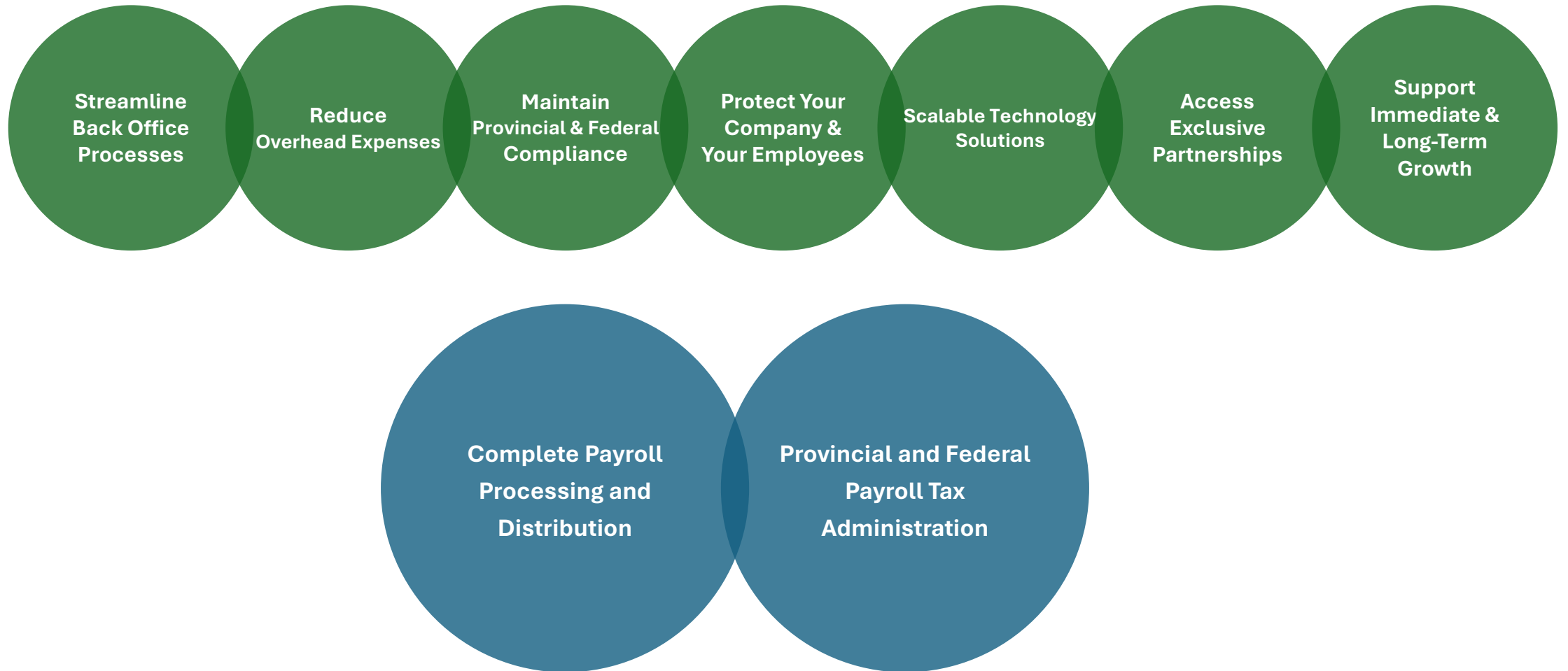




Vensure HR Proposal

The Benefits of Partnering with VensureHR



Vensure HR Services and Solutions

VensureHR can help with:



Payroll



Employee Benefits



HR Support



Compliance Obligations



Payroll Management

- › Payroll Processing and Delivery
- › Provincial and Federal Tax Compliance
- › Bonuses, Deductions and Special Pay
- › Wage Garnishments
- › PTO Administration and Tracking
- › Detailed and Custom Payroll Reporting
- › Dedicated Payroll Specialist
- › General Ledger Interface
- › Time and Attendance Solutions



Account Management

- › Dedicated Account Manager
- › Dedicated Payroll Specialist
- › Dedicated Human Resources Specialist
- › Provincial and Federal Tax Specialist
- › Account Reviews
- › Bi -Annual Performance Reviews
- › Review of End Client Contracts
- › Nationwide Payroll Presence



Insurance Coverage

- › A-Rated, Nationwide Provider
- › Health and Dental Benefits
- › Long and Short-Term Disability
- › Life & Dependent Life Coverage
- › Accidental Death and Dismemberment



MX SmartTracker is a time and attendance management system gathering and calculating accurate essential data for payroll processing.

The software was designed to automate many functions and complex calculations involved between time recording and payroll processing, such as management of:

- › Multiple Schedules
- › Workstations
- › Overtime
- › Workflow Approval Exception
- › Working Bonuses
- › Employees' Attendance
- › Holidays



MX-HRManager is a human resources management system that centralizes all the data relative to time and attendance, human resources, and payroll.

The software was designed to eliminate redundancy, minimizing payroll processing time and frustrations such as:

- › Work Schedules Consultation and Real Time Changes
- › Employee Performance Evaluation
- › Management of Disciplinary Notes on File
- › Employee Skills Management
- › Salary Scale Management
- › Employee Follow-up, Task and Appointment
- › Time Bank Management
- › Work Accident Management



MX SmartScheduler manages schedules planning logistics. This module is a powerful optimization tool conciliating company's needs and human resources. MX SmartScheduler solution is user-friendly and meets managers' challenges regarding:

- › Seniority
- › Availabilities
- › Skills
- › Sales Per Hour



Globalization is dictating industries to reduce production costs and increase productivity. This module optimize production while allocating labor according to project, client, work order, machine, and operation. Here are some of the benefits:

- › Displaying Real Time Project and Product Costs
- › Simplifying Operational Procedures While Integrating Time and Attendance Module



MX SelfManager is a self-service module for employees and managers. Using a multiple level approval system, the module grants users to record time, managers to approve timesheets and answer requests via the web. An online punch system is also included with this module.

The software was designed to eliminate manual entries, minimizing payroll processing time and frustrations such as:

- › Work Schedules Consultation and Real Time Changes
- › Leave of Absence Requests and Approvals
- › Time Bank Consultation and Approval
- › Viewing Pay Stubs and Year and Documents Online

Also, you have the option to activate the mobile application, mx-SelfManager, for your employees to have access to multiple functionalities anytime and anywhere. With mx-SelfManager, employees can punch in and out, view and analyse punches, update their personal information, access their paystubs, T4's, and R1's. Employees can view their own schedule and their team's schedules, report shift availability updates and release or exchange shifts. They can also access their expected day offs and request time off. Employees can also update their bank accounts and upload copies of void cheques. Finally, this mobile application is multi-lingual, user-friendly and will keep your workers engaged and increase their productivity.



MX SmartPayer module is a high-level payroll system, which integrates perfectly with your accounting software, whatever it may be. Regardless of the accounting software used In addition, it will make your job easier by producing your GL entries automatically each pay period.

Here are some unique features of our payroll system:

- › Payroll Simulator
- › Customizable Reporting Engine (PDF and Excel)
- › Vacation and Leave Management
- › Management of the Calculation of Group Insurance Premiums
- › Management of Distributions to the General Ledger
- › Construction Payroll Management
- › Payroll Entry by Exception
- › Unlimited Number of Payrolls Per Period
- › Unlimited Number of Deposits Per Payroll Per Employee (Multiple Bank Accounts)
- › Possibility of Modifying the Calculation and Entry of One or More Payrolls
- › Possibility of Reopening the Last Pay Period to Make Corrections
- › Automated Calculation of CNESST Provisions by Position, by Department, etc.
- › Automated Calculation of Salary Garnishments
- › Calculation of the CNT Contribution Per Employee, for Distribution to the General Ledger
- › Management of the Parameters of the Various Unions
- › Automated Time Bank and Payment Management (Sick, PTO, Vacation, etc.)
- › Management of Amounts Owed by Employees: (Group Insurance, Union Dues, Advances, etc., With Reimbursement Terms)
- › Complete Management of Calculations Related to Unions (Dues, Contributions, Premiums, etc.)
- › Pension Fund Management (Probation Periods, Participation Rates, Reports)

Outsourced Payroll Production Service

In a global and highly competitive economy like today's, every company, regardless of its size, is looking for ways to become more efficient and productive. Our payroll services offer a solution that will help you save time and money by eliminating many of the redundant tasks of payroll so you can focus on running a profitable business.

Our reputation is built on exceptional service. Our customer service team, made up of bilingual experts, develops a lasting relationship with you by taking the time to understand the payroll needs of your company.

Here Are the Services We Offer You:

- › Processing of Your Company's Entire Payroll Cycle
- › Make Payments for Your Deductions at Source
- › Production of End-of-year Tax Slips (T4, T4A, Relevé 1 and Summaries)
- › Record of Employment (ROR) Production and Upload to Service Canada
- › Checks or Direct Deposits to Multiple Employee Accounts

Outsourcing Your Payroll Will Allow Your Business to:

- › Reduce Time and Effort for All Payroll Tasks
- › Reduce Costly Risks of Late Payment of Government Remittances
- › Become “Green” by Receiving Reports and Pay Slips Electronically
- › Avoid Costly Errors in Calculating Net Pay and Increase Employee Satisfaction
- › Know That All Your Company's Privileged and Confidential Information is Secure