



Commercial portfolio

Software solutions leader for HR, Time & Attendance and Payroll.

-  **+ 30 Years' Experience**
-  **Nationwide Presence**
-  **Over 1,400 Customers**
-  **120 Customers on Fortune 1000**
83 Customers on Fortune Global 500





Our customers trust in us

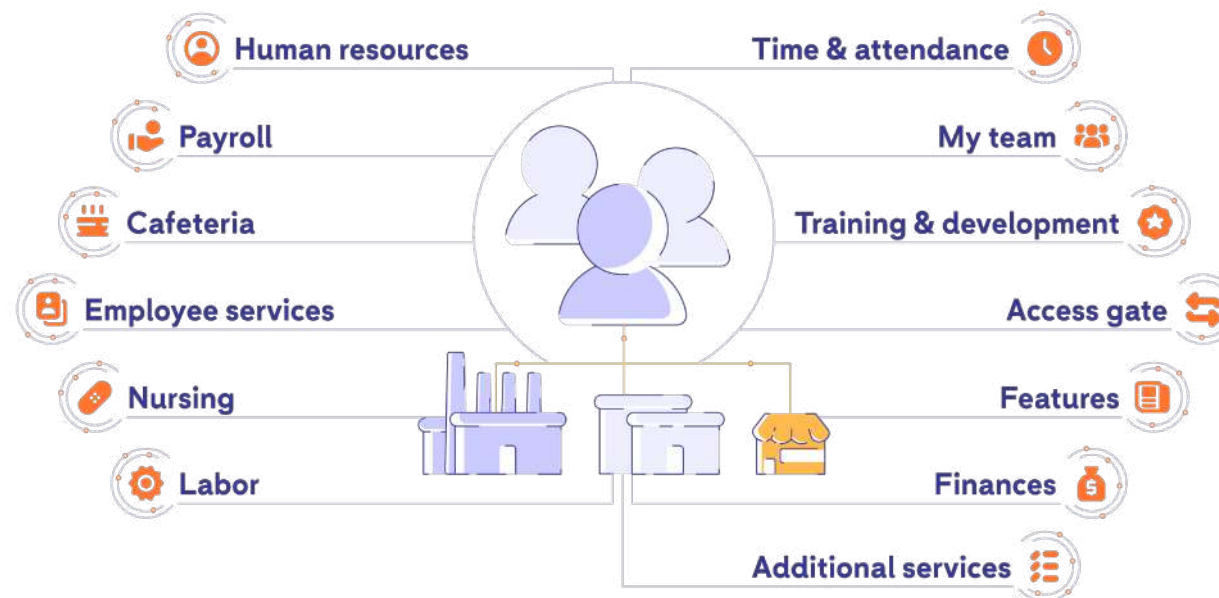
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World-class NPS

Over 15.9 million employees have benefited

Try our solutions for HCM, Time & Attendance, and Payroll and get countless benefits that will improve multiple areas in your company.





Cloud-based solution

protected by Cloud Security Alliance, its database integration avoids double data inputs and the use of multiple interfaces.



Flexibility

that adapts to any industry, HR policy, and payroll.



Affordable cost

and without infrastructure expenses, paying only for what you use, and the number of employees in your company.



User-friendly interface

It has online help tools that provide support when interacting with the system.



Accessibility

from anywhere at any time, available on any device with internet access.



Immediate system

updates thanks to cloud hosting.



Security

Security with the assignment of roles and the management of access rights to ensure the confidentiality of the information.



Compliance

with current laws and regulations.



Consultancy

Our consultant team is your best ally to find a solution that perfectly suits your company's needs.



Online training

We guide you with virtual training so you can later learn at your own pace using our Aprendo Revolution platform



Technical support

Our support team will help either by phone, e-mail, or live chat to clear any doubt or question.



Digitally signed payroll service

Easy to stamp with the current version, cancel and manage from our solutions.



Conciliators

Ensures data precision providing security at every step of the process.



+ORDEN

An employee self-service app to view their personal, tax, and employment data from any device with Internet access.



Report writer

Its full integration into each solution makes it easier to get reports and create new ones.

Our constant updating and fast operational integration are what allow us to have unique positioning.



Employees

All data is kept in a single database providing easy manage, review, changes, and more.

Immediate access to:

- Hires, rehires, and resignations
- Get employees' records
- Validate the RFCs registered before SAT
- Buy as you need, GB storage packages for documents digitalization
- Print contracts or badges
- Input employees' beneficiaries
- Record employees' fingerprint for time & attendance control and cafeteria
- Main module for our system operation

Manage each process

- Wages and benefits adjustments
- Job position changes
- Vacations
- INFONAVIT & FONACOT loans
- Work disabilities
- Permits
- Savings and loans
- Recalculation of integrated wages and the average for variable perceptions

Submit your employees' data to IMSS

- IDSE files creator
- Automatic SSN verification digit
- Validation of pending movements to submit before IMSS



Time & Attendance

Keep precise attendance control of all employees to easily determine the hours to pay based on your company's policies and current regulations.

Access and create any attendance report

- Monthly perfect attendance
- List of punctual and tardy employees
- Summary of normal and overtime hours
- Record of incidences
- Prepayroll reports

Take attendance control and automate your prepayroll

- Set up work/meal schedules, breaks, holidays, and more.
- Monitor the employees' entries by using barcode, proximity, or biometric ID badges.
- Entry and exit record
- Input incidences (vacations, permits, work disabilities, overtime authorizations, among others)
- Process the prepayroll



TRESS EnLínea

Get real-time attendance records for all employees by using the web service technologies of GTI terminals.

Track in real-time your employees' attendance

- Integrated into Time and Attendance module
- Online communication with our solutions
- Multiple identification technologies (fingerprint readers, proximity cards and barcode)
- Synchronization and backup of fingerprints
- Download and share real-time attendance records
- Automatic data backup onto the GTI terminal's memory if the connection fails



Payroll

Decrease the time spent in calculating and paying your employees, while ensuring full compliance of laws and regulations.

Beat the manual work

- Manage different business names and employer registrations
- Establish any payroll type
- Configure payment policies
- Apply official regulations on taxable and nontaxable amounts
- Process payrolls for settlements and compensations
- Apply discounts and provisions of employer-employee contributions
- Manage loans and savings
- Automatic INFONAVIT and FONACOT discounts
- Process the payment of Christmas bonus, savings, and annual ISR
- Generate the accounting policy and export it into an encrypted file
- Send payroll securely by encrypting the file and delivering it to secure SFTP

Audit your payroll data

- Processes to track all ISR, IMSS and INFONAVIT calculations
- Get multiple reports to review the accumulated portions
- Through reports compare payroll data vs. signed payroll

GTI helps you sign your payroll

- Compliance with all SAT requirements
- Full integration with the Payroll module
- Conciliator that verifies signed payslips vs. PAC
- Data of payrolls signed or pending to sign
- Reports to validate signed payrolls
- Employees' signed payslips are available on +ORDEN app
- Through email notify the employees about their signed payslips
- Audit your digitally signed payroll
- Storage for five years with no fees
- Error validation before the signing



IMSS / INFONAVIT

Calculate and verify all contributions before exporting to SUA avoiding errors, or double inputs. This module eases the uploading of official reports to IMSS and INFONAVIT.

Compliance at all times

- Determine the monthly and bimonthly employer-employee contributions and reconcile the data against SUA
- Validate data before exporting directly to SUA
- Manage sick leaves
- Calculate labor risk premium
- Avoid manual inputs by exporting to SUA

Analyze your data

- Create reports for audits
- Access employee's settlements details
- Review the employee's records monthly or bimonthly
- Validate any changes
- Visualize sum contributions per employer registration
- View live changes made to your employees' credits

Reconcile your data

- INFONAVIT loans
- SUA
- IDSE

* Infonavit's direct connection to all our solutions



Report Writer

Obtain reports of all data contained in the system and send them automatically.

Technical support can help you schedule and send your reports

- Administer programmed reports to different recipients
- Monitor reports (sent, in processes, with error, etc.)
- Identify who and what kind of report receives

Get reports and analyze your employees' data

- Use the system's default reports with your data
 - Basic reports: attendance lists, pay slips, employees' lists, etc.
 - Compliance reports: IDSE, SUA, INFONAVIT, SAT, etc..
- Create and edit reports based on your needs
- Design additional reports charged to your Tech Support Contract
- Export data to multiple formats (Excel, CVS, PDF, etc.)



E-mail reports

Schedule automatic delivery reports to your company leaders so they can review valuable information related to their teams.

Schedule and send reports using our technical support aid

- Manage scheduled reports for various subscribers
- Monitor reports (sent, with error, in-progress, etc.)
- Identify who and what type of report they receive



My team

Streamline administration and supervision of your leader's team works.

Delegate tasks and speed up your process

Supervisors can:

- Review their teams daily attendance
- Input and check incidences
- Approve overtime
- Make staff assignments to other supervisors
- Get daily attendance reports, overtime and incidences
- Validate the hours to pay by reviewing the prepayroll
- Authorize its team's prepayroll
- View their team's assigned certifications

Monitor your supervisors' job activities

HR can:

- Define each supervisor's activities to your company's needs
- Monitor all changes made by supervisors
- Verify and measure the overtime authorized by each supervisor



Cafeteria

Authorize and control the cafeteria consumption avoiding the use of tickets or coupons.

Automate cafeteria consumption for employees

- Linked to the payroll module to ease meals discount or to apply the subsidize according to the company policies
- Consumption request by fingerprint, proximity card or barcode
- Authorize cafeteria consumptions based on your company policies
- Review employee's available meals
- Approve and control meals for external staff
- Obtain consumption reports by day, week, or meal type
- Establish mechanism to authorize additional meals for employees working overtime

Control the meals delivered by the foodservice company

- Online consumption count per shift to validate with the cafeteria service
- Consumption reports per day, shift, or manual setup as required
- Display on screen employees with authorized consumption



Training and competency

Assign your employee's training based on your established competencies, and in compliance with STPS required formats.

Plan and manage your employees' training

- Assign training programs to your employees based on job requirements
- Arrange the progress of each employee's training plan
- Manage individual or group courses
- Classify courses applicable to STPS
- Create training groups
- Obtain attendance lists
- Input grades or results

Enhance your employees' talent

- Design a training plan based on competencies
- Direct access to the national competencies catalog and easily link it to your company's competencies plan
- Add competency certifications

Get your reports

- Print job skills proof (DC-3) or diplomas for completed courses
- Generate the DC-4 format to submit before the STPS
- Create reports with the training progress either individual or group
- Obtain records of applied courses individual or group



Tools & Equipment

Keep precise tracking of all equipment assigned to employees facilitating its management and renewal.

Administer your tools and equipment resources

- Manage the assignment of work tools
- Supervise costs and lifespan of each tool for future renewal
- Provide receipts when tools are dispensed or returned
- Schedule equipment maintenance or replacement
- Automate discounts via payroll for damaged, loosed or tools not returned
- View records of equipment assigned to employees
- Allow massive allocations of tools or equipment
- Obtain multiple reports identifying equipment allocated to individual employees or departments



Medical Services

Supervise your company's labor risk premium, manage medical consultations, and create files per employee to help identify contingencies, disease patterns, or relapses.

Take care of your employees' well-being

- Provide healthcare to employees, their relatives or dependents, other applicants or external associates
- Create medical files per employee with access to personal, work or family backgrounds
- Print medical prescriptions
- View medical history per employee
- Keep your inventory in order to monitor the stock and expiration of medications

View any medical data

- Register and control all medications provided
- Input disabilities
- Get records of Ob-Gyn tests performed
- Generate incident reports by area or department
- Determine the average duration of each medical consultation
- Identify medical consultations by motive



Work performed

Keep detailed control of your employee's piecework and pay accordingly.

Get reports and analyze data

- Get reports of activities or production based on the company's mainline
 - Activities performed by employees per day or by date range

Pay your employees per activity finished or performed

- Manage and view the activities performed by each employee
- Automatically calculate the amount to be paid
- Designed for industries that manage piecework payroll
 - Agriculture (kilo/ boxes collected)
 - Academic institutions (classes given)
 - Carriers (Kilometers/ routes taken)
- Payslips with details of activities performed



+ORDEN

A self-service app for employees where they can view their personal and employment data from any mobile device with Internet access.

A 24/7 self-service app for employees

Employees can:

- View and download their payslips
- Request vacation and receive notifications for upcoming expiration days
- Check their savings and or loan statement
- Answer the survey NOM035
- Request work letters, loans, services and more

Manage employees' queries and requests

HR can:

- Approve or cancel any request
- Get reports and logs
- Know the number of viewed payslips
- Supervise the vacation requests and their status

* App compatible with any mobile device



Compliance with laws of both countries

Revolution	Compliance in Mexico	Compliance in U.S.
Employees	STPS, IMSS, INFONAVIT, FONACOT, SAT, local and State agencies, internal audits.	SEC: SOX & Dodd-Frank, IRS internal audits.
Time & Attendance	STPS, internal audits.	SEC - SOX, internal audits.
TRESS EnLínea	STPS, internal audits.	Internal audits.
Payroll	STPS, IMSS, INFONAVIT, FONACOT, local and State agencies, internal audits.	SEC: SOX & Dodd-Frank, IRS internal audits.
IMSS / INFONAVIT	IMSS, INFONAVIT, FONACOT, SAT	Internal audits.
Report Writer	Internal audits.	Internal audits.
E-mail reports	Internal audits.	Internal audits.
My Team	STPS, IMSS, INFONAVIT, FONACOT, local and State agencies, internal audits.	SEC: SOX & Dodd-Frank, IRS internal audits.
Cafeteria	SAT, internal audits.	Internal audits.
Training & Competency	STPS, internal audits.	Internal audits.
Tools & Equipment	Internal audits.	Internal audits.
Medical Services	IMSS, internal audits.	Internal audits.



Revolution	Compliance in Mexico	Compliance in U.S.
Work Performed	Internal audits.	Internal audits.
+ORDEN	SAT, internal audits.	Internal audits.