People365® HCM

30+ YEARS HCM experience

EMPOWERING YOUR PEOPLE TO SUCCEED EVERY DAY



PEOPLE365

LATEST NEWS

MARCH 2023

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MESSAGE FROM
OUR CEO



MAHER CHAHLAWI

As we embark on the 2023 journey, I want to take the opportunity to look back on a rewarding year. While it was certainly challenging in many ways, it also showed how strong and agile we are as a company. People365 team's commitment and excellence boosted up the inevitable digital transformation of hundreds of companies by delivering the best products and solutions and adding 45k+ employees to our list of users. It has been a success continuing our business performance, gaining new deals, executing implementations, and supporting our customers remotely. We rose to the challenge as we proved to be both robust and extremely flexible in the face of change. While we had an efficient remote experience, we still believe in the work-focused space and the collaborative culture to build better products and deliver innovative services. That's why People365 switched to the hybrid work model offering flexibility to the team for a better work-life balance while aiming to maximize our business operations, strategic decisions and customer service.

As a result of our strategic foresight and strong execution, we succeeded in being ahead of market trends with multiple new features and services. Our 2022 calendars were dotted with success because of the trust of our clients and the dedication of our team.

With the beginning of 2023, People365 is looking to push boundaries even further through a business strategy to continue developing the best HCM product for the Middle East and Africa while delivering the highest quality of professional services. We will be expanding our presence and team across different markets we cover.

Moreover, we will maintain a competitive edge in the talent market by becoming the best company to work for.
Finally, I want to thank our team of experts for the hard work and commitment they've shown over the past years. Our combined strength is what makes us successful as a company. As for our customers, we promise to maintain our investment in our people, processes and technologies to deliver sustainable growth for your businesses.

SOME OF OUR NEW DEALS & GO-LIVE

NEW DEALS

Château Kefraya
improves payroll management through People365

The renowned Château Kefraya decided to renew their collaboration with us. They are the second biggest winery in the Beqaa Valley, and they export wines to a number of countries in America, Europe, Middle East, Asia, Oceania, and Africa.

After having adopted our old system for many years, and having checked several competitor vendors, Château Kefraya chose People365 Payroll Module as their payroll solution due to the successful experience they had with us in terms of system functionalities and team support.

Château Kefraya will now be able to ensure accuracy and efficiency in the payroll process of their 130 employees.

GIZ *acquires People365 for its HCM digital transformation*

GIZ is a German NGO that has been supporting Lebanon's economic and social development and improving living conditions of the Lebanese population, displaced Syrians and Palestinian refugees for more than 40 years.

Looking to transform their processes and way of work with technology, GIZ bought People365 Time and Payroll Modules to tackle its human capital management challenges, bring data accuracy, improve efficiency and reduce costs. Through People365, they will be able to manage their 200 employees and organize their work. The solution will also enable them to create a more organized workforce while aligning with their business processes.

MDPC *in KSA chooses People365 full HRMS solution*

Modern Daily Plant Company (MDPC- BADR DAIRY) is a leading manufacturer and supplier in Central Saudi Arabia region covering Riyadh and spanning across Qassim with a foothold in eastern province.

It operates its milk procurement, dairy products processing and distribution through Strategic Business Units (SBUs). MDPC also known as BADR adopted People365 full HRMS on Cloud including Time, Payroll, HR and Mobility to automate and streamline HR processes for compliant payroll, diversity, and workforce management all the way from hiring to retiring.

Arabia Insurance
selects People365 to leverage HR processes across 5 countries for best in-class operations

Established in 1944 and present across 9 Arab territories, Arabia Insurance has drawn its objectives over-delivering adequate coverage, proper and prompt claims handling, product development and the latest technical updating.

When looking to update their in-house HR solution, Arabia Insurance aimed to consolidate and centralize all HR functions across all entities. They chose People365 Time Attendance, Payroll, Geo-location check-in and Core HR solutions to manage their 500 employees efficiently. Through People365 solutions, they will ensure payroll compliance with all rules and regulations of their countries of operations. Arabia Insurance will also enable the HR department to manage all schedules and absences rules. As for their employees, they will be able to clock in without the need to invest in hardware and biometrics.

People365 integrated system will eliminate redundant processes and offer more time for Arabia Insurance's HR to focus on strategic practices rather than time consuming manual processes.

BRANTU *trusts People365 for its HR business optimization*

Relying on the quality, full functions and security of People365 HCM solution, BRANTU decided to optimize its workforce processes through our solution that will manage the Time Attendance and Payroll of their 65 employees.

BRANTU is on the mission to build the most integrated fashion operating system by digitizing the fashion demand and supply chain; connecting brands, retailers, and manufacturers in frontier markets under a single technology stack. Today BRANTU works with more than 250 brands, 100+ retailers, and 50 manufacturers.

People365 user-friendly solutions will optimize time usage for BRANTU's HR leaders by automating time attendance and payroll procedures while increasing efficiency.

Cimenterie Nationale *renews its collaboration with People365 to optimize various aspects of their HR processes*

Cimenterie Nationale S.A.L. was founded in 1953. They are now a leading cement producer in the region, with up to 3 million tons of cement produced per year and more than 700 team members. Their team is committed to the production of high-quality cement products under the well-known 'Al Sabeh Cement' brand.
After using an old version of our HCM solution for so many years, Cimenterie Nationale decided to renew its collaboration with us by adopting People365 Time Attendance, Payroll and Medical solutions.
The Time Attendance Module was selected to replace the old system. They chose our Payroll Module to replace their in-house built solution that could not cater to the ongoing changes in the Lebanese rules & regulations. Also, they selected our Medical Module to reduce the time spent on managing employees' medical expenses.
The decision to upgrade to People365 was based on the robust functionalities of the system and the exceptional customer support provided by our team.



Gazzaoui & Co. *chooses People365 HCM solution to meet their HR business needs*

Gazzaoui & Co. has been delivering specialized, high-quality solutions for the construction industry since 1936. Being present in Qatar, KSA, Iraq, Lebanon and USA, they provide these markets with electrical, mechanical, lighting, smart systems and water solutions.

Gazzaoui & Co. had a negative experience with their previous HCM provider due to the lack of support and the delays in going live in some modules. When looking to adopt a reliable solution for their entity in Qatar, they chose People365 full HCM solution (Time, Payroll, HR, Mobility clock-in) due to our reputation in the region and the expertise of our team. Additionally, People365's HCM solution was able to meet all of Gazzaoui & Co.'s HR needs without the need for customization, which exceeded their expectations.

As a result, Gazzaoui & Co. ended up adopting People365 complete solution for their 200 employees in both Qatar and Lebanon.

Banque de l'Habitat, *a satisfied customer, upgrades to People365*

Banque de l'Habitat is a mixed company between the Lebanese Government and the Private Sector. It grants long-term housing loans and manages the portfolio of Foreign Worker's Certificates of Deposit.

They have been our customer for many years using "Wokforce" and decided to upgrade to People365 Time Attendance & Payroll solutions. Through our modules, they will be able to manage their 150 employees' time attendance with more efficiency and pay them in a timely manner.

British International School, Cairo (BISC) *adopts People365 Payroll & Time Attendance Modules for organizational improvement*

The British International School, Cairo is one of Egypt's leading academic institutions. They offer an outstanding British-style education, focused on independent learning and the promotion of global citizenship.

BISC adopted People365 Payroll & Time Attendance Cloud solutions to overcome the payroll and time management challenges of their 500 employees. They aim to manage their staff's attendance, vacations and leave requests. Their main goal is also to generate a compliant and error-free payroll especially that currencies differ between Egyptian teachers and expatriates. Through People365 solutions, BISC will be able to pay their employees accurately and on time while managing teachers' shifts and schedules.

C.A.T. Group *selects People365 to fulfill its HCM digital transformation and improve the overall employee experience across several countries*

C.A.T. Group is a world leader in the contracting industry, serving a wide spectrum of sectors such as Oil & Gas, Energy, Utilities, Civil, Infrastructure and Buildings. The company wanted to maintain a competitive edge and cater to the needs of its 16,000 employees through a modern user experience, so they chose to embark on a digital transformation with People365 Time Attendance, Payroll & Geo-location check-in solutions.

Thanks to our wide experience in the construction industry, People365 will help C.A.T. Group switch to an enhanced people-centric culture by transforming HR processes, boosting engagement, and revolutionizing their employee experience.

USJ, *one of the top three universities in Lebanon, chooses People365 as the right solution for their business needs*

Saint-Joseph University of Beirut (USJ) is a private Lebanese university that includes 13 Faculties. Education is provided on USJ's Beirut four main campuses as well as at the Regional Centers in Tripoli, Sidon, Zahle and Beqaa.

Now that Covid restrictions are over, USJ wanted to implement new attendance rules and policies to encourage 550 of their employees to attend the campus. After having consulted several HCM providers, and after considering building an in-house solution, USJ decided to adopt People365 Time Attendance & Mobility check-in solutions.

Our team held several workshops and meetings with USJ. As a result, the management realized that People365 solutions cater to all their business needs. They were amazed by our expertise, references, and the ease of configuration of our solution.

This is only the beginning of our journey with USJ as they are looking forward to implementing additional modules in the future.



GO-LIVE

Al Majmoua *gains efficient payroll management through People365*

Al Majmoua is the leading and largest microfinance institution in Lebanon. They provide low-income individuals, particularly women, residing in Lebanon with affordable financial services to build sustainable businesses.

Al Majmoua successfully went live with the Payroll module from People365 simplifying the payroll processes of its 600 employees through an automated payroll generation wizard enabling a compliant and accurate payroll.

UTRIX *optimizes Time & Payroll processes by implementing People365*

UTRIX is one of the leaders in innovated feed specialties and additives, vitamin and mineral premixes focusing on safe animal nutrition.

Thanks to our team's efforts, UTRIX implemented People365's Time and Payroll modules. Our modules enabled the company to track the attendance of its 100 employees and generate an automated, error-free and compliant payroll.

AM Foods *enhances Payroll & Time management efficiency through People365*

AM Foods joined our list of clients by adopting People365 Time, Pay and Check-in solutions. From meat to seafood, cheese, pastry & bakery ingredients, and various frozen specialties, AM Food is recognized for its unquestionable excellence and trustworthiness.

AM Foods employees will be able to check-in through different solutions and devices. Subsequently, the company will be able to track the attendance of its 130 employees and generate automated, error-free and compliant payroll seamlessly.

BSEC *drives business sucess through People365*

BSEC is a financial institution that provides buy side and sell side advisory services to help clients pursue their growth strategies via capital raising, merger and acquisition transactions.

BSEC selected the Time and Payroll modules from People365 to successfully manage the time attendance of its 100 employees and automate its payroll processes through a consolidated system.

Through People365 solutions, BSEC has been able to control and monitor employees' attendance transactions, manage their leave settings, and automate their workflows. Moreover, payroll automation enabled them to generate compliant and accurate payroll.

After using our old system for many years, **Aramex Lebanon** *implements People365 HCM solution*

The renowned Aramex Lebanon S.A.L. has started their journey with us years ago. They are recognized for their customized services and innovative products, and for facilitating wider, global trade.

Based on our company's reputation, the successful long-term partnership with us, and the features of our solution, Aramex implemented the Payroll Module from People365 to generate automated, error-free and compliant payroll for their 300 employees across 6 branches.

BSL *implements People365 to streamline HR operations for optimal performance*

With over 155 years of banking history and expertise, BSL BANK has lent, protected and invested money for its clients and customers over generations.

People365 Time Attendance & Payroll modules were implemented at BSL enabling it to maximize the attendance management of its 600 employees through an online self-service interface and workflows capabilities and to keep track of its employees' working hours with real time information.

People365 Payroll module enabled the bank to generate a BDL compliant, accurate and error-free monthly payroll with access to a wide range of payroll reports.

BUTEC *revolutionizes its workforce management through People365*

Since its foundation BUTEC has steadfastly built on its position as a leading contractor in the fields of construction, engineering, logistics and related services.

BUTEC joined the list of clients that have implemented People365 Time Attendance, Payroll and Performance Appraisal modules.

Monitoring the attendance and managing the leaves of their 4000 employees across 5 branches in Lebanon, Congo, Sierra, Gambia and Uganda became seamless and more efficient. BUTEC can now ensure accuracy and efficiency in the payroll process. Additionally, they gained optimized and flexibly structured appraisal processes in their institution.

Credit Bank *enhances its workforce performance through People365 to drive organizational growth*

Credit Bank has rapidly grown to become one of Lebanon's leading banks. Its services include all types of traditional and emerging banking operations, including Retail and Commercial Banking and Specialized Finance.

Now that Credit Bank has implemented People365's Performance Appraisal and Survey Modules, it became easy for Credit Bank's HR personnel to track employee performance, set trainings accordingly and create and assign customized questionnaires for their 700 employees.



Medicals International *chooses People365 over several competing HR software*

Medicals International is a regional organization with 16 offices operating in 14 countries servicing the Middle East, North Africa, Cyprus, and Turkey. Their scope of work includes 5 different businesses in the medical industry.

After contacting various HR software providers, attending numerous demonstrations, and comparing products in sufficient detail to make the best decision, Medicals International trusted People365 to drive their 220 employees' performance and growth. They adopted and implemented People365 Performance Appraisal Module since it complies with their business needs. Through our solution, they guarantee that their employees are well-trained and have the competitive skills to ensure the best understanding and utilization of their product line.

Merit Invest
implements People365 and boosts business efficiency

Merit Invest is a comprehensive door-to-door and eco-friendly inland solution combining train, barge and truck for seamless continental connections. They selected People365 Time Attendance, Payroll, and Mobility solutions On-Premises to enhance their talent management. After the timely manner implementation of the Time Attendance & Payroll modules, Merit Invest was enabled to ensure that employees' leaves, schedules, and policies are being managed efficiently. Also, payroll generation became easy and accurate for all 1050 employees distributed over 12 entities.

NDS *leverages the employee experience with cutting-edge technology*

NDS is a medical hospital committed to providing the best health and support services to patients by adopting established international standards in terms of care, training, and research.

NDS went live with People365 Performance Appraisal and Test Management Modules. HR leaders at NDS can now examine their 782 employees' acquisitions by creating, managing, and auditing tests.

They can also track the performance of employees consistently and measurably to ensure that employees and departments across the organization are working effectively towards achieving the business' strategic goals.

EDARA *creates effective HR processes through People365 HCM solution*

EDARA Property Management-Egypt is a subsidiary of SODIC (7000+ employees), specialized in providing a fully comprehensive scope of integrated facilities management services.

They chose to optimize their workforce through People365 Time Attendance and Payroll modules as a start. Through People365 modules, they were enabled to easily create compliant error-free payroll and to efficiently manage employees' time attendance, leaves, shifts and schedules.

MDPC *achieves effective workforce management with People365*

Modern Daily Plant Company (MDPC- BADR DAIRY) is a leading manufacturer and supplier in Central Saudi Arabia region covering Riyadh and spanning across Qassim with a foothold in eastern province.

They witnessed a huge transformation in their HR processes right after the implementation of People365 Time Attendance, Payroll & Performance Appraisal Modules. Our solution tackled MDPC's human capital management pain points through bringing data accuracy, improving efficiency, and reducing costs. Also, through evaluating, developing, and rewarding systems, People365 enabled MDPC to design its employees journey mapping.



ANNOUNCEMENTS

New headquarters in Beirut

People365 team moved to a new headquarter at Qubic- Sin El Fil. The new location meets the business' current and future needs. The innovative modern space accommodates co-working areas for our team to collaborate pleasantly in a hybrid work model.
People365 board members believe that with the right digital solutions in place, organizations can successfully adopt a hybrid workplace as a core business strategy for more interaction and a better work-life balance.



People365's Expansion in the African Market

To boost our business expansion in Africa, People365 has established a new office in the heart of New Cairo. We aim to provide Africa, especially the Egyptian market, with a leading HCM solution that fully complies to more than 76 countries' laws and regulations. With more than 30 years of experience in the HCM field, we are confident that our team of consultants and implementers will help our customers build many success stories by empowering them with the latest HR Tech solutions and trends.

Our Office in Egypt will give us the chance to support our customers in the ME and Africa as well.



EVENTS

Take Your Human Capital Management To The Cloud With Azure

It was a pleasure hosting a webinar held in collaboration with BPS and Microsoft.

Attendees from KSA gained insights on how People365 HCM cloud solution running on Microsoft Azure guarantees enhanced HR processes and employee experience.

Optimizing your workforce management processes with People365 Cloud HCM Solution

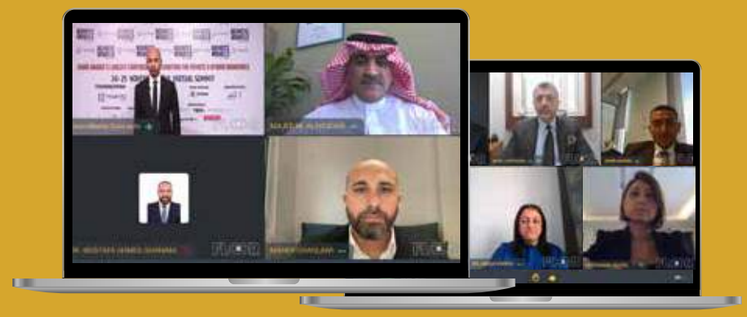
It was a great opportunity to share with attendees from different countries in the MENA region an informative session. The attendees gained insights on how to get started with their journey to a more strategic workforce management with People365 Cloud HCM Solution deployed on Azure.



It was a pleasure for us to participate and share our experience through different speaking slots in RemoteWorkx Saudi Arabia - Virtual Conference and Exhibition. People365 would like to thank Ucon for this opportunity with much appreciation for the organizers' high level and professional service.

It was an ideal opportunity to reflect on the challenges that lie ahead in what concerns switching to a hybrid/remote work, and to reveal effective, innovative strategies and solutions to overcome them.

Remote Workx Virtual Summit played a role in our efforts to understand digital transformation challenges in the new workplace models and to try to achieve sustainable development.



Our team participated in different speaking slots in RemoteWorkx Egypt - Virtual Conference and Exhibition. They highlighted the trends to improve the effectiveness of organizations in light of the post-pandemic workplace changes.

People365 would like to thank Ucon for this opportunity, the speakers for their inspiration and the attendees for making it such a huge success!

Empowering HR digital transformation in Egypt!

People365 proudly participated in the 11th annual Misr HRians Conference & Expo. Our team had the opportunity to showcase our HCM solution and the way it can help HR leaders tackle the challenges of digital transformation.

By being an HCM Digital Transformation Partner in this event, People365 team demonstrated our innovative technologies and solutions that can help streamline HR processes, improve employee engagement, and drive better business outcomes.
We also had the opportunity to engage with top HR professionals and leaders, sharing our commitment to innovation and progress in the HR industry.









Honoring the Love & Sacrifice of People365 Moms

Our mothers are role models who wear no medals yet deserve every award.

People365 showed their gratitude to all mothers in the team by inviting them to Maroun Chedid Cooking Academy for a gourmet cooking lesson and an extraordinary breakfast experience.

Thank you, moms, for your priceless contributions to our growth and for the relentless effort you put in every day. We pray this Mother's Day marks the beginning of boundless success.



A Day Well-spent with People365 Family

People365 board members consider their team the heart and soul of our business. As a gesture of gratefulness for their continuous effort and devotion, a lunch was organized to reunite the team after a long period of remote work.



Sharing The Magic of Teamwork

Teams that bond together and collaborate for real, succeed together. According to this belief, People365 set up a day of games and activities for our developers and product owners that brought everyone together to build team spirit.

It was a great gathering and a well-spent day aiming to enhance job satisfaction and organizational success. The team bonding activities helped the group feel more connected and able to collaborate more effectively.





People365 Annual Dinner
The Service Award Night

In celebration of our team's effort, dedication, and commitment, People365 team held their annual gathering during a glamorous, memorable night.

It was a night of recognition during which People365 experts received service awards as a gesture of gratefulness for their accomplishments and contributions to the company over time.

Cheers to another year of success and achievements.



What Our Clients Say About Us

MITSULIFT

"People365 team is professional, knowledgeable and provided excellent support. The solution enables us to work efficiently and timely from any location. Thanks to People365, our managers are able to receive real-time, accurate data to make the best decisions possible."

OBEGI

"To ensure we could continue to deliver the best quality services as we grow, we needed a solution that can unify HR systems onto a single platform and enable real-time reporting and analytics to provide leadership with up-to-date information.

Since we used 'Workforce', the older version of People365, for many years and we were so satisfied and achieved the end results we aimed for, we decided to move to People365 as our core HR platform."

CMC

"Aiming for an automated environment and connected business processes, we entrusted People365 to help digitalize, automate and streamline our HR function. People365 helped us simplify processes, expand functionality, and automate business workflows. We are happy and satisfied as their team of experts has been responding to all our requests and concerns. We are definitely going to expand our collaboration with People365 to enhance and boost our organizational business processes."

LAUMC

“Workforce management can be challenging especially with the ongoing changes in the workplace models. However, it has been facilitated at LAUMC St. John’s Hospital thanks to People365 HCM solution. It enabled us to gain real-time visibility, optimize schedules and workloads for employees, support compliance, and much more. The adoption of People365 was imperative to meet our goals and give our nurses a flexible schedule while making sure we have what is required to meet our patient needs. We were satisfied from both, the solution and the team.”

MDPC

“Through People365, we gained maximum automation and standardization that made our processes much more efficient. We were able to provide our people with a powerful, flexible and easy-to-use system offering a single source of truth, better engagement and accurate payroll.”

AM FOODS

“We needed a much more cost-effective and reliable payroll solution that would require less time to operate and provide a better user experience. Following our research for a suitable solution we were convinced that People365 is the perfect HCM system that addresses our pain points thanks to the system’s flexible features and team’s expertise.”



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