



**TalentPro**<sup>®</sup>

People Resource Solutions

# TalentPro India Payroll Solutions TalentPay 2.0

Outsource Payroll With Confidence

# ABOUT TALENTPRO

TalentPro, a leading payroll service provider in India, has been simplifying payroll management for **over 25 years**. We specialize in complete payroll outsourcing, catering to organizations of all sizes and industries, including both blue-collar and white-collar workforce management. With a team of over **500+** dedicated professionals, we ensure accuracy, compliance, and efficiency in every payroll process.

As part of the Briley Group—a global conglomerate with over \$3 billion in revenue and diverse interests across HR, BPO, Technology, and Service sectors — we prioritize innovation and client satisfaction. By leveraging state-of-the-art technology and expertise, we empower businesses to focus on growth while we handle their payroll needs.

Ranked as one of the  
Fastest growing Mid  
Sized Company by Inc.  
500



98.9%  
Client Retention



500+  
Clients



SSAE 18 - Type II, SOC 2,  
ISAE 3402 Certified company



1 Lakh  
Records processed  
every month



Providing excellence  
since 2000



500+ employees, Pan  
India presence



Presence in South East  
Asia, China, Europe, US,  
UK, Australia & Middle  
East

✓ 4 Continents and 12+ Countries

✓ Our global presence includes Singapore (HQ), Washington, D.C. (USA), London (UK), Montreux (Europe), India (Chennai), Sri Lanka, Etc.

✓ \$3 Billion revenue

✓ 20+ Offices and 30+ years experience

✓ 10 Lakhs payroll records globally

✓ 1,000+ Employees

✓ 5,000+ Clients

✓ And growing....

## ABOUT BRILEY GROUP

The Briley Group is a private holding company **founded in 2000** and headquartered in Singapore. With a diverse portfolio, the group has interests across several key industries, generating over US\$3 billion every year:

- HR and IT Enabled services (BPO)
- Technology and Service sectors
- Financial services



Over the past **30 years**, Briley HR has successfully launched, acquired and expanded reputable payroll and HR franchises in North America, Europe and the Asia-Pacific region. These businesses are further strengthened by strategic partnerships in various markets, allowing Briley HR to meet the needs of clients in more than a dozen countries.

# HRO SERVICES - OUR OFFERINGS



## Onboarding

- Offer letter generation
- Document uploads/KYC
- Validation
- Joining



## Attendance

- AI-powered attendance
- Geo-location tracking
- Shift and Roster management
- Web-based attendance punch-In
- Facial recognition attendance



## Leave

- Leave policy customization
- Multi-level approval
- Leave audit reports
- Employee self-service portal for leave requests



## Payroll

- Pay processing
- Tax deductions
- Pay adjustments
- Statutory services
- Settlement processing
- Reimbursement



## Statutory

- PF, ESI, PT, LWF
- Returns and Remittance
- Statutory portal for reporting
- Factory / S&E compliance



## Exit

- Resignation submission
- Manager approval
- HR Initiation
- Clearances by departments
- Exit interview

# HRO SERVICES - WHAT WE DELIVER

## Payroll solutions:

End-to-end payroll management, from calculations to disbursement.

## Statutory compliance:

Ensures adherence to labor laws, tax regulations, and statutory filings.

## Transactional HRO services

onboarding, attendance, leave, offboarding, document and letter management

## Tax & deduction management:

Manages tax calculations and deductions for compliance and accuracy.



Cloud-based (Azure - 100 % cloud, robust, scalable and secure) Payroll application.



Our AI enabled technology is 4X faster than any other payroll system



A dedicated team to manage client specific requirements



Clients upload data directly- data confidentiality is maintained



Integration with accounting systems (JV) solutions

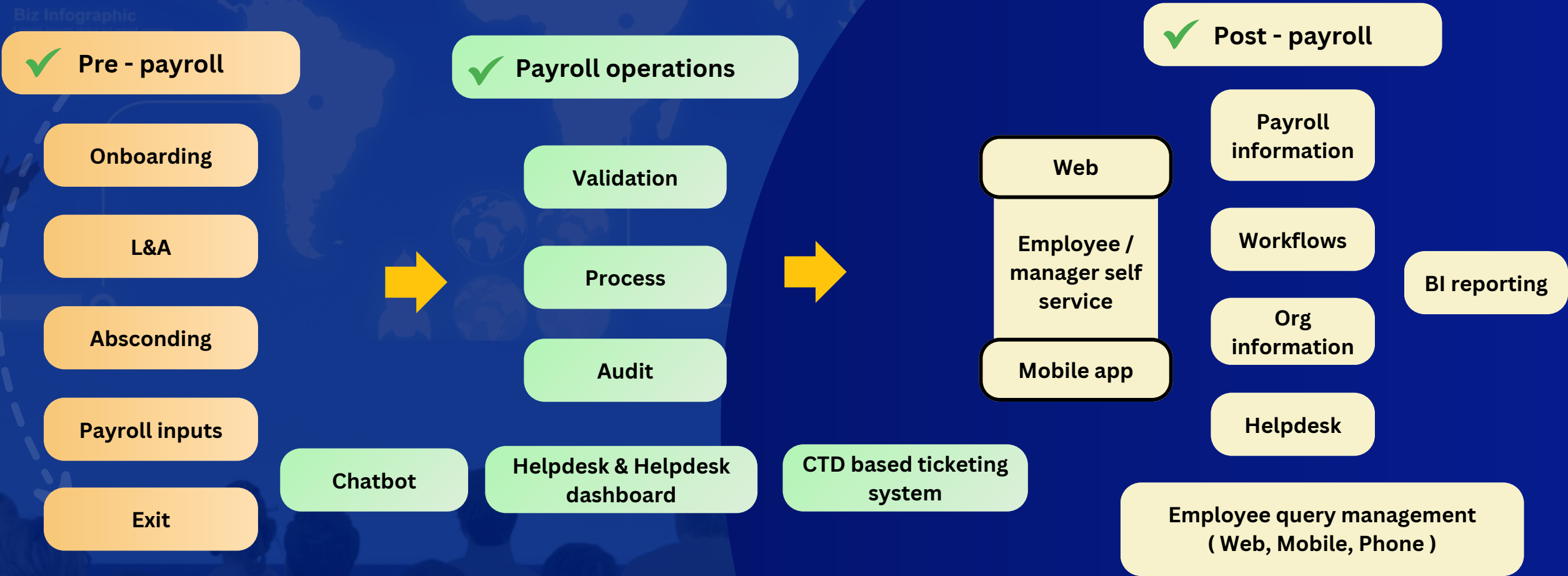


Dedicated helpdesk team



CTD based ticketing system

# OUR HRO PROCESS FLOW



# KEY FEATURES OF OUR PAYROLL SERVICES (TALENTPAY)

## Input

- AI-based payroll (PIC)
- 100% Automation of inputs

## ESS

- Latest UI/UX
- Dynamic configurable dashboard and widgets.

## Domain Knowledge

- 25+ years subject matter specialists
- Core group of HR consultants
- 100+ Dedicated compliance experts

## Report

- Dynamic, Flexible, automated report builder (DIY)
- State wise S&E reporting
- 200+ pre-defined employee fields with additional custom field creation

## Security

- Personally Identifiable Information (PII) - Defining any employee field as PII and data will be encrypted at DB level (GDPR compliant)
- Flexible rights assignments and user role management.
- Two factor authentication (2FA) with authenticator app/email / SMS support

## Processing (Speed and accuracy)

- 2000+ HC per minute
- Robust, flexible platform (Talentpay 2.0) - Golang

## Certification

- SSAE 18 Type II SOC 2 and GDPR compliance for data protection.

# TECHNOLOGY AND SECURITY IN PAYROLL



## Technology

- Platform - Go lang,
- Database - MongoDB
- The entire setup is in Azure
- SSL/TLS
- Restricted access in terminal servers for RDC users
- Well-defined production/test environment
- UI/UX - user friendly
- Dynamic report builder



## Security

- International BCP in the UK
- Local business continuity teams in Bangalore & Mumbai
- 100% Power backup
- Cloud-based storage - daily, weekly, monthly, and yearly
- Data encryption - at rest & transit
- Audit trail
- Shortest RTO and RPO



Comprehensive planning to safeguard critical payroll operations.



Immediate activation of recovery protocols to minimize downtime.



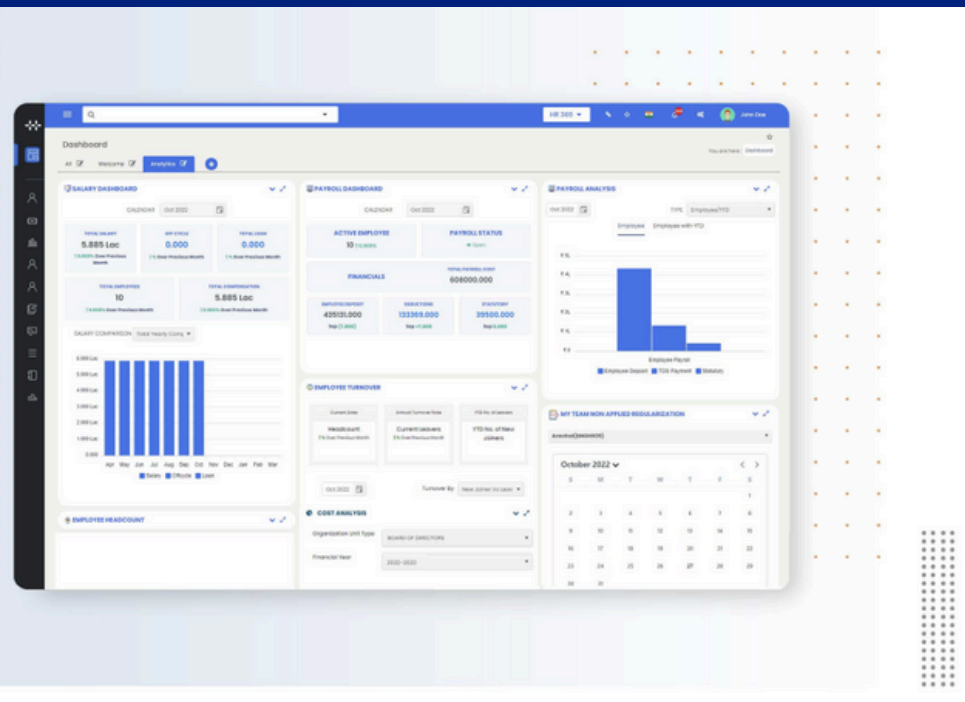
Uninterrupted power supply at all facilities ensures zero disruptions.



Offsite data storage for enhanced security and risk mitigation.



# PAYROLL REPORTING AND ANALYTICS



## ✓ Real-time data access

- Access payroll data instantly through dynamic dashboards.
- Eliminate delays with real-time updates and insights.

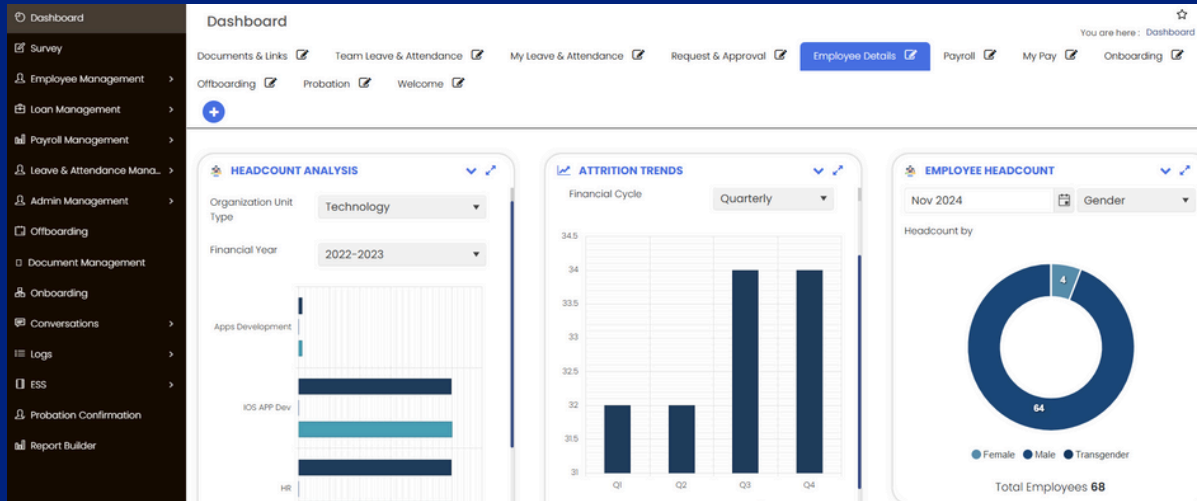
## ✓ Statutory compliance tracking

- Detailed compliance reports ensure adherence to laws like PF, ESI, and TDS.
- Audit-ready formats for seamless submissions.

## ✓ Customizable reports

- Tailored reports to meet client-specific needs.
- Include payroll summaries, statutory compliance status, and cost breakdowns.

# DESIGNED FOR AN HR: USER-FRIENDLY, HIGHLY ENGAGING, AND EXPERIENCE-CENTRIC INTERFACE

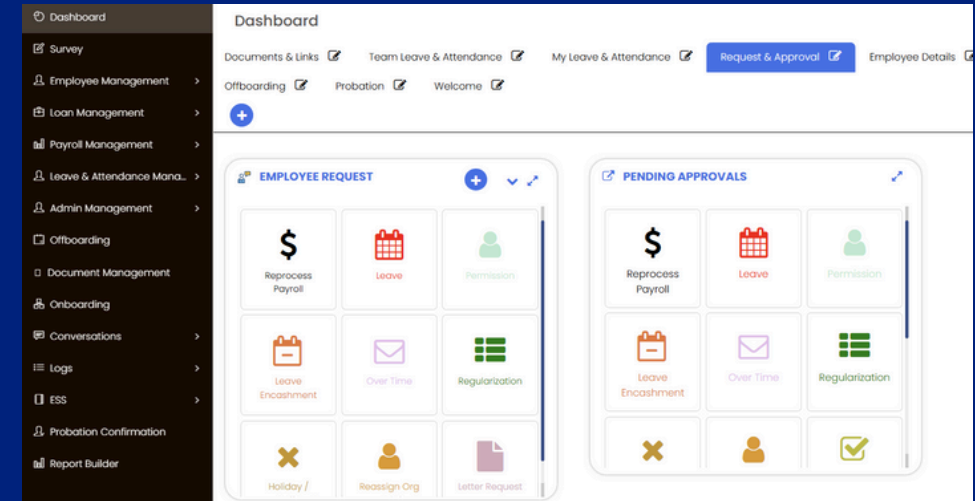


**Dashboard** | Documents & Links | Team Leave & Attendance | My Leave & Attendance | Request & Approval | **Employee Details** | Payroll | My Pay | Onboarding

**HEADCOUNT ANALYSIS**  
Organization Unit Type: Technology  
Financial Year: 2022-2023  
Stacked bar chart showing employee counts for various departments like Apps Development, IOS APP Dev, and HR.

**ATTRITION TRENDS**  
Financial Cycle: Quarterly  
Bar chart showing attrition rates for Q1, Q2, Q3, and Q4.

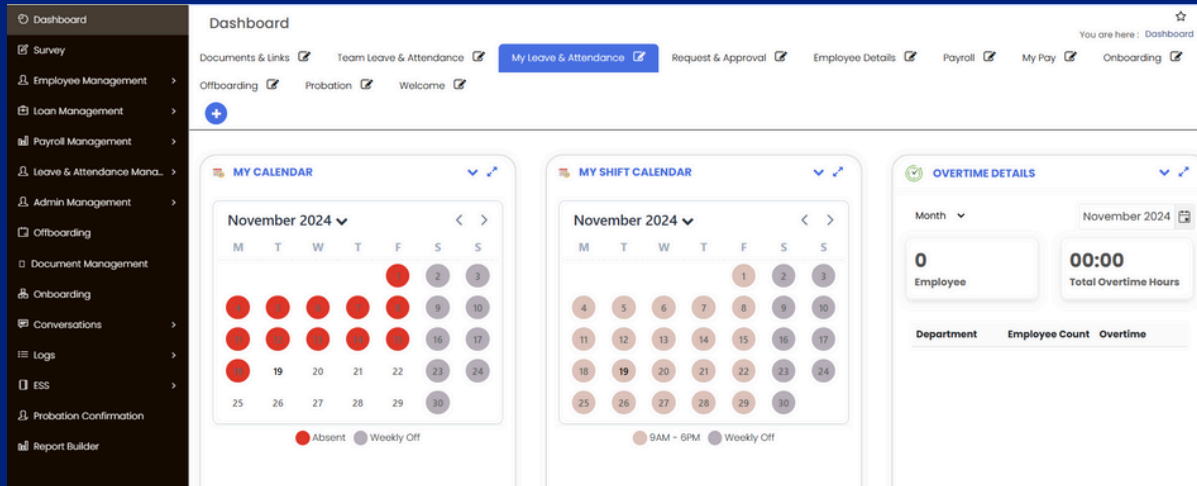
**EMPLOYEE HEADCOUNT**  
Nov 2024 | Gender: [Dropdown]  
Donut chart showing headcount by gender: Female (64), Male (4), Transgender (2). Total Employees: 68.



**Dashboard** | Documents & Links | Team Leave & Attendance | My Leave & Attendance | Request & Approval | Employee Details

**EMPLOYEE REQUEST**  
Grid of request types: Reprocess Payroll, Leave, Permission, Leave Encashment, Over Time, Regularization, Holiday / Reassign Org, Letter Request.

**PENDING APPROVALS**  
Grid of pending actions: Reprocess Payroll, Leave, Permission, Leave Encashment, Over Time, Regularization, Holiday / Reassign Org, Letter Request.

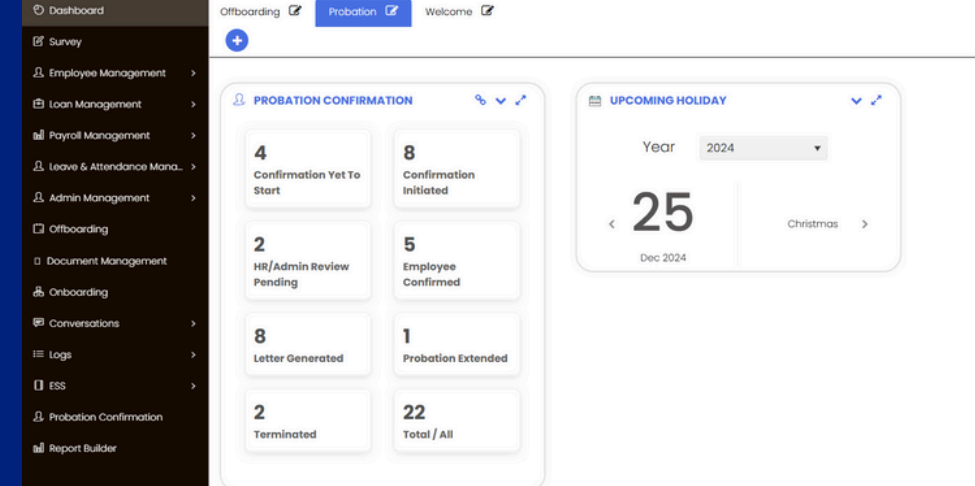


**Dashboard** | Documents & Links | Team Leave & Attendance | **My Leave & Attendance** | Request & Approval | Employee Details | Payroll | My Pay | Onboarding

**MY CALENDAR**  
November 2024 | Calendar view showing Absent (red) and Weekly Off (grey) days.

**MY SHIFT CALENDAR**  
November 2024 | Calendar view showing 9AM - 6PM (orange) and Weekly Off (grey) days.

**OVERTIME DETAILS**  
Month: November 2024  
Employee: 0 | Total Overtime Hours: 00:00  
Table with columns: Department, Employee Count, Overtime.



**Dashboard** | Offboarding | **Probation** | Welcome

**PROBATION CONFIRMATION**  
4 Confirmation Yet To Start  
8 Confirmation Initiated  
2 HR/Admin Review Pending  
5 Employee Confirmed  
8 Letter Generated  
1 Probation Extended  
2 Terminated  
22 Total / All

**UPCOMING HOLIDAY**  
Year: 2024  
25 Dec 2024 | Christmas

# ESS PORTAL

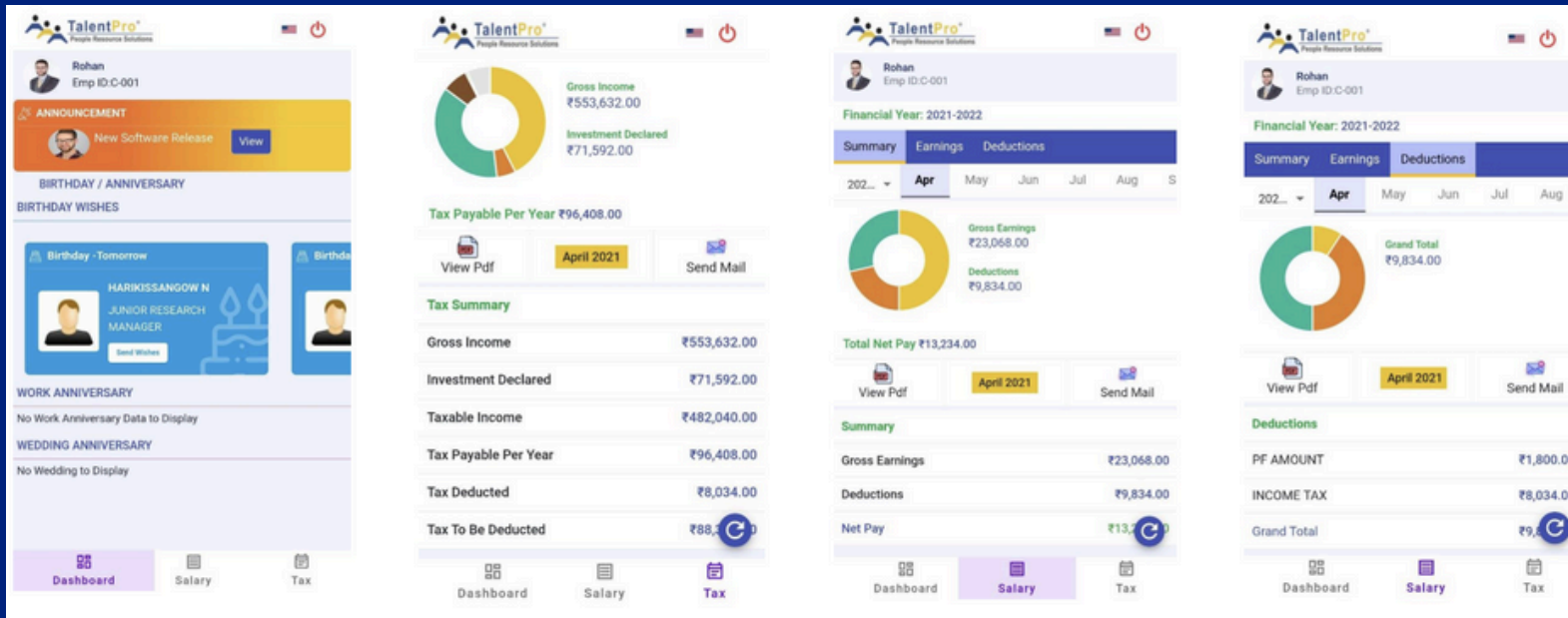
View, upload and update income tax plans. Compare multiple income tax plans and submit the best tax-saving plan for payroll consideration. Upload and submit final IT proof of investments.

- View pay slips
- Total earnings statements
- Reimbursement statements and claims
- Online Flexi Benefit Plan (FBP) Declaration. • Reimbursement entry - online
- PF and YTD statements
- Loans and advances statement displaying installments paid, balance payable etc.



The screenshot displays the 'My Profile' page in the ESS portal. On the left is a dark navigation menu with the following items: Employee, My Profile, ePayalip, Income Tax Worksheet, Investment Declaration, Tax Calculator, My Preference, FBP Declaration Form, Reimbursements, Loan, Document Library, Form 16, Form 16A, Expense Management, Travel Management, E-Onboarding, PMS, Attendance Tracker, and EPIC. The main content area shows the employee's profile for Bharathiraja DURAIRAJ (H-101), SENIOR MANAGER SALES. It includes a profile picture, job title, and contact details: phone (+91-8056275021), email (bharthiraja2@gmail.com), and address (SBI - 9632587413). Below this, there are tabs for Personal details, Education, Emergency Contact, Bank Detail, Dependent Details, and Nominee Detail. The 'Personal details' tab is active, showing fields for Name (Mr. Bharathiraja DURAIRAJ), Actual DOB (04-Feb-1997), Employee Category (OPERATIONS), and Employee Code (H-101). There are also fields for Email (Samsung, 8056275021) and Address (Ullagaram, ullagaram, CHENNAI, TAMIL NADU, India - 600091). An 'Audit Trail' button is visible in the top right corner.

# OUR MOBILE APP



Get a simple and easy-to-access control panel for your Employee and HR department. Access a complete pack of features at a single point and work effectively within a few clicks.

# OUR CLIENTELE

**FACTSET**

**MIRAE ASSET**

**Zuari Cement**  
HEIDELBERGCEMENT Group

**John crane**  
a smiths company

**Valeo**

**HDFC BANK**

**IDBI BANK**

**TATA STEEL**

**CavinKare**  
Making Lives Happier

**Coca-Cola**

**RENAULT NISSAN**

**IIFL**

**Panasonic**

**SAMSUNG**

**KELLER**

## Finance Head

Leading Manufacturing Company



The reliability of TalentPro's services has been critical for our growth. They handle all our payroll complexities with ease and are always available to support us.

## HR Director

Large IT Firm



TalentPro's payroll management transformed our processes, bringing much-needed efficiency. We now have more time to focus on strategic tasks thanks to their prompt support and expertise.

# WHY TALENTPRO - OUR KEY DIFFERENTIATOR

- ✔ Talentpay 2.0 platform
- ✔ AI-driven payroll inputs (No human intervention)
- ✔ 25 years of domain expertise you can trust
- ✔ Dedicated 50 members IT team
- ✔ Report builder - unlimited reports for the end-user
- ✔ Unmatched data security with BCP/DR

**Fill it. Shut it. Forget it.**

Your payroll needs, simplified and stress-free  
with TalentPro!

# Partner with TalentPro for seamless payroll

## Any question?



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