



# UPRAXIS BITS & BYTES

THE OFFICIAL NEWSLETTER OF  
UPRAXIS GLOBAL LIMITED  
ISSUE 1 • JULY 2020



UPRAXIS GLOBAL LIMITED  
NEWSLETTER

## THE NEWSLETTER

The purpose of this e-newsletter is to keep our team informed on important changes and developments at UPGL during the first half of the year. This initiative is for you, so go leaf through the pages and enjoy reading our first company e-newsletter!



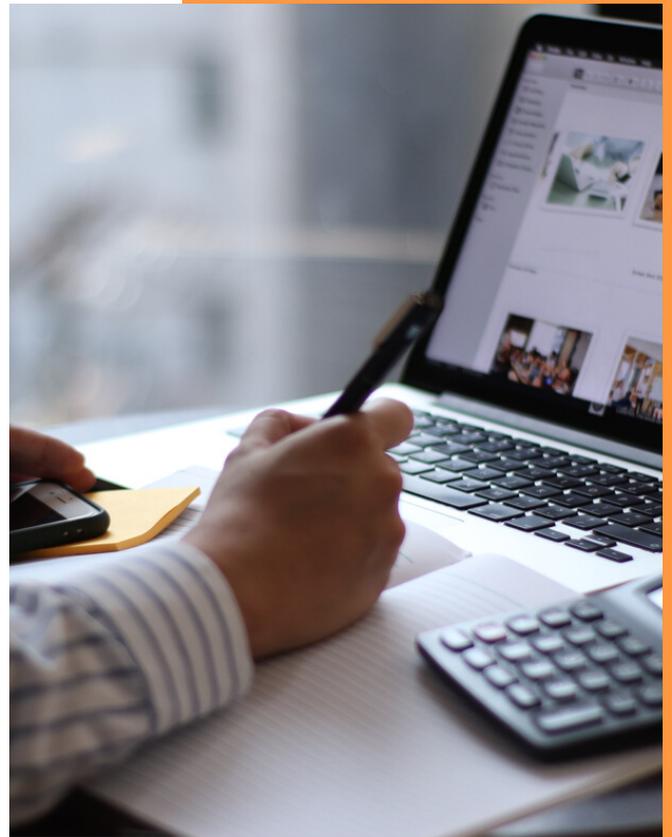
JustPayroll

# MESSAGE FROM OUR CEO

by DAVID BELL

Hello everyone and welcome to our first company newsletter. I would like to open up by saying how very proud I am of everyone and that despite an incredibly difficult period of change we have gone through and challenging turn of events with the pandemic and knock on effects on the economies around the world, we have been extremely resilient and are moving forward in the right direction.

JustPayroll has become a more stable product which is fantastic and the Sales team have closed a number of new clients, with many more in the pipeline.



This has been amazing to see that even during these times we have been able to not just stay standing but to move forward. I am very very excited to see where we will be by the end of 2020 and the opportunities it will bring.

The United Kingdom is now slowly opening back up again which has really helped Solutio and it is providing new opportunities almost daily. Me being here in the U.K will hopefully help as well so we can drive this product hard in the market and emerging markets Solutio can help with.

I know that these past few months have been very challenging with all of the changes and the difficulties of this virus and the workload everyone is having to do so I want to say thank you to every single one of you for all of your continued efforts as it does not go unnoticed by me.

**WHAT I AM CERTAIN OF IS THAT WITH THE PEOPLE HERE AT UPRAXIS WE WILL BE ABLE TO GET THROUGH THIS AND FLOURISH IN OUR FUTURE TOGETHER.**

Thank you all.

# PRODUCT UPDATES



**"Solutio as a platform, is taking the UK market by storm. The innovation, speed of development and reactive nature of the development team has never been seen in the UK payroll software market." - Chris Cotton**

After the changes, we have been able to streamline some of our processes and we are continuously trying to find ways to make it more efficient from requirement requisition to developing features. We adapted a feature delivery model where the Business Analyst, Product Owner and Stakeholders decide which features to go first based on the need of the market and we are ensuring a robust sign off process is in place before development begins which is proving very effective for us. We empowered the development and testing team to strategize and step up on the things they do in order to deliver the selected features.

With the recent deployments of White Labelled Apps, Flexible Compensation and Deductions, Service Fee Configuration, Supply Chain Branching, Extended Support for Expenses, Timesheeting/invoicing, Pensions and Joint Employments / Sole Trader models, Solutio Web and Mobile is almost a complete product in terms of the Umbrella-Client-Worker Supply Chain. Sales and client team can now also utilize Pay Illustrator and make use of our Analytics Reporting Tool to boost their sales and customer likeability. Updated website and Training academy sites fueled our social media presence and engagement. We can say that with a few more optimizations, clearing of technical debts and enhancement of existing features, then we can finally move to support a wider audience like the Agencies, Financial Partners and Personal Service Companies. As a whole, we have delivered a huge amount of new features and we are in good stead for the future.

## CLIENT FEEDBACK

*"We know the umbrella market inside out and understand the importance of a solid platform. We looked at all the products & services available in the SaaS market and chose Solutio because we want to futureproof our business. We knew that our clients and contractors would really benefit from the new system. We just want to deliver a fast, efficient payroll engine that is fit for purpose in the modern age, ticking all of the boxes for compliance requirements along the way for all those involved in the supply chain."*

*"As a start-up business, we wanted a software provider that would really listen to what we wanted to achieve as a business and not just offer us an 'off the shelf' product. We also wanted to partner with a company that would be totally honest with us so we could manage our own expectations and be truthful with our clients. The Solutio team have gone the extra mile to help us and proved themselves to be open and straightforward to work with. Their account managers are second to none".*

# PRODUCT UPDATES



## JustPayroll

The JustPayroll product has had a very busy year so far. Some great work done with re-factoring and making some significant improvements has seen the system become far more stable. We have seen a big drop in IR tickets being raised, especially over the last 2 months, which is a testament to the work being done by the whole team. Features we have developed in the first half of the year include **Attendance Report Module, Bulk Upload of Schedule, Upload of Total Hours Worked, Pre and Post Shift Overtime and Rest Day Worked**. These will go a long way to improving our system for our clients, current and future. We are now working on completing the Special Pay feature over the next quarter. With the influx of new clients, we have seen an increase in customization requests which has meant we need to be very adept at requirement gathering and having a robust collaboration process in place across the whole project, sales and operations and we are working hard at getting this right and ensuring we are prioritizing our workload. Given our smaller team size we have managed extraordinarily well and that is down to hard work and commitment of everyone and we are very proud to be working with this team seeing our product get better and better.

### CLIENT FEEDBACK

*"We are a small company using the system for own payroll and introducing the same to our clients for almost a year. JustPayroll, compared with the systems that I have tried is the best and easy to use!"*

*"**JustPayroll** is able to help us in rendering our clients the services and solutions especially during the implementation stages."*

*"Hey Team, hope you and your loved ones are managing to stay well in these current times. The team has reduced the backlog of Jan and Feb'20 by 72% for terminated employees. Great show guys and looking forward for same partnership to make it ZERO!!! Well done team, really appreciate your hard work in these difficult times. Keep moving like this and I am sure you guys will make this and other backlog bucket ZERO pretty soon. Annieleen - Thanks for all your support on this, really appreciate."*

*"Appreciate **Ops and uPraxis'** effort to cut down backlog from 577 (Jan and Feb resigned EE) to 160 as on date. Excellent partnership, delivering a customer focused sustainable result and identifying some interesting future opportunities."*

# EMPLOYEE SPOTLIGHT



VINCENT DE VERA  
BACK-END DEVELOPER

Vincent has been with the company for 3 years now and is a member of the Solutio Back-End team. He describes himself as shy and quiet but wait until he speaks as he has always something interesting to say. Oh, his coding skill is top-notch too!

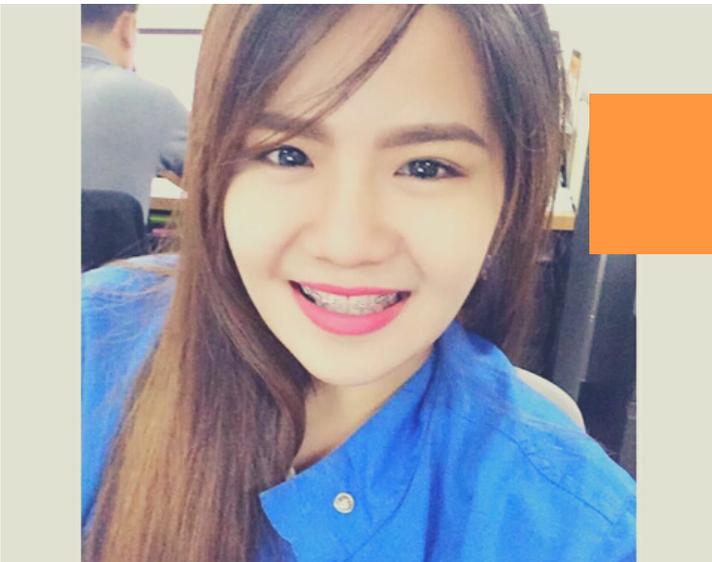
KARINA VIERNES  
IMPLEMENTATION ANALYST

Karina is part of the JustPayroll Implementation Team and has been with the company since 2017. She describes herself as a very dependable person. Got any questions about JustPayroll? Karina got your back for sure!



JOANNA CALARA  
BUSINESS ANALYST

Anjo, as most people would call her, is part of the BA team and has been with uPraxis for a year now. She describes herself as an independent person. Most people would notice her inquisitive nature which is definitely an asset to the Business Analysis team.



## RANDOMLY SELECTED. RANDOMLY QUESTIONED.

### IF YOU COULD LIVE IN ANY COUNTRY, WHERE WOULD YOU LIVE?

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Vincent: USA (in Baltimore,  
Maryland specifically)  
Karina: Switzerland  
Anjo: Japan

### WHAT MOVIE CAN YOU WATCH OVER AND OVER AGAIN?

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Vincent: Spiderman  
Karina: War Room  
Anjo: Any Disney movie  
really

### IF ALL THE SUPERHEROES WENT TO BATTLE AGAINST EACH OTHER, WHO DO YOU THINK WOULD WIN?

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Vincent: Hulk  
Karina: Wonder Woman  
Anjo: Saitama would win  
hahaha

### IF YOU COULD HAVE DINNER WITH ANY FAMOUS PERSON, WHO WOULD YOU CHOOSE?

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Vincent: Julia Barretto  
Karina: Mitch Albom  
Anjo: Bill Gates

### IF YOU COULD HAVE ANY JOB IN THE WORLD (ASIDE FROM YOUR CURRENT PROFESSION), WHAT WOULD YOU DO?

Vincent: Chemical Engineer

Karina: Architect/Creative Writer/ Doctor

Anjo: An astronaut or a paleontologist. I  
find those fields very interesting

### WHAT DOES YOUR MORNING ROUTINE LOOK LIKE WHEN WORKING FROM HOME?

Vincent: I usually start my day with some  
coffee

Karina: I freshen up, setup my laptop and  
get my coffee

Anjo: I always try to avoid the snooze  
button upon waking up. After getting  
freshened up, I check my emails, start  
actual work and repeat on daily basis.

### THE ZOMBIE APOCALYPSE IS COMING, WHO ARE 3 PEOPLE IN UPRAXIS YOU WANT ON YOUR TEAM?

Vincent: Maynard, Rexter, Jory

Karina: Sir Mark, Tin and Babylyn

Anjo: Sir Verge, Ms. Jhing and DJ

## UPCOMING ACTIVITIES TO WATCH OUT FOR

### ➔ Netflix Party



July 30

### ➔ Online Game Night



August 21

### ➔ Quarterly Challenge



Sept 4

### ➔ JP Implementation



TBA

### ➔ Webinars



TBA

### ➔ Townhall



TBA



## FIVE WAYS TO STAYING HEALTHY WHILE WORKING FROM HOME

- 1) Take several 5-10 minute breaks during the day and run up and down the stairs (or even just walk). This will also help rejuvenate your mind.
- 2) Sitting in front of a computer can be hard on your body, especially your posture. So, find a comfortable place where you can occasionally stand to do your computer work.
- 3) Keep healthy snacks available for when you need an energy boost or simply just need something to chew on to help you get through some tough work. Don't forget to keep water on hand.
- 4) Break your exercise into small chunks. Try 10 minutes before you start work, 10 minutes at lunch and 10 minutes after work (re-read # 1 above if you just said you have no "after work" time).
- 5) Don't forget the importance of stretching. Take a couple of minutes every hour to stand up and stretch your entire body.

THE FIRST ONE TO FINISH THIS PUZZLE CORRECTLY WINS A **STARBUCKS CARD!**



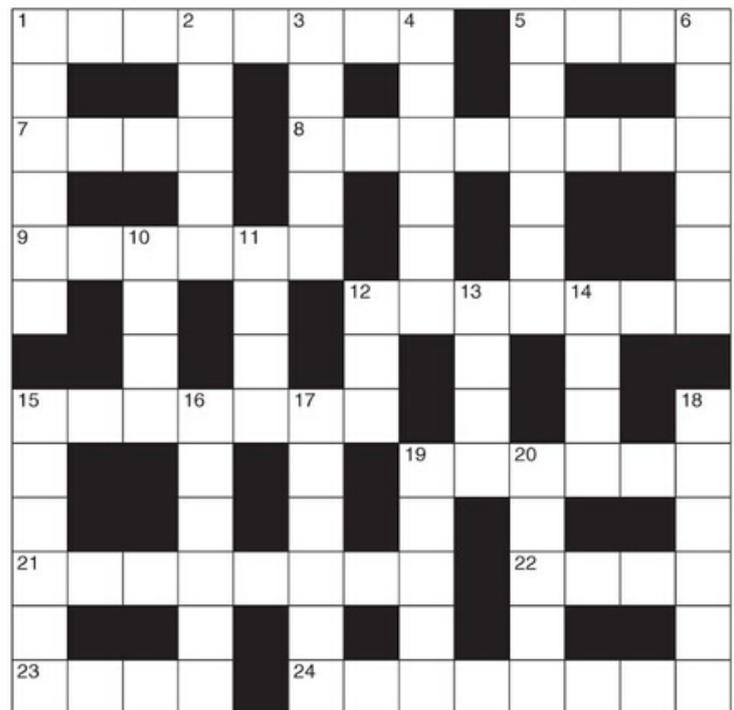
**Around The World**

**ACROSS**

- 1. US volcano, Mount ... (2,6)
- 5. Supersonic planes
- 7. Taj Mahal city
- 8. Cambridge & Oxford universities
- 9. Treeless Arctic zone
- 12. Coniferous tree found in Europe
- 15. Vienna is there
- 19. Croatian capital
- 21. Peninsula in southwest England
- 22. Manchurian river
- 23. Central attraction of Piccadilly Circus
- 24. Region that includes Japan, China and Korea (4,4)

**DOWN**

- 1. Roughly built settlements, ... towns
- 2. Large African antelope
- 3. Nasty disease named after a river in the Democratic Republic of the Congo, ... virus
- 4. Underground train system
- 5. City of northwest India
- 6. People from Stockholm
- 10. Scotland's monster lake, Loch ...
- 11. German industrial region
- 12. Washington-based spy group (1,1,1)
- 13. Italy's Leaning Tower of ...
- 14. Kuwaiti ruler



- 15. Native American tribe
- 16. Sport played at Wimbledon
- 17. Earth's glacial period (3,3)
- 18. Portugal and Spain
- 19. Bantu peoples of Natal
- 20. West African nation

Instructions:

1. You have the option to print this page and write your answers in it; or you can use a PDF file reader (e.g. <https://smallpdf.com/edit-pdf>) where you can edit the file
2. Save, scan, screenshot or take a photo of your answers and;
3. Send your answers to **hreupraxis.com**