



darwinbox

The digital evolution toolkit

Our Vision : To springboard companies to the next stage of digital evolution

Darwinbox HR

Human Resource Management System - Product characteristics



Customizable to a great extent (in-built)

Customisable to the last extent - workflows with a deep understanding for each module



Great intuitive user experience

Carefully crafted screens in line with UX principles



Integration with other tools

Integration with Tally, Google Apps, AD and QuickBooks



Easy and fast on-boarding

Clients just need to spend few hours not days for on-boarding



Secure and reliable data hosting

*> 99% uptime
Encrypted storage of sensitive data with multi-layer security*



Extreme focus on Mobile

Employees can complete all major HR tasks on the go

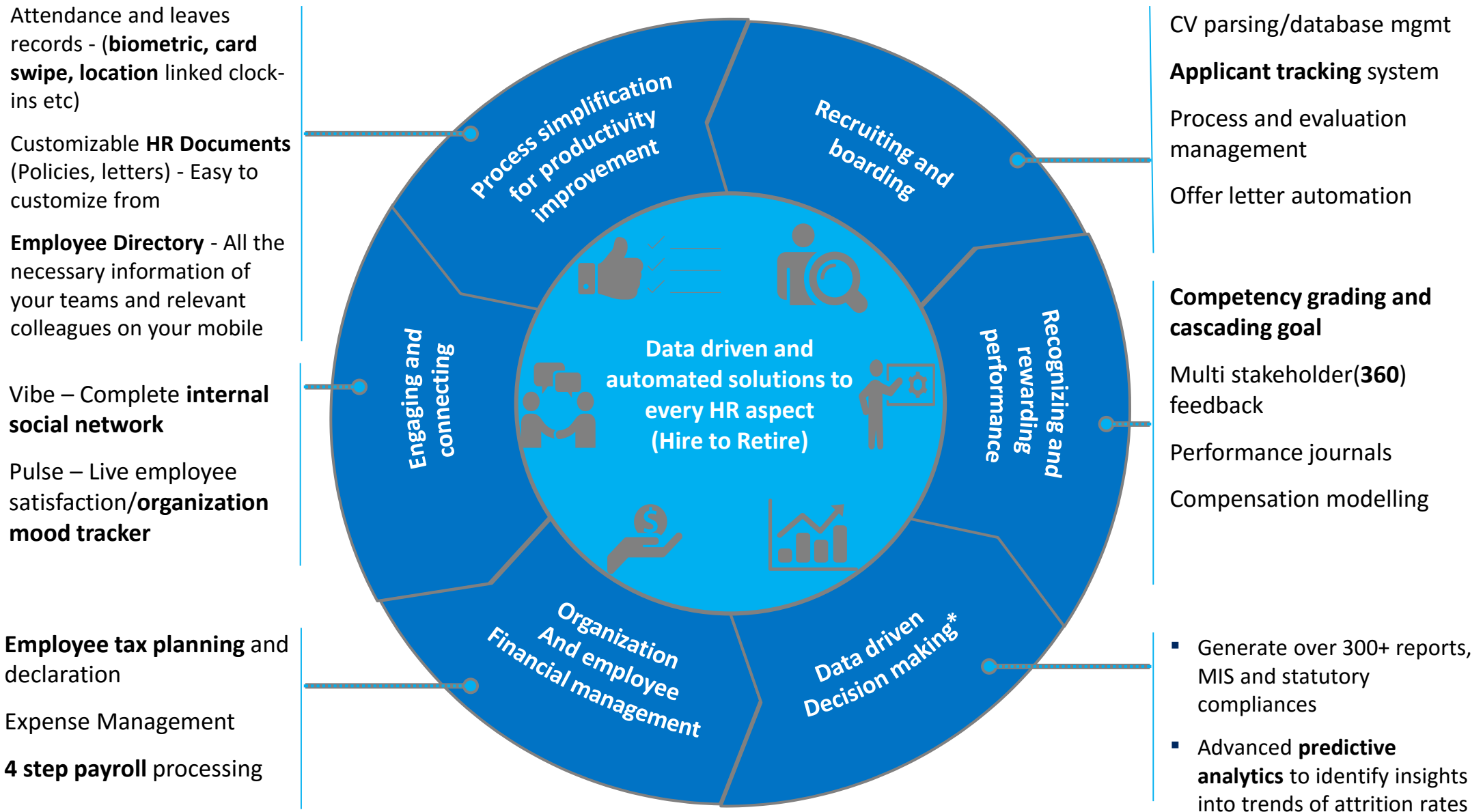


End to end application

Integrated platform managing an employee's entire lifecycle



Darwinbox HR has applications across the entire employee life cycle



Product Differentiation w.r.t existing HRMS tools

Simple, intuitive design targeted at the new age enterprise

Built to design standards of best in class consumer apps

The dashboard features a top navigation bar with icons for Dashboard, View, Employees, C&P (Cost & Profit), Attendance, Leaves, and HR Documents. A main section titled 'How do you feel at work today?' includes a mood selector with five icons. Below this, there are sections for 'PENDING REQUESTS' and 'PENDING TASKS'. A 'WHOSE REQUEST' dropdown menu is set to 'All', and a 'TYPE OF REQUEST' dropdown is set to 'All'. A list of requests is shown, including Akshay Shrivastav's request for Casual Leave and Kirti Goyal's request for Casual Leave. A 'LATEST VIBE' section displays a post from Akshay Sharma about the company winning the 'Crifal Emerging India Awards'.

This dashboard shows the user's leave balance as of 07-Feb-2016. It includes a 'LIST OF HOLIDAYS' and an 'APPLY FOR LEAVE' button. The main content is organized into a grid of cards for different leave types: Casual Leave (5 Currently Available), Sick Leave (12 Currently Available), Paternity Leave (5 Currently Available), and Privilege Leave (10 Currently Available). Each card also shows a 'Check Taken' status.

The payroll summary dashboard for November 2015 displays key metrics: Total Head Count (1200), Excluded Headcount (180), and Payroll Generated (1200). It includes a bar chart showing payroll trends and a list of payroll-related actions and settings.

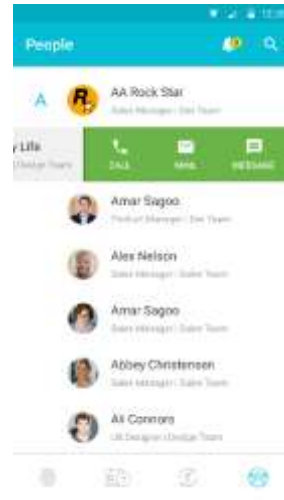
The 'EMPLOYEES LIST' table provides a detailed view of the organization's workforce. It includes a search bar for employee names or IDs, and buttons for 'NEW HIRE' and 'IMPORT'. The table columns are: NAME, ID, DESIGNATION, DEPARTMENT, EMAIL ID, and LOCATION. The data shows 47 employees, with Akshay Shrivastav as DM 2 (Vice President, HR & Admin), Akshay Sharma as DM 1 (CEO, Leadership), Anup Kumar as DM 3 (Vice President, Finance & Accounts), and Anupam Sengupta as DM 4 (Vice President, Sales & Marketing).



Negligible time needed for employees to get used to the interface compared to the long training hours needed for competitor products



Intense focus on mobile

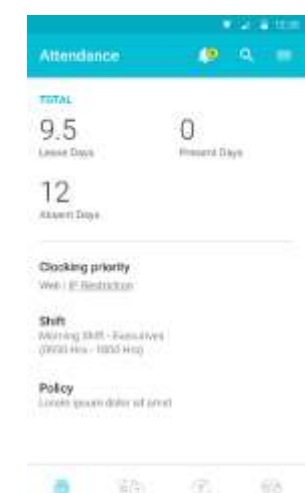
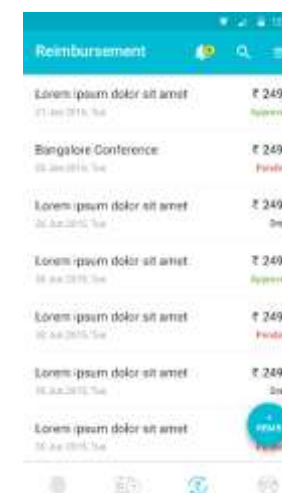


Powerful Native apps that you can use

- completing HR tasks & approvals
- Checking benefits
- Accessing directory
- Engaging employees
- Tracking company calendar

Complete applications

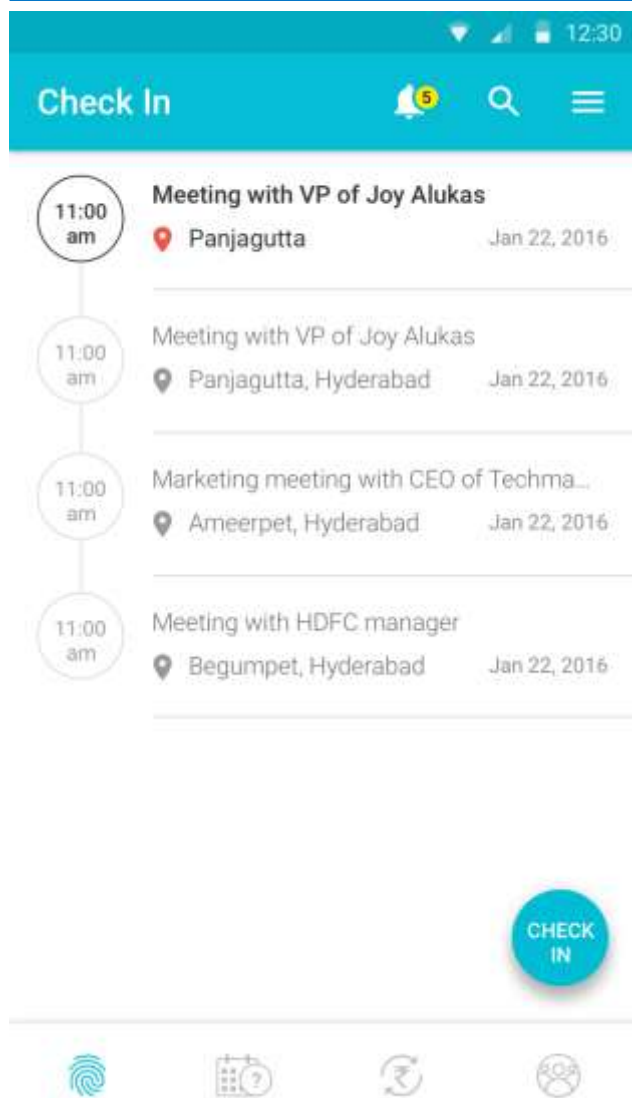
- Leaves
- Regularizing attendance
- Reimbursements
- Location tagging/ Check-in functionality



Employees can complete all their core HR tasks on the go



Differentiated Mobile Feature example – Check-in/location tagging



Unique feature that will help enterprises increase productivity of on-field and remote personnel

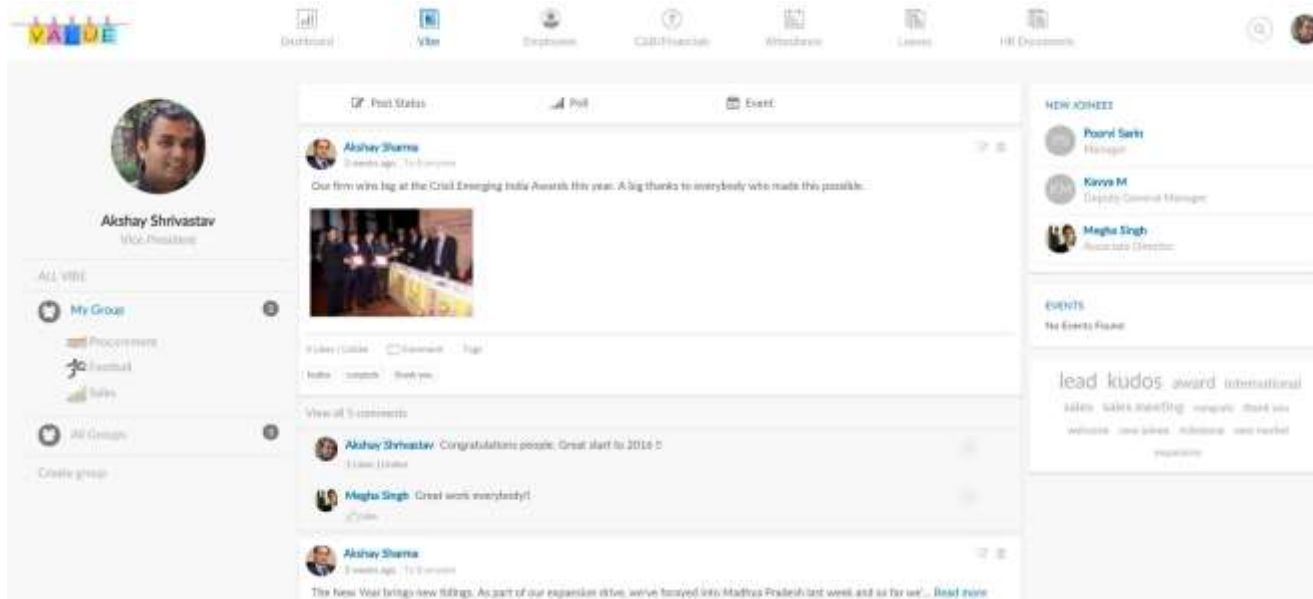
- ▶ A Check-in will record time stamp and also tag an employee's location
- ▶ Multiple check-ins possible over a day
- ▶ Comment functionality to record any location specific info

Case Studies

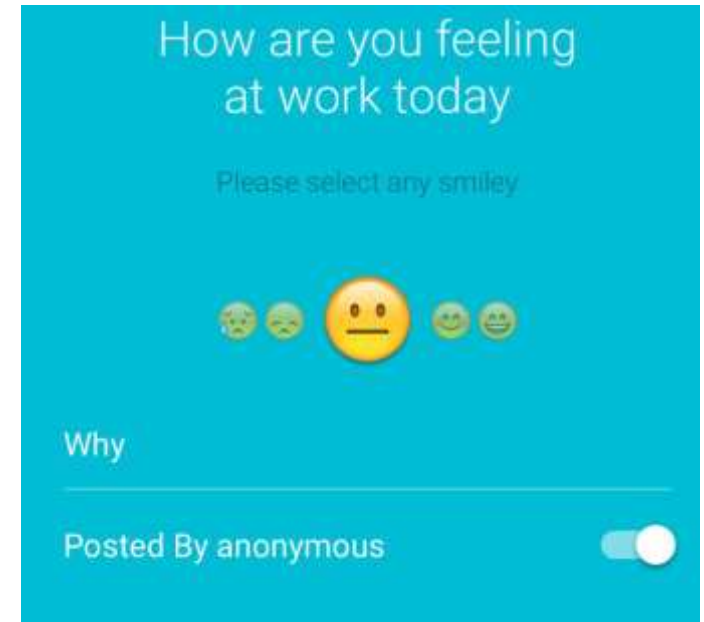
1. Pan India logistics player: Has employees in over 150 cities. Using the feature for remote attendance management
2. South India based Dairy: Has around 1800 employees. Using the Check-in functionality for distributor relationship management
3. AP headquartered Bio-pesticides company: Using the feature to keep a track of sales force movement

Improving employee engagement and collaboration

Vibe - The private, secure enterprise social network



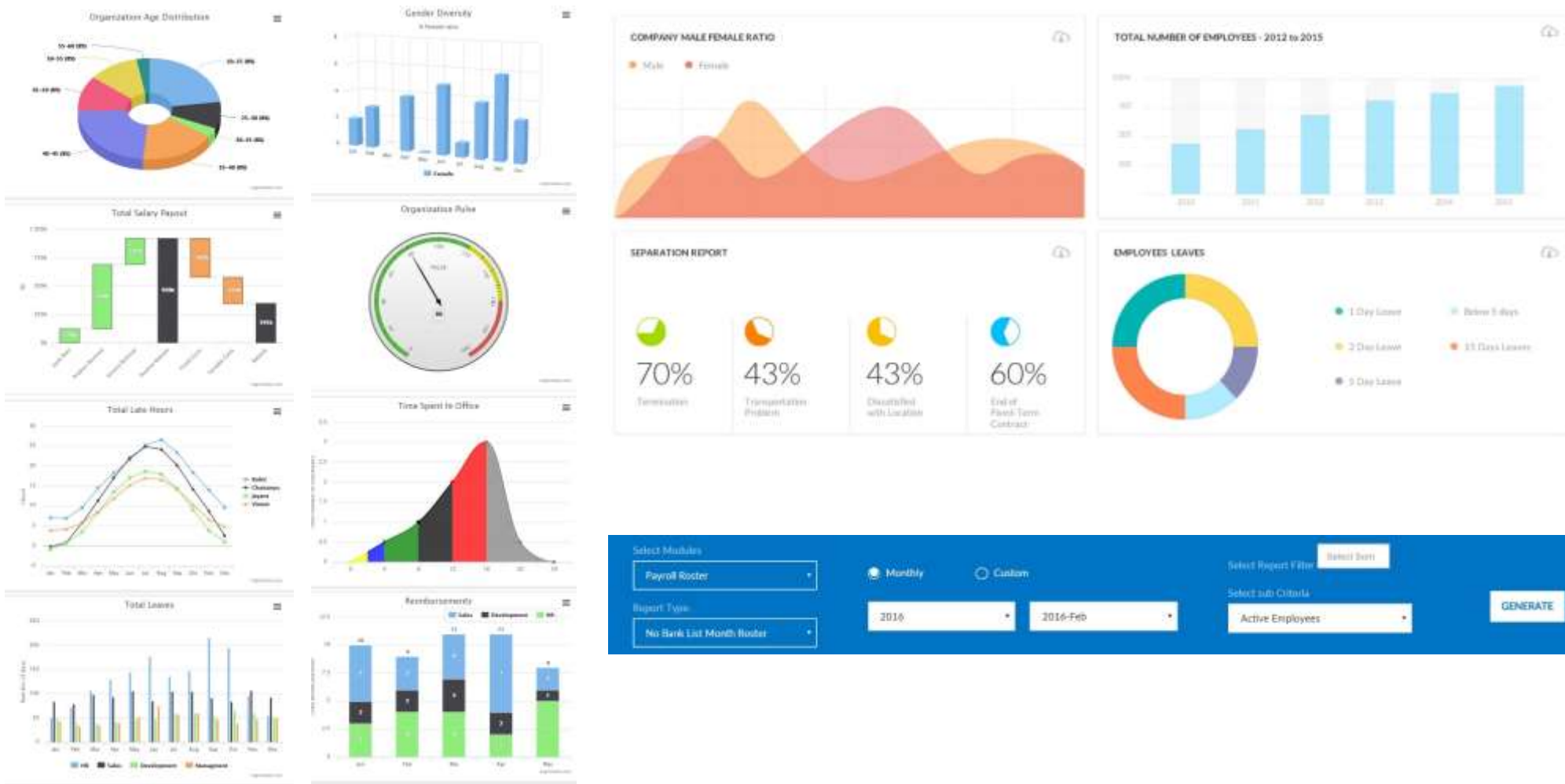
Pulse – Engagement Surveys



- ▶ Collaborate with colleagues
- ▶ Conduct surveys & polls
- ▶ Form groups (eg: Sales group to discuss leads)
- ▶ Create company events
- ▶ Great platform for senior management to communicate vision, mission & company goals

Build a vibrant & productive company culture

Powerful analytics and reports to aid senior management decision making



Ability to generate over 300+ reports and statutory compliances



New age Talent Management for enterprises

Performance Management

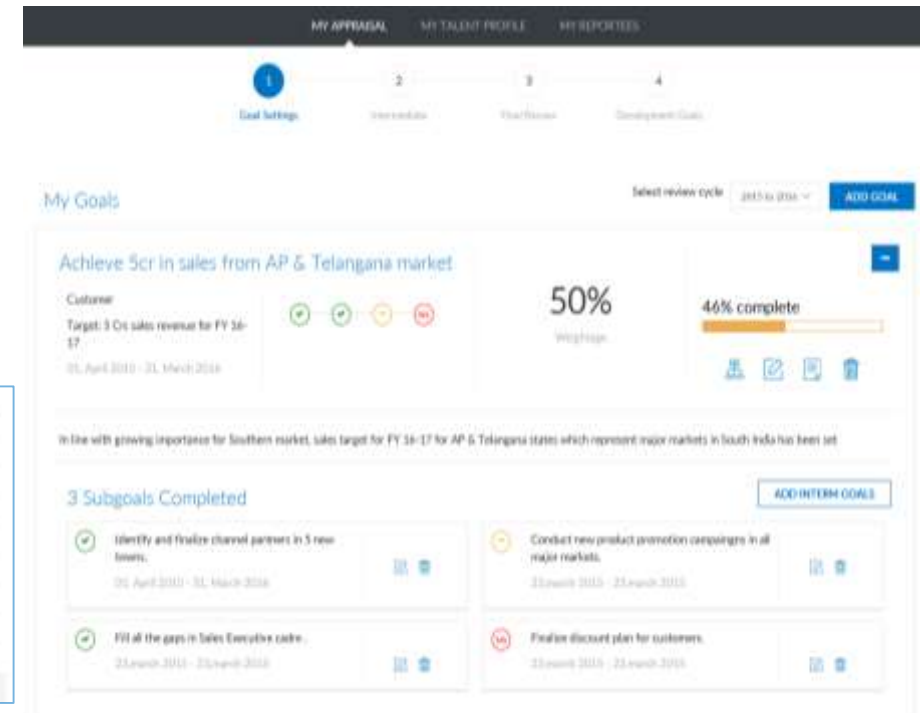
- ▶ Alignment of performance at all levels through systematic goal cascading
- ▶ Create multiple assessment frameworks such as 90,180, 360 feedback and review cycles for multiple user groups
- ▶ Automation of development planning at competency level
- ▶ Seamless integration among Performance Management, development and other systems of talent management
- ▶ Integration of engagement principles into performance - ongoing feedback through performance journals

Recruitment management

- ▶ Post job openings
- ▶ Manage candidates
- ▶ Social recruitment by collaborating with colleagues
- ▶ Manage your careers website
- ▶ Use data to make informed hiring choices

| Active Stages | APPLICANT |
|---------------|-----------|
| 1. SCREEN | ADD ▾ |
| 2. INTERVIEW | ADD ▾ |
| 3. CONSIDER | ADD ▾ |
| 4. OFFER | ADD ▾ |

| Current Openings | | | | |
|---|-----------|-------------|-----------|-------------|
| Thanks for checking out our job openings. See something that interests you? Apply here. | | | | |
| ACCOUNTANT | Executive | Finance | Full Time | 15 Aug 2017 |
| ACCOUNTANT | Executive | Finance | Full Time | 15 Aug 2017 |
| MARKETING ACCOUNT EXECUTIVE | Executive | Marketing | Full Time | 15 Aug 2017 |
| MARKETING EXECUTIVE | Executive | Sales | Full Time | 15 Aug 2017 |
| VIDEOGRAPHY | Executive | Development | Full Time | 15 Aug 2017 |
| WEB DESIGNER | Executive | Product | Full Time | 15 Aug 2017 |
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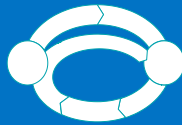
Optimize and simplify your performance & recruitment management processes

Simplified on-boarding process to get you up and running!

Basic HR & company data in excel formats



Setup based on existing HR policies



Access controls and usage rights



Generate logins for employees



Start using Darwinbox for the selected modules

Admin Management

Employee Self-service

- Demo videos for easy learning
- Customer support for any product related issues
- Admin support for critical areas like Payroll
- Online subscription payment options
- Easy upgrade to additional modules

Technical Specifications – Designed for bank grade security and Scalability

Physical and Network Security

- ▶ Runs on Amazon Web Services
- ▶ Compliant with: ISO 27001, SAS 70 Type II Audit, PCI DSS Level I, FISMA, etc.
- ▶ Physical security provided at the Data Center includes Biometric Access, Surveillance Cameras, two factor authentication, etc.
- ▶ Network level security consisting of Robust Firewalls, Intrusion Detection Systems and Anti Virus Software
- ▶ 24 x 7 monitoring

Web Application Security

- ▶ Communication between browser and DarwinBox servers encrypted using **high grade 256 bit SSL encryption**
- ▶ Application built ground-up for SaaS usage with multi-tenancy architecture - Distinct sub-domains for each customer for better security
- ▶ Facility to configure comprehensive user and password policies
- ▶ Systematic handling of all web application vulnerabilities like access level checking, SQL Injection, XSS, CSRF, etc.
- ▶ Regular vulnerability scanning, schedule OS security updates & patches, log analysis and server monitoring

Scalability Features

Elastic Cloud - Intelligent **Auto scaling** provide by AWS on EC2

MongoDB - Over a third of the Fortune 100 and many of the most successful and innovative web companies rely on MongoDB



Darwinbox Pricing

Darwinbox HRMS end to end suite includes:

- ▶ Employee Database Management
- ▶ Attendance (including Biometric/swipe integration)
- ▶ Leave Management
- ▶ Expense Management
- ▶ Payroll & Taxation
- ▶ Compensation & Benefits
- ▶ Employee Directory & Organogram
- ▶ Company Calendar
- ▶ Analytics & Reports
- ▶ Documents (including HR letters & policies)
- ▶ Pulse (Employee engagement surveys)
- ▶ Vibe – Employee Social Network
- ▶ Performance Management System
- ▶ Access Rights & Permissions
- ▶ Recruitment – Applicant tracking system
- ▶ Mobile & Tablet support

- ▶ We follow the SaaS (Software as a Service) model, so there will be **no large upfront license fees or the need to invest in costly IT/server infrastructure.**
- ▶ We charge per employee/per month, this **pay-as-you-go pricing model** will give you the flexibility to scale-up and grow without having to worry about license restrictions or IT infrastructure expansions.
- ▶ Our pricing is very simple, transparent, and reasonable. There are no hidden charges and lock-in periods. **What you see is what you get.**



Happy to answer any queries that you might have !!



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