



Future of Work

Navigating Business & HR
Transformation in the
Digital Age



Who We Are

TIRED OF COOKIE-CUTTER SAAS?

Embrace the Future with Our Customizable, Low-Cost HCM Solution Designed for Your Unique Culture and Goals.

Culture and Goals? Solution designed for your unique

vE, Singapore HQ platform, have years of experience helping enterprises of all scale solve their biggest challenges on **Business Performance and Potential, Analytics, Cost, Return on Investment, Revenue, Productivity, Managing Business Relationships, Human Capital, Collaboration.**

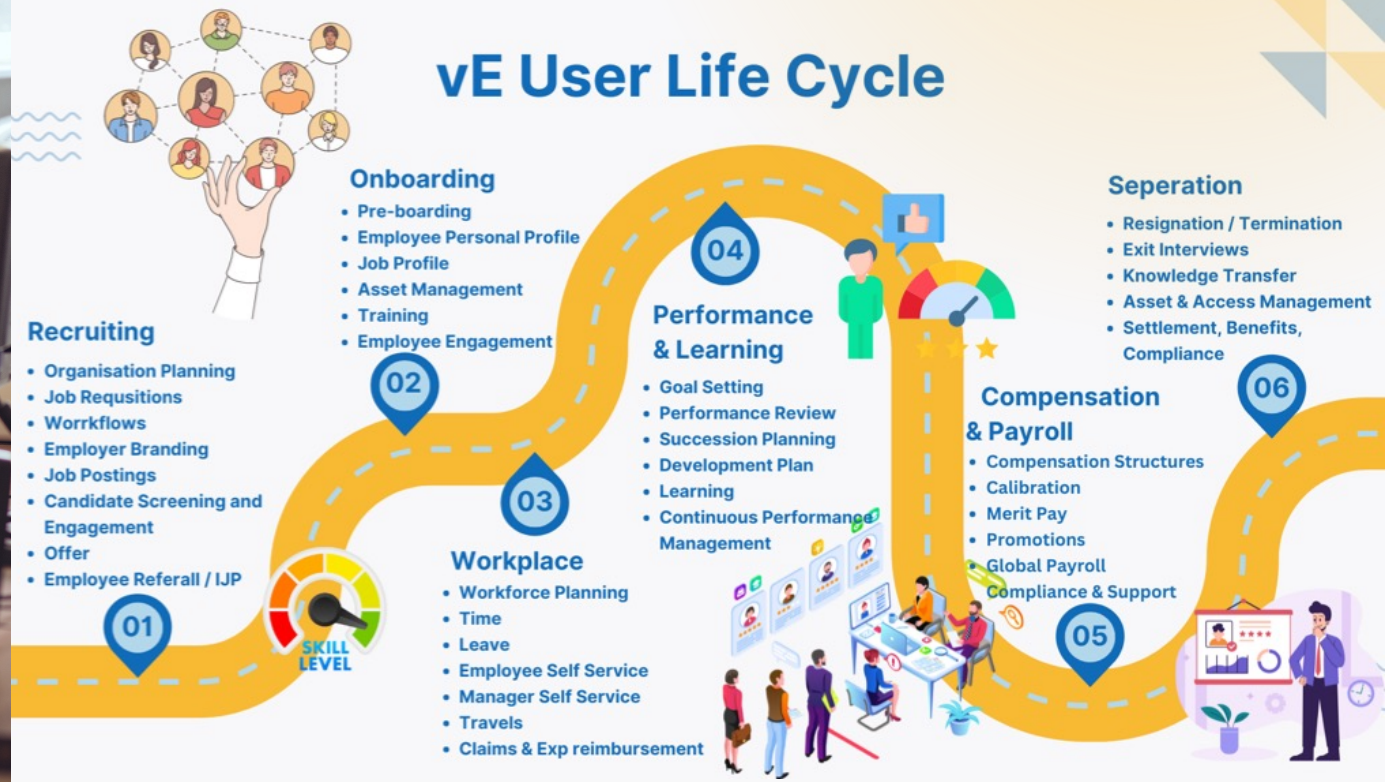
Our **AI Driven HCM SaaS** platform allows for simple and effective HR & associated Business Operations management. We have since expanded to provide **advanced technological solutions** to companies looking to upgrade and stay relevant.





vExecution proposes vE People+ HCM as the solution, across the employee life cycle depicted below, customized and retro-fit to the customer's work culture.

vExecution will follow its proprietary **DAEGR implementation methodology** (built on AGILE) which is time tested and well proven for its successful program management and software development practices.





vE People+ Future of Work is Here



35%

Cost Reduction

Cost & Time Savings

Adaptive Modular Integration Design tailors the implementation plan for business, & UltraSwift Deployment enables implementation in less than 4 months

66%

Time Reduction



Fully Customisable

Customise fully with vE's Future Ready GenAI Workforce Engine

100%

Employee Satisfaction



Future Ready with GenAI

Skills Ontology based AI Talent Management, Dynamic Workforce Management, Intelligent Claims, Payroll & Time



Scalability

EvolvEase Support Dynamics enables ongoing adaptation and scalability post go-live, facilitated by a dedicated product support team, across all regions

100%

**Secured &
Local Data Residency**



Our latest implementations

Yamato Transport — Jan 2024

Moving from local HR (& Payroll) system to vE People+ (HCM, vEPay & vEXpense) while integrating with SAP ByD, OKTA, Biometric for Singapore and rest of JAPAC



NTUC

Ongoing
(Go-Live
Sep 2024)



Implemented vEXpense, integrating with SAP SuccessFactors, SAP S/4HANA and Okta in Singapore



Webart — Oct 2023

Implemented People+ (HCM, vEPay, vEXpense) covering global regions including UK, India and others



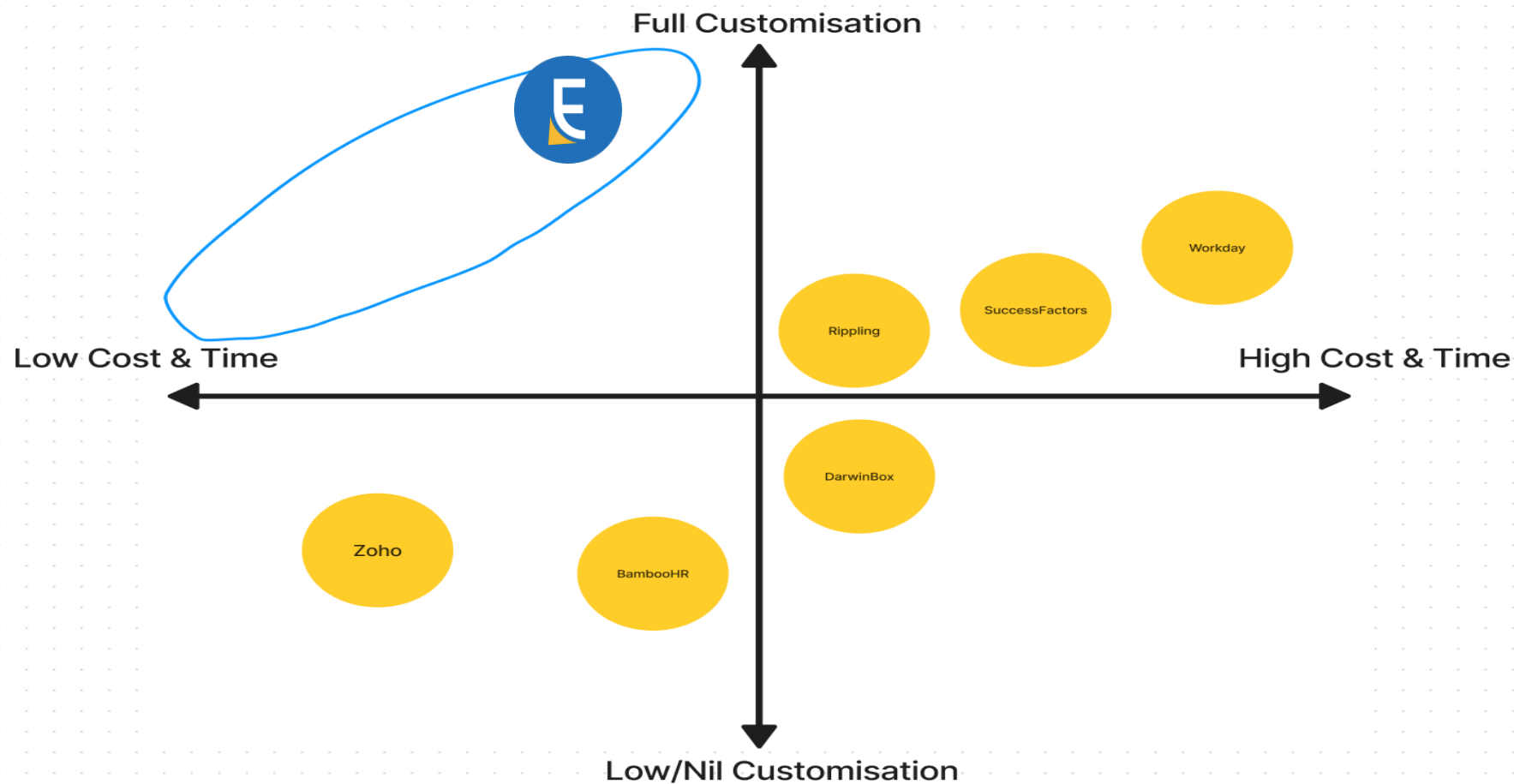


Customer Speak

“vE People+ product and its team has exceeded our expectations when designing the entire HR solution suiting to *our specific need and integrating with our other business platforms as well as transitioning from SAP SF, Docebo and custom built solutions*. We find vE team with strong technical and domain expertise. *Product is simple to use, with high DIY component for our admins to make small changes*

“vE People+ brings unique proposition, unlike any available in the market. Its vision is pretty well aligned with what our business needs. Apart from simple to use and highly effective product, vE has good credentials of their support team to meet our specific configuration requirements and will be able to ensure *product is effectively used by all our employees and there is considerable increase in employee satisfaction and productivity*. With vE modules, we expect to see process improvement and streamlining of compensation and benefits structure across the organisation, thus solving long term problem.

Competitive Landscape










Project Approach

vExecution follows the proprietary DAEGR methodology (built on AGILE) which is time tested and well proven for its successful program management and software development practices.



VE DAAGR Model

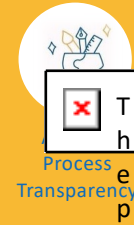
	Discover Achieve Process Transparency 	Articulate Define Target Processes 	Evolve Implement Process Improvements 	Go-Live Collaborate with Stakeholders 	Run 
Project Planning		<div>Getting Started and Onboarding</div> <div>Project Initiation & Governance</div> <div>Project Kick-off</div>	<div>Project Execution and Monitoring</div> <div>Phase Closure & Sign-off Deliverables for each Phase</div>	<div>Sprint Planning & Execution</div>	
Client Team Alignment	<div>Platform Demo and Trial</div>	<div>Customer Team Enablement</div>	<div>Customer Execution of Standard Scenarios</div>		
Solution Architecture, Design & Setup	<div>Discovery Assessment</div> <div>Application Value & Scoping</div>	<div>Initial System Access and Setup</div> <div>Fit-to-Standard Analysis & System Plan</div> <div>Solution Scoping</div>	<div>Fit-to-Standard Analysis & Documentation</div>	<div>Non-Productive & Productive System Access & Setup</div> <div>Solution Configuration & Walkthrough</div>	
Scalability			<div>Custom Scalability Planning & Design</div>		
Unification			<div>Integration Planning and Design</div>	<div>Ongoing System Operations</div>	
Validation			<div>UAT Planning</div>	<div>UAT Preparation and Execution</div>	
Data Migration		<div>Data Migration Approach & Plan</div>	<div>Data Load Preparation</div>	<div>Data Migration</div> <div>Production Cutover Preparation & Implementation</div>	
Solution Adoption	<div>Cloud Culture Maturity Evaluation</div>	<div>ORGANIZATIONAL CHANGE MANAGEMENT</div>			
		<div>Deployment Strategy</div>	<div>Learning Module Need Analysis</div>	<div>Content Provisioning, Authorisation & Delivery</div>	<div>Cost-Value Optimization</div>
Business Intelligence			<div>Data Insights Roadmap & Design</div>		

Discover Phase

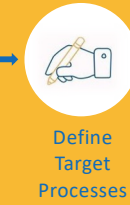
What to Expect in this Phase:

1. Understand the business problem from an end-user perspective.
2. Discover insights that can help generate ideas for design.
3. Understand the technical landscape and map to the business case.
4. Lay the groundwork for developing the technical aspects of the solution.

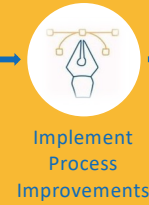
Discover



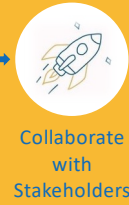
Articulate



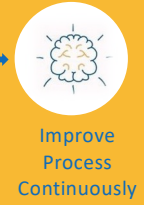
Evolve



Go-Live



Run



Step-by-Step Guide

Context Map

Get a better understanding of the project scope by brainstorming and clustering different perspectives.

Solution Context Diagram

Showing the relationship between the proposed solution and the organizational units, business roles, and business functions within the enterprise.

Synthesis Grid

Unpack thoughts and experiences into visual information. Synthesize data into insights that will be useful for creating solutions.

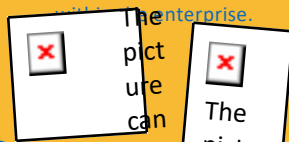
UX Journey Map

Help the team understand current challenges and motivations of the end user to derive benefits from the use cases.



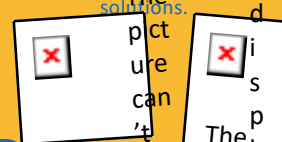
Define an Action Plan

Get a deeper understanding of project vision, success parameters, challenges, and resources.



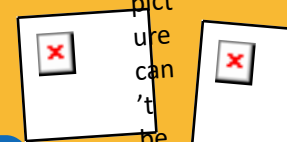
Field Research Guide

A workbook and interview script to assist with onsite observation & interviews with end-users for the project.



Persona

Create an archetype of use cases from end user interviews to guide future design decisions.





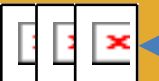
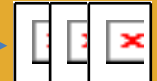


Problem Statement

Ask a "How Might We" question to help frame the problem into a statement of opportunity to generate the final solution.

Project Governance

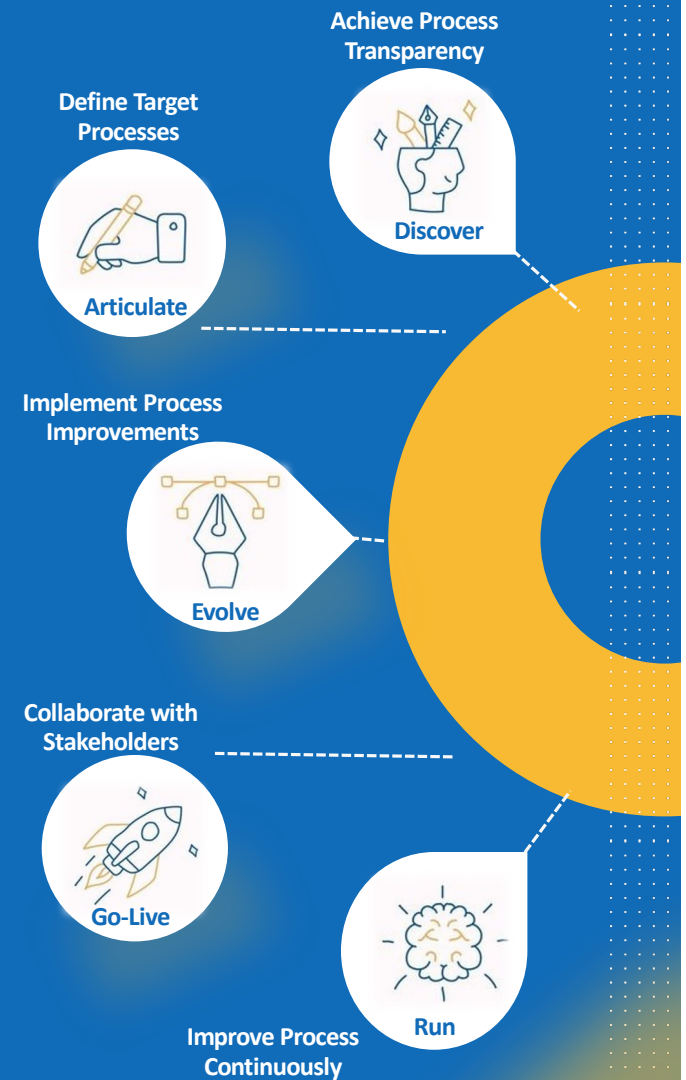


Governance Artifacts		Customer	Partner / vExecution	Key Responsibilities
Strategic Level <ul style="list-style-type: none"> Contract Partnership Review & Performance 		 Project Sponsor Program Manager	 Project Sponsor Account Manager Project Manager	Strategic Level Review: Steering Committee <i>Monthly Review or as required</i> <ul style="list-style-type: none"> Long-term relationship Strategic Planning and Implementation Oversee Performance Value Adds
		 Project Manager Change Manager	 Project Manager	Program Level Review: Service Management Committee <i>Weekly Review</i> <ul style="list-style-type: none"> Strategic Implementation Advise, counsel operations SOW Management Review forecast plans and volumes Prepare Risk Analysis for review
		 Process Owners IT SPOC	 Consultants – Functional and Technical	Operational Level Review: Operational Committee <i>Daily Stand Ups</i> <ul style="list-style-type: none"> Oversee day-to-day operations Operational process adherence Risk and Mitigation strategies Project Delivery Service Level Management Prepare issues, risks for review

Issue Escalation

Document Control

Document Name	Objective
Statement Of Work	To document the scope before contracting
Discovery Questionnaires	To capture As-Is process from the client
Project Plan	Day-wise / Activity-wise plan. Actual vs Planned tracking
Workshop Presentations	To facilitate requirement discussions with green prints
Configuration Workbooks	Capture of design decision and is updated through iterations
Minutes of the Meetings	Capture action items and discussions with timeline and ownership
Weekly Status Report	Weekly update for upcoming, open and completed activities
Steering Committee Presentation	Update on status, open items and risks
Test Scripts	Baseline test scripts based on the configuration workbooks
User Navigation Guides	Guides for the end-user ease of navigation and later use
Admin Guides	Guides for system admins for system administration
Production Checklist	Capture production migration items with due date and status



Assumptions

- This Scope of Work is based on current application features only, as outlined under Module Configuration Scope above. Configuration of future or ongoing enhancements are not included.
- Customer will identify a small number of system administrators to support the Hosted Service after the project described in this SOW is complete.
- Customer will dedicate knowledgeable resources to the project described in this SOW.
- Customer will have a fully functional instance in Test, QA and production before the start of the Project.
- Customer's project manager will work with implementation team to establish a project plan and manage issues / action items throughout the project.
- All developments pertaining to data migration in the sources system will be responsibility of customer
- Data download from existing HR Systems, Data cleansing or data cleanup will be customer's responsibility
- Coordination of work required from Customer's third-party vendors is taken care by customer.
- vExecution may require up to two (2) week to assemble a project team.
- The full scope of the Service is to be deployed in between scheduled refresh cycles, where it will not interfere with business-as-usual data refreshes as per a customer subscription agreement.
- vExecution will not be answerable for any product /functionality gap in customer's existing systems.
- vExecution team would work on the following activities On-Site. Any onsite travel would be mutually agreed between vExecution,Partner & Customer.
 - Kick –Off meeting for each module – This entails As-Is process understanding, Business requirements, Best practices, Solution option discussions and To Be process mapping.
 - Iteration 1,2,3
 - UAT Workshop – Understanding of UAT issues, discussion on solution option and issue resolution
 - Train the Trainer
 - Admin Training

Exclusions & Dependencies

Exclusions

Any items or services, features / functionalities not defined as in scope for this Service are deemed out of scope, including, but not limited to the following exclusions:

- Deliverables not explicitly described in this Scope Document.
- Programs or content on source system to migrate data.
- Data cleansing or data clean up.
- Coordination of work required from Customer's third party vendors.
- Formalized training for end users
- Implementation of any solution or integration scope not explicitly mentioned in this document.
- Future roadmap items which are not released as of the signing of the contract

Dependencies

- Customer is responsible for procuring the software licenses prior to vExecution performing Services. This includes licenses and other third party products necessary to meet the Customer's Project requirements.
- Customer to provide written requirements and execute a Change Order for any scope, timelines or project effort changes to be made.
- Customer to acknowledge project stage completions via signed Project stage sign-offs.
- Customer to provide all clean data input based on the vExecution provided data gathering templates. Any data that needs to be cleaned/scrubbed by vExecution may result in project delays. Such delays may result in impact to the project timelines and project deliverables, hence requiring a Change Order that may result in additional costs.
- Customer to take care of any changes to the existing applications if required for integration activities
- Customer will ensure that any necessary Customer participants are active participants as needed during the Project, to provide information or feedback according in a timely manner, or the project schedule may be impacted otherwise. Such participants include but are not limited to:
 - Customer resources who understand their business requirements and have the ability to make and/or confirm decisions
 - Customer stakeholders and sponsors for Project stages to provide a response within 1 business day.





Commercials

Product Pricing

License Fee
S\$XXX,000 / annum

Implementation Fee
S\$XXX,000 / annum

- ✓ Applicable taxes
- ✓ Any change in scope may lead to revision in the project fee

AMS Pricing

AMS Fee
S\$XXX,000 / Year 1

S\$XXX,000 / Year 2

S\$XXX,000 / Year 3

- ✓ Applicable taxes
- ✓ Any change in scope may lead to revision in the project fee
- ✓ * Max L2 tickets supported in a month

Out of Pocket Expense

Out of Pocket Expense (OPE) incurred in carrying out the engagements will be reimbursed based on the actual cost incurred.

- ✓ All OPE like Travel and Accommodation will be pre- approved by and paid additionally by the customer

Payment Plan

- ✓ 30% on Kick-off
- ✓ 15% after Discover Phase
- ✓ 15% after Articulate Phase
- ✓ 30% after Evolve Phase
- ✓ 10% after Go-Live Phase

Built With Expertise



**Jaiprakash Singh
Hasrajani**

CO FOUNDER & CEO
24 Years of HCM Expertise



**Manjot Singh
Aulakh**

CO FOUNDER & COO
24 Years of HCM Expertise



Rajiv Saini

CHIEF TECHNOLOGY OFFICER
30 Yrs of Product Expertise



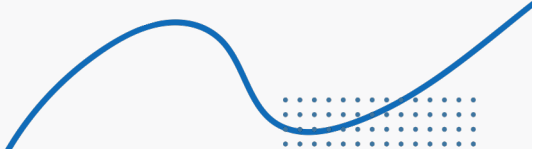
Vishwanath S

HEAD OF DELIVERY
30 Yrs of Product Delivery

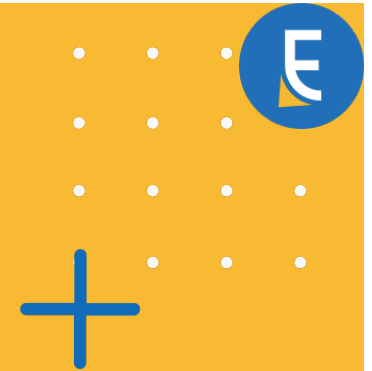


Terms & Conditions

1. All Prices are exclusive of Taxes (Taxes extra as applicable).
2. Any Travel between Onsite to other offices/branches has to be provided by Customer.
3. Expenses pertaining to Stay & Food for vExecution consultants working onsite at Customer offices to be borne by the Customer.
4. This proposal is valid till mentioned date unless it is officially extended after due discussion and agreement.
5. This proposal version supersedes any other proposal(s) submitted earlier.
6. Customer shall release payment within 15 days from the receipt of invoice from vExecution.
7. If the project is delayed for reasons not attributable to vExecution, then vExecution and Customer should agree mutually on commercials for extending the project.

- The above prices are indicative number only which may differ after analysing the actual requirement in detail.
 - For any feature request outside the SoW or after Discovery phase, will be considered as change request and commercials to be mutually agreed upon.
 - vExecution will have the flexibility to load resources as required during the actual implementation.
- 

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Read more at www.vExecution.com & Connect!

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