



People365<sup>®</sup>  
HCM



**CHATEAU KEFRAYA**  
A TERROIR, A SOUL, A GREAT WINE

S U C C E S S   S T O R Y

*“People365 has been a true partner in our HR digital transformation journey for the past 17 years. Their dedication to our success, combined with their expertise and responsiveness, has been instrumental in our growth.”*

– Danielle Salameh- HR Manager | Château Kefraya

## THE CUSTOMER



**CHATEAU KEFRAYA**

A TERROIR, A SOUL, A GREAT WINE

Château Kefraya is a pioneer winery founded and based in Lebanon. The story began in 1946, when late Michel de Bustros, founder, chairman and CEO of Château Kefraya, initiated the construction of a Château on top of a Roman hill overlooking today a wine growing domain located in the community of Kefraya at the heart of the Bekaa Valley. Thriving with a rich heritage, noble grapes are planted and dedicated solely to blended wines. This exceptional terroir is maintained daily by a sustainable and eco-friendly viticulture. The essence of Château Kefraya imprinted in each bottle embodies a particular soul meticulously combining tradition and terroir. Their wines are present in more than 40 countries and recognized internationally through more than 200 distinctions.

## PEOPLE365

Being a leading HCM provider in the Middle East, Africa, and Eastern Europe, with over 33 years of experience, People365 is a comprehensive solution that combines Time and Workforce Management, Scheduling, Payroll, Human Resources, and Mobility modules, designed to smoothly integrate key aspects of business operations. Having more than 1,200 references coming from leading companies across verticals, People365 is compliant with more than 82 countries' rules and regulations. The system helps companies manage the complete work cycle, from headhunting human talents all the way to retirement. People365 operates both regionally and globally, covering the EMEA region through offices in UAE, KSA, Egypt and Lebanon.

## A SUCCESSFUL 17-YEAR JOURNEY WITH PEOPLE365

Château Kefraya has relied on People365 to manage their payroll processes for more than 17 years, marking a resilient partnership driven by shared values of excellence, efficiency, and continuous improvement.

Initially adopting People365's old system, the winery found consolation in its functionalities, efficiency, and exceptional customer support. As the winery acknowledged the necessity for an upgrade, the main factor in retaining People365 was its robust compliance with Lebanese labor laws and regulations, seamlessly encompassing MOF and NSSF requirements. These functionalities, coupled with the robust reporting feature, provided further assurance, eliminating the need to consider other vendors, and setting People365 as the preferred and trusted solution.

## THE TRANSITION

The trust established over the years became the incentive for Château Kefraya's decision to continue with People365 and to explore further advancements in their payroll processes. Driven by a desire for growth and development, Château Kefraya decided to upgrade to People365's Payroll Module. This move offered them a more advanced system, packed with cutting-edge features and flexibility.

Upgrading to People365's Payroll Module on the Cloud was not just a technical enhancement; it was a strategic leap driven by the successful collaboration and the remarkable proficiency, dedication, and responsiveness of People365's team.

## THE IMPLEMENTATION

The implementation process of People365's Payroll Module was marked by its swiftness and precision, ensuring minimal disruption to Château Kefraya's operations. The migration of data was executed seamlessly. The system's steady compliance, accuracy, and reliability became integral to Château Kefraya's day-to-day operations, ensuring effortless adherence to regulations.

## BENEFITS

**Château Kefraya is highly satisfied by their continued collaboration with People365.**

**People365 Payroll Module on the Cloud has provided them with:**

- **Advanced Features:** Benefiting from a wider range of functionalities.
- **Flexibility:** Adapting to business needs.
- **Accurate Data:** Relying on the system's reliability and error-free operations.
- **Compliance:** Adhering to all labor regulations, including MOF and NSSF.
- **Scalability:** Accommodating growth without infrastructure changes.
- **Remote Access:** Managing payroll from anywhere.
- **Automatic Updates:** Staying up-to-date with the latest features and security measures without manual updates.
- **Enhanced Security:** Benefiting from robust security measures.

"Satisfied by the features of the system, we have already recommended People365 to other companies seeking a reliable solution for their payroll needs, confident that its user-friendly interface and efficient features will enhance their overall payroll management experience."

– Danielle Salameh- HR Manager | Château Kefraya