Global Payroll POV

Executive Summary

As the proven, rapidly-customizable HR solution built and priced for global mid-market and larger companies, Sapien was designed intentionally to be payroll-agnostic. A revolutionary step in dealing with payroll on a global basis, Sapien did this for a number of reasons which are detailed below, but the bottom line is that we do not believe that your HR solution should dictate, nor disrupt, your payroll relationships as doing so adds a very significant layer of complexity and potential disruption for any company.

Acting as the Master System of Record (MSoR) for all HR transactions, Sapien centralizes and facilitates streamlined payroll processes with any payroll vendor worldwide. Our front-end tools enable interface audits of earnings, deductions and master data, including gross pay, benefits contributions, PTO data and more, before seamlessly exporting to any payroll provider across the globe for gross-to-net calculations and payment processing. By managing front end payroll-related data, Sapien segregates HR data span of controls from payroll processors, thereby elevating security and reducing risk. And our ability to interface with every payroll vendor allows companies the flexibility to change or consolidate vendors for better servicing, pricing, terms, etc.

The Benefits Sapien Brings to Payroll

1. **A Single, Master System of Record (MSoR)**

   - Sapien provides the essential overall corporate structure and integrity to manage all key global transactions within one overall technical architecture.
   - Sapien maintains complete audit trails and provides electronic proof for all global transactions along with standardized reporting formats for every company/division, business unit, department, cost center and host country.

2. **Payroll-Agnostic Front-End Administration**

   - Sapien manages all data centrally, and then pushes finalized payroll files to any downstream vendor. Full aggregated data transfers (via API or secure file transfers) can be leveraged to perform full data comparisons.
   - Sapien partners with your payroll service to tailor to each vendor's requirements, thereby minimizing the need for any IT intervention, manual manipulation or rework.

3. **Global Data Aggregation for Reporting & Analytics**

   - Sapien ingests payroll data from global bureaus, local processors, or in-house payroll runs, and normalizes them into the company's Data Warehouse as a single source for all reporting.
   - Sapien allows for viewing consolidated metrics, e.g. headcount, labor costs, variance analyses, pay slips, etc. across all countries in a single UI, and enables comparisons of payroll KPIs across the globe to help rationalize and align budgets and compensation strategies.

4. **Open-API Architecture & Integrations**

- Sapien features prebuilt integrations for payroll, open enrollment and life event vendors, and other third-party systems, accelerating deployment time.
- Sapien enables rapid onboarding and implementation of new or bespoke payroll providers with minimal IT effort, through a sophisticated clicks vs. code toolkit.

5. **Security & Compliance**

- Sapien provides end-to-end encryption, role-based access, and multi-factor authentication, to safeguard sensitive data, including single sign-on and other corporate identity management integrations.
- Sapien attends to and notifies of local and global employee related changes, code changes, labor law amendments, etc. to keep your master record current and compliant.
- Sapien takes responsibility for payroll accuracy and outcomes, and has the ability to pull W2, register, pay slips, etc. back into our platform to make modifications as needed.

6. **Operational and Financial Efficiency**

- Sapien processes, parameters and data aggregation eliminates redundancies across multiple systems, reducing processing time and safeguarding against errors.
- Sapien enables clients to pay payroll vendors only for gross-to-net and payroll processing functions, thereby reducing absolute servicing costs without sacrificing functionality.

7. **Flexibility and Control**

- Sapien works with existing payroll vendors and can easily accommodate new payroll vendors. This is especially advantageous for a divestiture as NEWCO negotiations with new payroll vendors alone can often risk exceeding the time constraints of the Transition Services Agreement (TSA).
- Whether expanding into new markets or switching payroll vendors, Sapien's MSoR and API-First design support rapid scaling without overhauling core processes.

Conclusions

Sapien Software stands out as a transformative solution for global payroll management by combining MSoR capabilities with payroll-agnostic administration and powerful analytics. Architected to work with any and every payroll solution around the globe, whether a single system that works across countries, or individual solutions selected on a country-by-country basis, Sapien does not promote nor dictate any payroll solution over another.