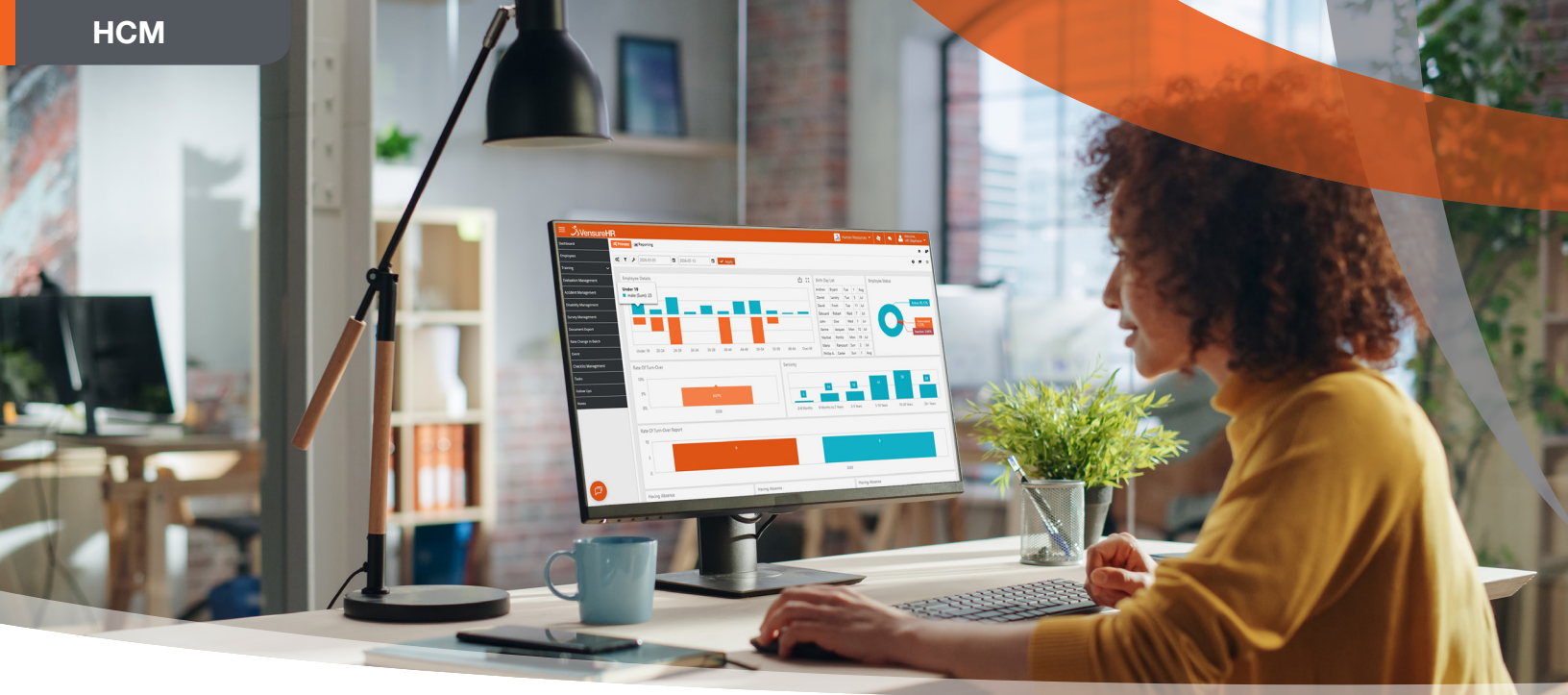




Vensure HCM Platform

The Vensure Human Capital Management (HCM) software is a workforce management first system that unifies HR, payroll, time and attendance, scheduling, job costing, project management, and workforce analytics into a single, fully integrated platform. Built on a single database, the solution ensures that employee, time, and policy data flows automatically into payroll. This eliminates duplicate entries, multiple spreadsheets and manual reconciliations.

Payroll is natively embedded rather than added-on, enabling dynamic calculation of complex rules such as overtime, statutory holidays, union agreements, benefits eligibility, and jurisdiction specific leave and compliance requirements across Canada. Flexible by design, our HCM software allows organizations to enable only the functionality they need while maintaining a single source of truth across the workforce.

Our Advantage

Scalable platform built for complex organizations.

Manage Canadian payroll compliance and regional rules across all provinces with ease.



Integrated architecture

Unified HCM functionality for total workforce management



Deep payroll and workforce logic

Manage complex payroll rules and policies, unionized and multi-location workforces



Configured based on your needs

Payroll only to full workforce management



Highly scalable

Support 50-1000+ employees, mid-market to enterprise organizations



Industry-specific functionality

Vertical functionality for manufacturing, hospitality, healthcare, distribution, retail and more



Access local support

Reach real people who understand Canadian payroll, compliance, and your business

Vensure HCM Software Features



Payroll & Benefits

Payroll rules are calculated automatically. No manual flags or spreadsheets are required.

- › Probation-based benefit eligibility
- › Automatic benefit premium recalculation
- › Vacation accrual changes based on tenure
- › PTO banks with jurisdiction-specific rules
- › Maternity, paternity, sick leave, and benefit debt tracking
- › Union deductions and multi-layered benefit structures



Time Tracking & Scheduling

Employees and managers interact directly on the platform, reducing administrative burden.

- › Native mobile apps (iOS & Android)
- › Time and attendance
- › Scheduling and shift swapping
- › PTO requests and approvals
- › Employee self-service (bank changes, address updates, pay splits)



Project Management & Job Costing

Supports advanced job costing. This goes far beyond basic cost-center tracking.

- › Track time by project, phase, job, task, or operation
- › Measure labor costs per job or machine
- › Analyze profitability for manufacturing or project-based work



Multi-company or Shared-employee Structures

Supports multi-company operations. This is especially valuable for industries like retail chains, healthcare, and franchises.

- › Employees working across multiple legal entities
- › Automatic cost and time splitting
- › Intercompany invoicing generated directly from payroll
- › Centralized administration with entity-level controls and configurations

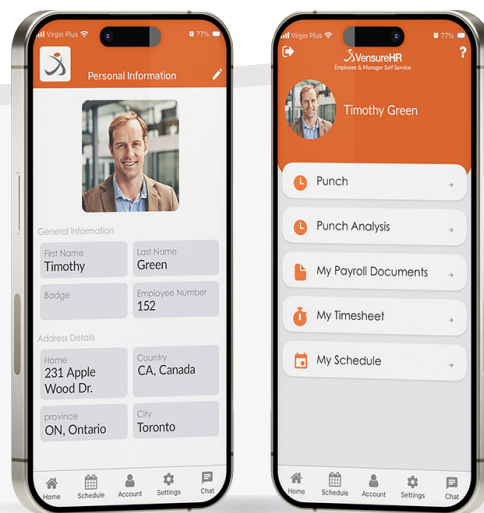
Business Outcomes

Transform your workforce data into action—gain control, clarity, and confidence at every stage of the employee lifecycle.

- › Scale as needed on a single platform
- › Fewer payroll errors
- › Reduce and eliminate administrative overhead
- › Eliminated spreadsheets and duplicate data entry
- › Stronger compliance confidence
- › Clear visibility into workforce performance

Flexible and Secure Deployment

- › Separate database for every client
- › Client only sees enabled features
- › Flexible platform configuration (payroll only to full workforce management)
- › Automatic interface adjustment based on feature enablement



→ Ready to Get Started?

Whether you're running your first payroll or managing a complex enterprise workforce, VensureHR helps you align workforce operations with unified HCM software that scales with your growth.