules



- ◆ 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

	Advanced Project Management	Subcontract Management	Advanced Inventory Management
Scaffolding	Work Breakdown Structure (WBS)	Workforce Augmentation	Staff Accommodation
Concrete Purchase	Time Management	Progress Monitoring	Cost Control
Performance Ranking	Plant, Machinery & Vehicle (PMV) Management	Tools Management	Rental



- 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



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)
- ◆ ZAHRA TECHNOLOGY LLC
- ◆ ZEEYON COMPUTECH PLC



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