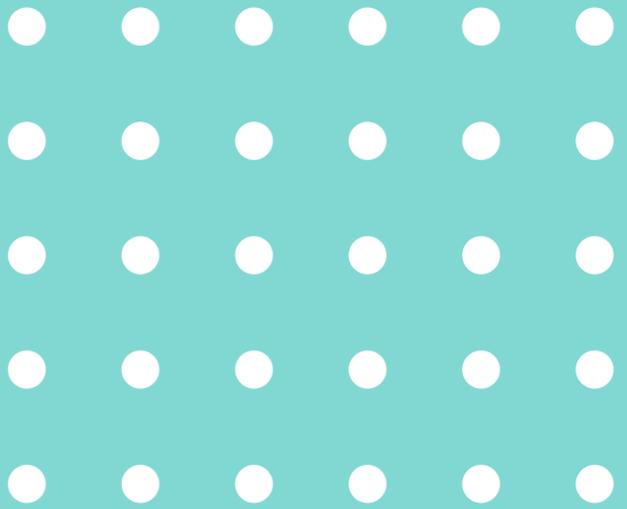




PEOPLE PLATFORMS POTENTIAL

Automating the People Center.

About d.



Discover PPP Inc. are women founded and owned and have a strong Diversity Equity and Inclusion (DEI) policy as well as Sustainability clause. The company is licensed and insured to operate globally and has offices in Calgary and Miami Beach. Founders are former colleagues and have over 30 years combined in technology worldwide.

Discover PPP Inc. "the d. team" all sign an Employee Handbook, a Code of Ethics and an NDA.

Claire McSorley

Claire is a 30+ years Human Resources Information Systems Executive and world-renowned Subject Matter Expert (SME) for industry leading technology platforms including UKG, Workday, Peoplesoft, Ceridian, ADP, Oracle HCM and others. Claire has led HRIS implementations for global companies totaling more than 100,000 employees and her success rate at go lives is unmatched. She is a Certified International Payroll Manager – specialising in Pay, Culture and Retention and holds an Ultimate Certification as well as an Accounting Certification.

Claire’s career accolades include the coveted elected VIP Subject Matter Expert 2021 by UKG (Rising Star 2021.) She is often called upon to advise and comment on new technologies and challenges across payroll, benefits, timekeeping, taxation, compliance, governance and security. She is an active Philanthropist for supporting Women in Business and her efforts have supported several women owners in securing financial freedom in North America.

Karen Bertoli

Karen is an award-winning 25+ years Marketing and Talent Lead Executive who has built brands, leadership, technical and operational teams for enterprise level organizations and privately held firms in the hyper growth stages. She is often called upon by the C-Suite to deploy swift services and resources in minimal time to meet competitive demands. She is well-known for her global network and has directly worked in the sectors of Asset Management, Cybersecurity, FinTech, Biotech, Blockchain, Internet, Artificial Intelligence & Telecoms. Karen is Senior Marketing Advisor to Virax Biolabs, a UK NASDAQ listed firm and Aktivolabs, a Mitsui investment (Series A) Digital Health Science company and sits as Director for a Cannabis Private Equity Fund with the Founder of Trivial Pursuit. She is the long standing Advisor to a machine learning Alternative Trading System (ATS) company called OneChronos. She is a 3-time Boston Marathon Qualifier, Pilates enthusiast, resides in Miami Beach and London, and holds a Masters in Business Administration (MBA) from California Polytechnic University.



HRIS IMPLEMENTATIONS & OPTIMIZATIONS

d. are subject matter experts in HRIS platforms. Our leadership has implemented, optimized, and managed global systems for 30+ years. We are strictly focused on implementations, optimizations and cost efficiency. We have worked extensively with global firms to deliver the best results and our strong relationships are proof. We are platform agnostic working with UKG, Workday, Ceridian, Oracle, RISE, ADP and other stand alone platforms.



SWAT SERVICES: CONSULTANTS WORKING IN 3 DAYS

d. Team's Flagship service, SWAT, responds to an immediate need for HRIS resources. We respond to requirements within 72 hours without interrupting your business forecast. Access rapid Payroll support and emergency replacements in any area of your People Center in any area of the world. Our team signed a strict Code of Ethics and hold our ethos in your urgent times of need.



TALENT MANAGEMENT & PERMANENT PLACEMENTS

It is not uncommon to "not know" what you need and or how much it may cost. We pride ourselves on these services and have advised so many C-Suite leaders on Talent Advisory, and Permanent Placements. It is common for our Consultant teams to learn more on what is needed organizationally which supports our Permanent Placement team with the best real-time knowledge and execution plan.

www.discoverppp.com

Rate attraction.

Access tier one level HRIS Services at d. *

*All available at SWAT team level.



Implementations

Project Management, Core Team Orientation, Analysis & Planning, System Configuration Services, Core Team End User Training, "Go-Live" Support & System Stabilization, Data Extraction Services, Integration Services, User Acceptance Testing.

Implementations for all HRIS platforms.



Optimizations

Leverage new Features, Functionality and Enhancements beyond the Core Implementation. Engage **Integration Services** for Inbound and Outbound Data Strategies to connect other Enterprise Applications and Services. Managed Application Services available including System Assistance/ On-Going Support.



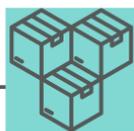
Payroll Services

Payroll processing may well be the most outsourced HR function. In addition to benefit premiums, payroll deductions include wage garnishments and taxes; **errors can lead to trouble with regulatory bodies. This is why many companies choose to pass off the task to the d. Team payroll consultants** rather than handle it themselves.



SWAT Services

SWAT is an actionable method placing your needs first with a team in place in less than one week. You will gain a clear understanding of all HRIS practices and drill down your "Dream List" and maximize all modules. d. Team SWAT is deployed remotely for a minimum of six months. SWAT is platform agnostic and Consultants are d. Flagship Elite level.



GAP Analysis

d. GAP Analysis is an intense workshop to Map and Document current HRIS practices. d. will define what each process entails and identify areas to increase effectiveness. **We will assess business processes and provide a documented report with assessment findings and recommendations on where processes can be optimized.**



Employee Benefits

A strong employee benefits package – one with health insurance, a retirement plan and more – can keep your current employees happy and give your company a competitive advantage in recruiting. **Outsourcing benefits/ rewards administration relieves researching plans and complying with benefits regulations.**



Recruiting Support

When you're eager to find that perfect new employee, you might not be as thrilled about the prospect of working through stacks of applications and setting up interviews. To take this workload off your plate, **you can outsource the d. Team to oversee your talent acquisition and recruiting process.**



Executive Search

Identifying leadership from Senior Manager to Director level and all the way to the C-Suite is a very sensitive niche of recruiting as these roles carry the most impact for an organization both financially and growth-wise. **d. has built executive teams for the likes of Softbank, Paramount, Tim Hortons and Burger King, William Blair, Allianz, and other multi-national organizations.**

Learn more at www.discoverppp.com.

www.discoverppp.com