



MOMIJI

People, time, expenses, and pay.
One Canadian system.

Most workforce software stops at the timesheet and hands your hours to somebody else to pay. Momiji is the Canadian HR platform where the hours you approve become the paycheck, in the same system, under the right rules. No export, no re-keying, no second vendor.



THE FOUR MODULES



Momiji**HRIS**



Momiji**Time**



Momiji**Expenses**



Momiji**Pay**

ON THE WEB

mymomiji.com
app.mymomiji.com

EDITION

July 2026
Prices in Canadian dollars

CONTENTS

A guide to the whole system.

Read it cover to cover in twenty minutes. By the end you will know what Momiji is, what each module does, how a punch becomes a paycheck, and exactly what it costs to run.

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4

Modules, all shipped and live:
HRIS, Time, Expenses, Pay

78

Sequential database migrations
applied to production

68

Database test suites run green
before every release

0

Sourced mismatches in a 295-field
replay against CRA-published
figures

Every product claim in this guide is verified against the shipping software at app.mymomiji.com. Where a capability is not live today, this guide says so plainly.

01 / ONE SYSTEM, NOT FOUR

You are running four systems. You only need one.

A Canadian operator with an hourly team usually buys four products. One tracks the hours. One pays them. One holds the people records. One handles the receipts. Four vendors, four bills, four logins, and a spreadsheet export at every seam.

The seam is where it breaks. The timesheet app cannot pay anyone, so hours are exported and re-keyed into a payroll product that never saw the punch. The HR system holds a third copy of every employee, drifting out of step with the other two. Reimbursements arrive at payroll as a manual line, typed by hand. When a wage claim or a payroll audit lands, no single system can trace a dollar paid back to the punch that earned it.

THE JOB	THE USUAL VENDOR	WHAT BREAKS AT THE SEAM
Hold the records	BambooHR, Humi	A third directory, drifting out of step with the time clock and the payroll file.
Track the hours	Connecteam, When I Work	Built for United States labour law. Canadian overtime, statutory holiday and reporting-pay rules are thin presets, or absent.
Handle the receipts	Concur, Expensify	Reimbursements re-enter payroll as a manual line on a pay run, keyed by hand.
Pay the people	ADP, Ceridian, Payworks	Receives a spreadsheet. Cannot see the punch that produced the hour, so nothing reconciles back.
The bill	Four subscriptions	Four onboarding projects, four support relationships, and integration work to bridge them.
The risk	No audit line	When a wage claim or a payroll audit lands, no single system can trace a dollar paid back to the punch that earned it.

Momiji is Connecteam plus ADP plus BambooHR plus Concur, in one system. Native and Canadian, not four tools stitched together.

Four modules, one directory, one pay run

Each Momiji module maps to a category you are probably paying for today. The difference is that in Momiji the four share one employee record, one manager chain enforced by the database, and one payroll run at the end of the path.

THE MODULE	REPLACES	WHAT IT DOES
 MomijiHRIS	BambooHR	The directory, org chart, onboarding, time off with automatic accrual, a signed document vault, and the AI setup wizard.
 MomijiTime	Connecteam	Deskless time tracking and scheduling: geofenced punches, a rotating door code, hours by room, and Ontario wage math.
 MomijiExpenses	Concur	Receipt capture and reimbursement: OCR extraction, the Canadian HST rule, approvals, and a branded monthly PDF.
 MomijiPay	ADP	Native Canadian payroll: CPP, EI, federal and Ontario tax, an immutable register, a stub vault, PD7A remittance, and year-end T4s and ROEs.

The whole claim

Module for module, Momiji is built to stand toe to toe with the tool it replaces: the directory, org chart, and onboarding of the records systems; the verified punches and scheduling of the deskless suites; the receipt capture of the expense tools; and a payroll engine that follows the CRA's own published formulas. Together, the four do what no combination of those vendors can: they run the whole path in one system, so the hours a manager approves become the paycheque with no export and no second vendor. Four separate tools can each be excellent and still lose the dollar at the seams between them. Momiji has no seams.

If you keep only three lines

1

You are paying for four tools that do not talk to each other. We are all four, in one.

2

The hours you approve are the pay run. No export, no re-keying, no second payroll vendor.

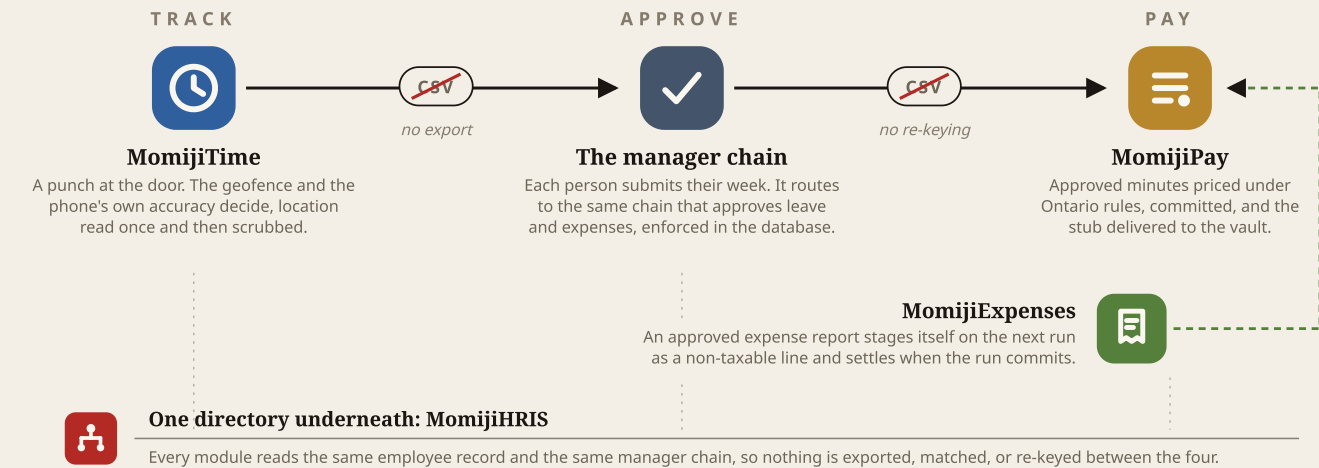
3

Their compliance was written for California. Ours was written for Ontario.

One directory shared by every module / One approval chain for leave, timesheets, and expenses / One pay run at the end of the path / Zero CSV exports between any of them

Track. Approve. Pay.

This is the whole product on one page: a punch at the door becomes an approved week, an approved week becomes a committed pay run, and the stub lands in a private vault. Nothing crosses a spreadsheet on the way.



TRACK

The punch proves presence

A punch reads the phone's location once, at the moment of the tap. The server compares the site boundary to the phone's own reported accuracy and decides: clean punches clear green, doubtful ones are flagged for a manager, never silently trusted and never thrown away.

APPROVE

One chain decides

Each person submits their own week. It routes to the same manager chain that approves their leave and their expenses, enforced in the database. A week cannot be approved while a flagged punch sits unreviewed, so nothing gets waved through by inaction.

PAY

Approved minutes become dollars

The moment a week is approved, its hours cross the one boundary payroll reads. Momiji's own CPP, EI, and tax engine prices them under Ontario's rules and turns them into a committed, reproducible pay run, with the stub delivered to the vault.

Track, approve, and pay in one system. That is the whole pitch, and it is the one thing the usual tools cannot do.

03



MomijiHRIS

IN YOUR STACK TODAY: BAMBOOHR

The people system the other three sit on.

Every person, every reporting line, every policy, in one directory. Upload the org chart and the spreadsheet you already have, confirm what Momiji read, and the company lays itself out. Time, Expenses, and Pay all read these same records.



One record, one manager chain, all the way to the stub.

In most stacks this module is BambooHR. Here it is the same directory that runs the pay. That is the whole reason approved hours can become a paycheck without an export: the core HRIS is the spine the other three modules read, and every decision it records is a decision the rest of the system can rely on.

SETUP

Bring what you already have

Upload an org chart as an image or PDF, an employee list as a CSV, spreadsheet, PDF, or photo, the handbook page naming vacation and sick days, and last cycle's payroll register. Momiji reads them and proposes people, departments, manager chains, time off policies, and holidays. Nothing imports until you confirm it, and the source files are deleted the moment they are parsed.

DIRECTORY

The chart is the chain

A card-grid directory with search and department filters, and an org chart built from the manager chain: collapse, focus a branch, jump between departments, click through to a profile. The chart is the same chain the server walks to decide who may approve leave, not a drawing kept beside the truth.

TIME OFF

Leave that routes and deducts itself

Requests use business-day math, auto-clear below thresholds you set, and route to the real manager chain, enforced in the database. Approving deducts the balance and writes the audit line in one transaction. Accrual policies run automatically: monthly accrual or annual grant, mid-year proration, carryover caps, and an append-only balance ledger that reads like a bank statement and cannot go below zero.

ONBOARDING

A ninety-day path, not a first-day form

Templates lay a new hire's items across 0-30, 31-60, and 61-90 day buckets. The hire and the manager tick items off together, invitations go out as codes with a 14-day expiry, and new people fill in their own profile and emergency contacts. Leadership sees active paths, overdue items, and who is starting soon.

DOCUMENTS

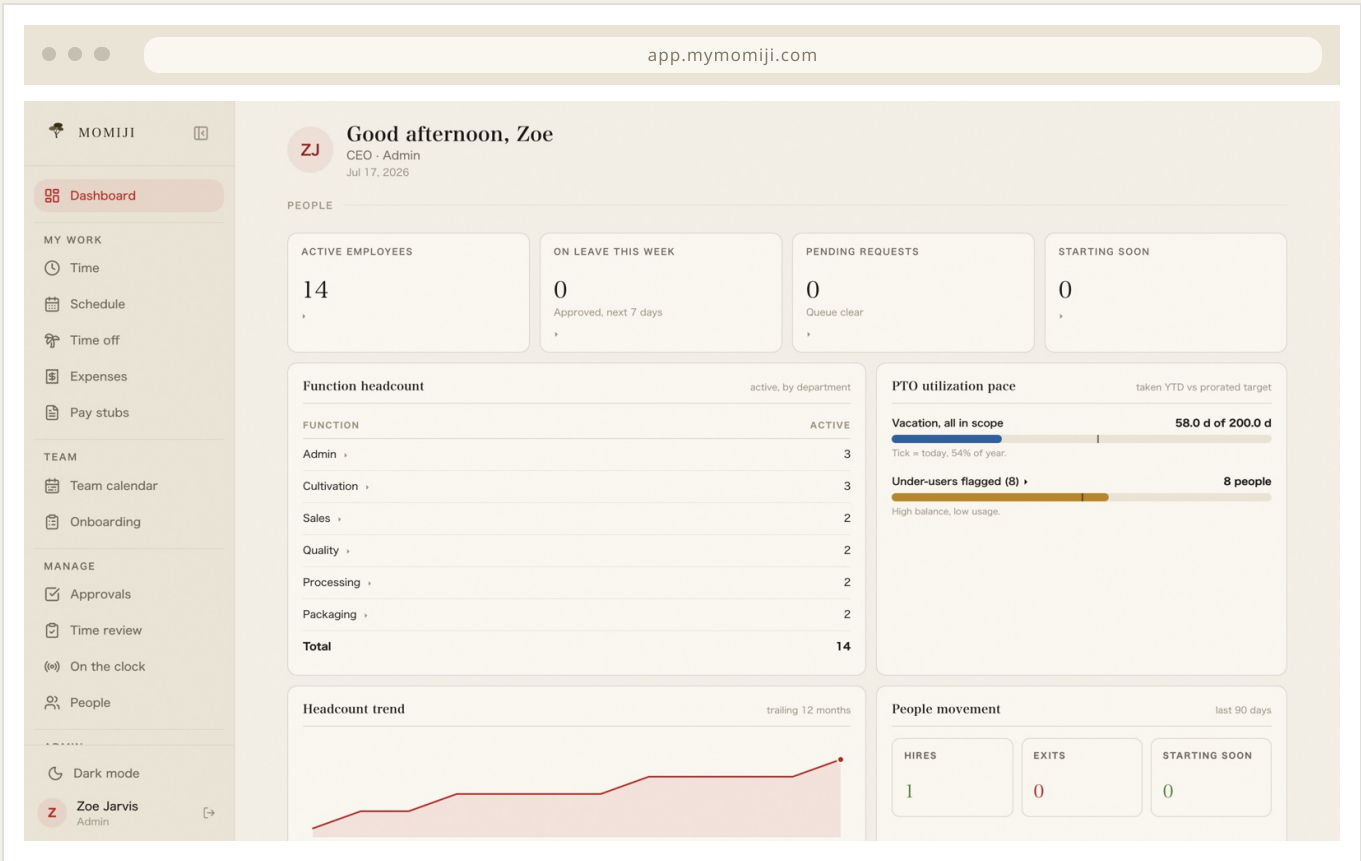
A vault that signs and seals

Versioned company documents are bound to a cryptographic fingerprint. People sign from a phone with a drawn or photographed signature, and every executed document carries a sealed certificate page citing the Ontario Electronic Commerce Act: signer, timestamp, fingerprint, and audit trail. Signature images are stored so that no admin can read them.

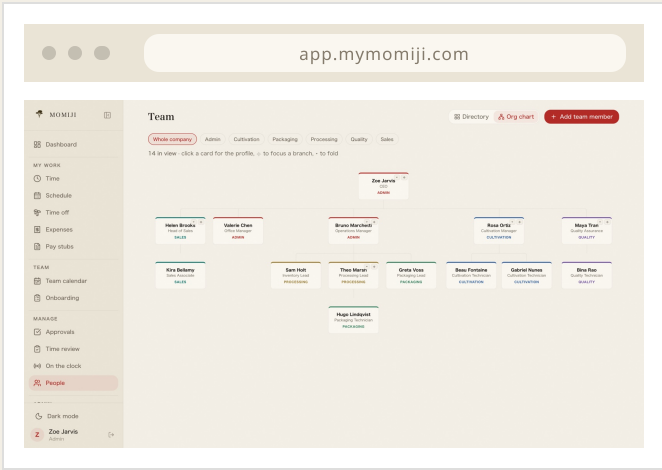
ANSWERS

The questions you get asked, answered

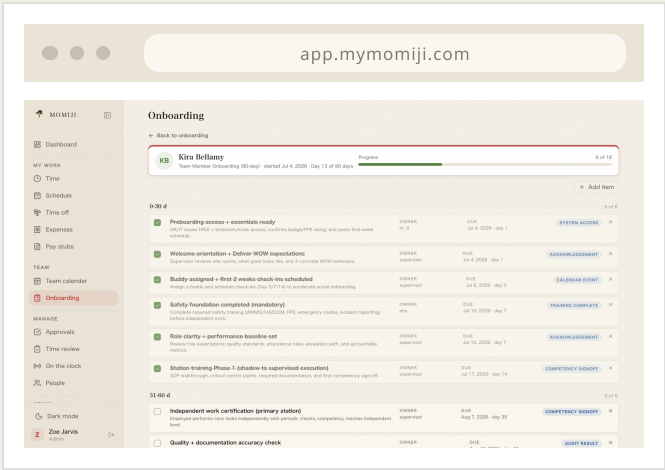
Dashboards for leadership: active headcount, on leave this week, pending decisions, headcount by department, a 12-month trend, hires and exits, PTO pace and liability. Managers see the same shape scoped to their own reports; staff see their own balances and history.



The administrator dashboard. Headcount, leave, pending decisions, PTO pace and people movement, live from the same records that run payroll. All screenshots in this guide show Fieldstone, Momiji's demonstration workspace.



The org chart. Built from the manager chain the server enforces. Filter by department, focus a branch, fold a team.



A ninety-day onboarding path. Items bucketed by month, with owners, due dates, and completion types.

The difference, in four lines

01

The directory that also pays

Most stacks hand a CSV to a payroll vendor. Here the records are payroll's records.

02

Setup is reading, not data entry

Momiji proposes the company from files you already have; you confirm.

03

Privacy is a database boundary

Confidential people are invisible to every other admin, and compensation is revoked at the column.

04

Absent data cannot leak

No SIN, no bank account, by decision, anywhere in the database.

Straight answers

Who can see what someone earns?

Only holders of a People access grant, which is separate from being an admin and separate from payroll access. Compensation columns are revoked from the application's database role outright and released only by an audited, separately granted call.

Do you store SIN or banking details?

No. Neither is a column in the database, by decision, and the setup wizard refuses to extract them. Momiji computes the pay; the money moves through your own bank.

Confidential means confidential: owner and self only, enforced by row-level security / **Nothing imports until you confirm it** / **Source files deleted after reading** / **Every decision leaves an audit line**

NEXT IN THE FLOW / SECTION 04



The manager chain you just met is the chain that approves the week. MomijiTime puts a clock on it.

04



MomijiTime

IN YOUR STACK TODAY: CONNECTTEAM

The time clock that pays people right.

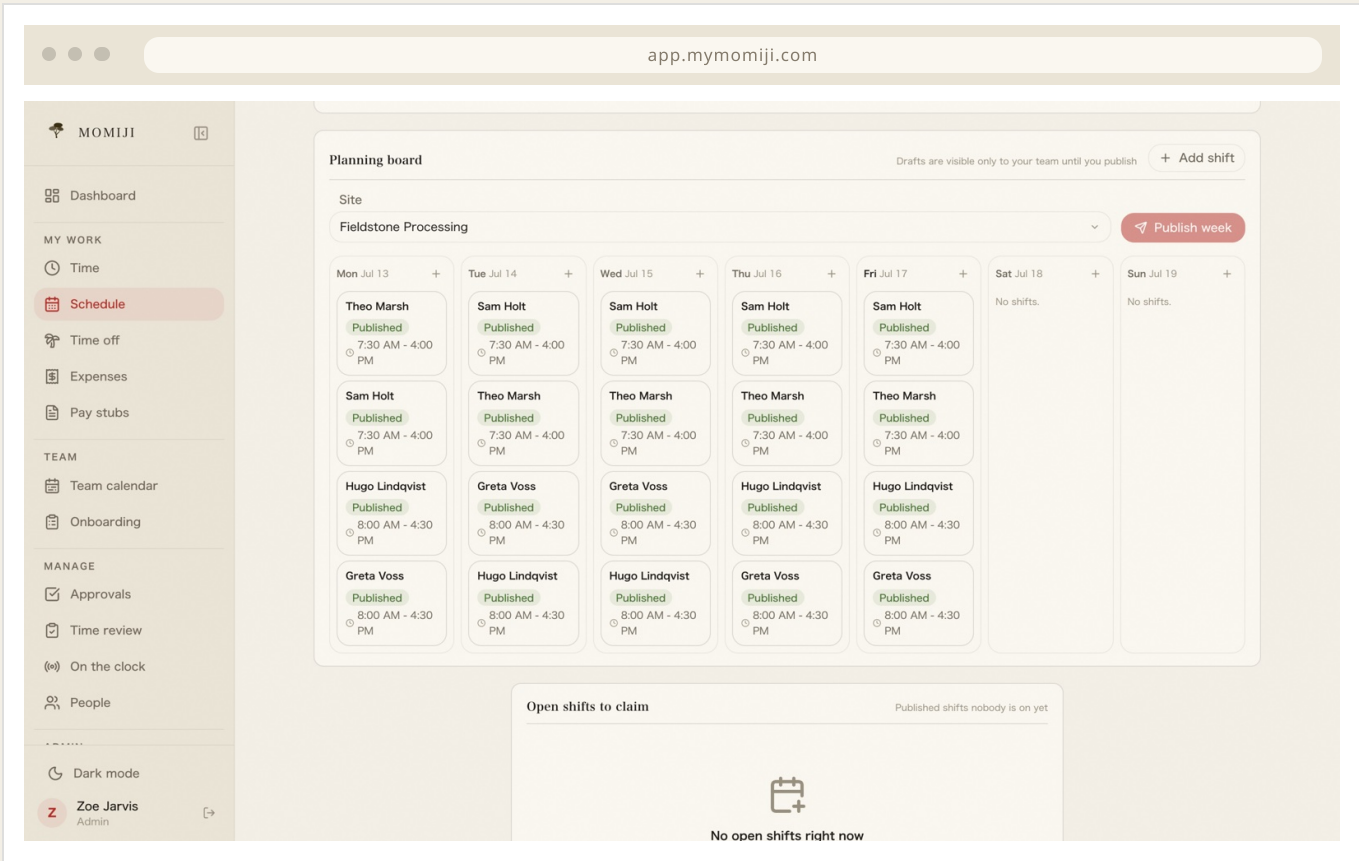
Geofenced punches that respect a person's privacy, a rotating code at the door that is hard to fake, and Ontario's wage rules built into the math. Approved hours flow straight into payroll, in the same system.



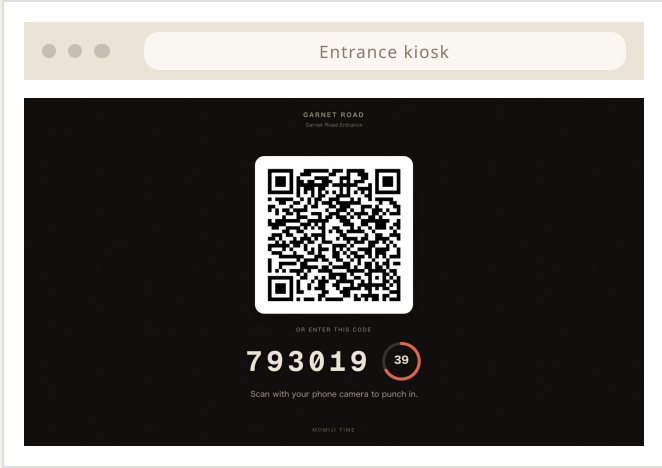
IN THIS SECTION ■ VERIFIED PUNCHES ■ KIOSKS AND DOOR CODES ■ HOURS BY ROOM
■ ONTARIO WAGE MATH ■ SCHEDULING

Built for a Canadian shift, not translated into one.

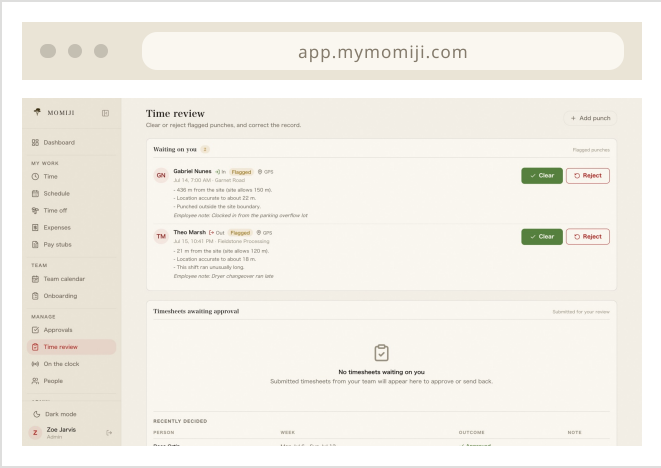
- 01 Punches that prove presence without following people.** A punch reads the phone's location once, at the moment of the tap, and the server does the math against the site boundary and the phone's own reported accuracy. A clean punch clears green. A punch from weak indoor GPS, or from outside the line, is flagged for a manager, never silently trusted and never silently thrown away. Location is captured only at that one moment, never tracked across the day, and the coordinates are deleted after a retention window you set.
- 02 A code at the door, on a screen you already own.** Any spare tablet, phone, or monitor becomes an entrance kiosk showing a six-digit code that rotates about once a minute, so a screenshot texted to a friend goes stale before it can be used. People scan the QR to punch in one tap or key the code by hand. No badges, no biometric reader, no hardware to buy. Where a screen is not practical, print a paper sign instead, with a plain warning about the trade-off.
- 03 Know which room the hours went to.** Print a label for a room or zone and people scan it as they move through the day. Room scans allocate hours, they do not create them: a check-in only counts while someone is already punched in on a verified shift, and the scan captures no location at all. The week view breaks hours down by room, so a harvest bay, a packaging line, and a flower room each carry their real share of labour cost.
- 04 Ontario's wage rules, computed for you.** Overtime past 44 hours in a week, paid at time and a half. Public holiday pay figured from the four weeks before the holiday, with premium pay layered on for hours worked on the day. Vacation pay folded into holiday pay at the statutory rate. The three-hour rule, so a scheduled shift cut short still pays three hours. Paid time rounds to the nearest quarter hour, up as often as down, and the raw punch times are always kept beside the paid ones.
- 05 Schedule the week, then reconcile it against reality.** Build the week on a planning board, drop in shifts or leave them open to claim, and publish when ready. The board checks each shift against approved time off and overlaps before it saves. Once live, the schedule is the control punches are measured against: a punch-out that runs long past the scheduled end flags for a manager the same day. Never schedule at all, and Time works exactly as before; nothing is forced.
- 06 One approval chain, then straight into pay.** Each person reviews their own week and submits it. It routes to the same managers who approve their leave and expenses. A week cannot be approved while a flagged punch sits unreviewed, and flags that age past your window escalate up the chain. The moment a week is approved, its hours cross into Momiji's own payroll engine, and every consumed hour is snapshotted so a gross paycheck is reproducible from the punches that built it.



The **planning board**. Draft shifts are visible only to your team until you publish the week. The board refuses conflicts with approved leave and overlapping shifts.



The **entrance kiosk**. A rotating six-digit code on any spare screen. Scan the QR or key the code; a screenshot goes stale in about a minute.



Time review. A flagged punch shows the distance, the accuracy, and the employee's own note. A manager clears or rejects it on the record.

Ontario's wage rules, at a glance

THE RULE	WHAT MOMIJI COMPUTES, SERVER SIDE
Weekly overtime	Hours past 44 in a week, allocated in order and paid at time and a half.
Statutory holiday pay	Figured from the four work weeks before the holiday, divided by 20, with premium pay layered on for hours worked on the day itself.
The three-hour rule	A scheduled long shift cut short still pays three hours.
The vacation-pay fold	Vacation pay folded into holiday pay at the statutory rate.
Rounding	Paid time rounds to the nearest quarter hour, up as often as down, never systematically down, with the raw punch times always kept beside the paid ones.

The lawful number is the one the system already produces, so you stop defending spreadsheet math and stop carrying quiet ESA risk.

Straight answers

Does Momiji track where my staff are all day?

No. A punch reads location once, at the moment of the tap, and never again. The coordinates decide that one punch and are deleted after a retention window you choose.

What happens when GPS is weak inside a building?

Nothing gets lost. A punch the phone is not confident about is flagged for a manager to clear rather than hard-rejected, because honest people punch from inside metal buildings every day. Offline-first punching survives no signal, and a crash, without double counting.

Privacy first: location read once at the punch, deleted on your schedule / **Ontario ESA native:** 44-hour overtime, stat holiday pay, the three-hour rule / **Append-only record:** corrections are new audited entries, never edits / **Geofencing included,** not gated behind a top tier

NEXT IN THE FLOW / SECTION 06



Approved hours do not stop here. They flow straight into MomijiPay, and field spend rides along through MomijiExpenses, Section 05.

05



MomijiExpenses

IN YOUR STACK TODAY: CONCUR

From receipt to reimbursement, without the data entry.

Your team snaps a photo of the receipt. Momiji reads the vendor, the date, the tax, and the total, then asks them to confirm what it saw. Reports file per client, approvals route to the manager, and a branded PDF closes the month.



IN THIS SECTION ■ SNAP AND CONFIRM ■ THE HST RULE ■ PER-CLIENT REPORTS ■ APPROVALS
■ THE MONTH-END PDF

Receipts in. Reports out. Books closed.

STEP 1

Snap

On a phone, the one action that matters opens the camera. The receipt uploads to private, per-person storage and the paper can go in the bin.



STEP 2

Confirm

Momiji's extraction engine reads vendor, date, subtotal, HST, tip, and total, suggests a category, and prefills one row for a glance. Confirm, not configure.



STEP 3

Approve

Submitting freezes the report and routes it to the person the employee reports to. Approving is final and writes an immutable audit line.



STEP 4

Paid

The approved report stages itself on the next pay run as a non-taxable reimbursement line and settles when the run commits.

$$\text{Subtotal} = (\text{Total less Tip}) \div 1.13$$

The Canadian HST rule your books already run on, checked on every line. Tax applies only to the taxable portion, and tips are never taxed. When a receipt's figures do not reconcile, the line is flagged for a human to confirm. Momiji never silently rewrites what the receipt says.

HONEST EXTRACTION

An honest blank over a guess

Every upload returns vendor, date, amounts, a suggested category, and a confidence score. When a receipt cannot be read, the field stays honestly blank and the receipt stays attached, so nothing is lost and nothing is invented. You confirm before anything saves.

PER-CLIENT FILING

A report per client, and one for your own company

A person serving several clients files a separate report for each, one draft per client per month, so two clients in the same period sit side by side. A protected Corporate target keeps true overhead separate, so nobody untangles whose expense went where at month end.

APPROVALS

A trail behind every dollar

Reports route to the employee's manager, with an admin as fallback. The approver can open a question thread before deciding; requesting changes needs a note. The queue surfaces the oldest report waiting and flags anything past a 48-hour service level.

MONTH END

A branded PDF that closes the books

Every report downloads as a clean, page-numbered PDF: KPI tiles for total, subtotal, HST, and tips, a line-item table, then one embedded receipt image per expense. Your logo, your colours. Hand it to the accountant or attach it straight to the client invoice.

Straight answers

How good is the receipt reading, really?

It reads vendor, date, subtotal, HST, tip, and total, suggests one of eight categories, and returns a confidence score. Hard-to-read lines are flagged for a look rather than guessed at, and the receipt stays attached either way.

Who can see and approve expenses?

The employee, their management chain, and admins, always subject to the confidential carve-out, so a confidential employee's expenses never leak. Approving is final and audited; receipts sit in access-controlled storage walled off per company by construction.

The HST rule built in, reconciled on every line / **Receipts retained** in access-controlled private storage / **An immutable audit line** on submit, approve, and reopen / **Paid on the next run** as a non-taxable line, in the same system

Inside the month-end PDF

- **KPI tiles** for total, subtotal, HST, and tips, so the month reads at a glance.
- **A line-item table** with a totals row: date, vendor, category, subtotal, HST, tip, total.
- **One embedded receipt image per expense**, so nothing has to be chased later.
- **Your logo, your colours**, with a polished default when none is set, and page numbers throughout.

NEXT IN THE FLOW / SECTION 06



An approved report rides the next Momiji**Pay** run as a non-taxable line and settles when the run commits.

06



MomijiPay

IN YOUR STACK TODAY: ADP

Canadian payroll, built in. Not bolted on.

A real payroll engine lives inside Momiji: CPP, EI, federal and Ontario tax, calculated for every run. Approved hours flow straight into pay, stubs land in a private vault, and your CRA source deductions add themselves up.



IN THIS SECTION ■ THE ENGINE ■ THE DRY RUN ■ THE IMMUTABLE REGISTER ■ STUBS AND PD7A
■ YEAR END ■ THE TIE-OUT

The payroll spine is the part that cannot be copied.

Scheduling can be cloned in a quarter. A payroll engine a Canadian employer will trust with source deductions cannot. Momiji's defensible core is the engine, and the controls wrapped around it.

THE ENGINE

A real Canadian tax engine, not an estimate

Momiji computes CPP and the second CPP contribution, EI for employee and employer, federal tax, and Ontario tax with its surtax and health premium, for every person, every period. The engine follows the CRA's published T4127 formulas and is checked field by field against the CRA's own Payroll Deductions Online Calculator.

HOURS IN

Approved hours become paid hours

Payroll reads approved timesheets directly and prices every minute at the right multiplier: regular, overtime, statutory holiday, holiday premium, and the three-hour reporting top-up. Ontario ESA logic is native, computed rather than configured.

THE DRY RUN

Review before a dollar moves

Every run is staged as a full dry-run register first, with an automatic period-over-period variance report. A material swing in gross, deductions, or net has to be explained before the run can be approved, and if the preparer is also the approver, the system requires a written self-approval note so the compensating control is on the record.

THE REGISTER

Committed figures are frozen and reproducible

Commit a run and its register locks. Numbers are never edited or deleted after that; a correction is a reversing run that leaves the original on the record, the way a ledger works. Every committed row is stamped with the engine version and tax-table edition that produced it, so any figure can be reproduced years later.

STUBS AND PD7A

A vault that fails closed, a remittance that adds itself up

Publishing a committed run writes one PDF stub per employee into a private vault: each person opens their own and only their own. Every run rolls into a monthly PD7A view, CPP, EI, and income tax totalled straight from the frozen register, with due dates flagged and a place to record the CRA confirmation number.

YEAR END

T4s and ROEs, assembled from the register

One bound T4 package: cover, a plain-language PD7A reconciliation, every slip with dental codes, and a filing checklist, with Box 22 composed from the same remittance trail so the slips and the year's remittances agree by construction. ROE blocks are assembled from the register with per-block explanations, a five-day deadline countdown, and a ROE Web keying worksheet.

Bonuses are taxed by the CRA bonus method, not as if they were salary. Reimbursements pass through untaxed with a required note on the stub. Momiji prepares your filings and worksheets; it does not yet submit them to the CRA or Service Canada for you, and it will not pretend otherwise.

MOMIJI

Dashboard

MY WORK

Time

Schedule

Time off

Expenses

Pay stubs

TEAM

Team calendar

Onboarding

MANAGE

Approvals

Time review

On the clock

People

Dark mode

Zoe JarvisAdmin

app.mymomiji.com

Greta Voss

New hire

-

\$1,193.71

- ✓ New hire or first in-app run: no prior period to compare.

-

Hugo Lindqvist

New hire

-

\$980.15

- ✓ New hire or first in-app run: no prior period to compare.

-

Bina Rao

New hire

-

\$1,110.63

- ✓ New hire or first in-app run: no prior period to compare.

-

Kira Bellamy

New hire

-

\$908.63

- ✓ New hire or first in-app run: no prior period to compare.

-

Register14

v2.0.0-14127-122 - 123rd Edition

EMPLOYEE	TYPE	GROSS	BONUS	REIMB	CPP	CPP2	EI	FED TAX	PROV TAX	SURTAX	HEALTH	DEDUCTIONS	NET
Sam Holt	Hourly	\$1,230.25	0.00	0.00	\$64.52	\$0.00	\$20.05	\$55.67	\$30.53	\$0.00	\$12.50	\$183.27	\$1,046.98
Theo Marsh	Hourly	\$1,407.75	0.00	0.00	\$75.08	\$0.00	\$22.95	\$78.63	\$38.81	\$0.00	\$12.50	\$227.97	\$1,179.78
Greta Voss	Hourly	\$1,193.71	0.00	0.00	\$62.35	\$0.00	\$19.46	\$50.94	\$28.82	\$0.00	\$12.50	\$174.07	\$1,019.64
Zoe Jarvis	Regular	\$5,833.33	0.00	0.00	\$338.41	\$0.00	\$95.08	\$943.36	\$425.22	\$77.95	\$31.25	\$1,911.27	\$3,922.06
Rosa Ortiz	Hourly	\$1,461.43	0.00	0.00	\$78.28	\$0.00	\$23.82	\$85.58	\$41.32	\$0.00	\$12.50	\$241.50	\$1,219.93
Valerie Chen	Regular	\$2,583.33	0.00	0.00	\$145.03	\$0.00	\$42.11	\$238.57	\$106.51	\$0.00	\$25.00	\$557.22	\$2,026.11
Bruno Marchetti	Regular	\$3,958.33	0.00	0.00	\$226.84	\$0.00	\$64.52	\$513.34	\$229.52	\$0.00	\$31.25	\$1,065.47	\$2,892.86
Helen Brooks	Regular	\$3,750.00	0.00	0.00	\$214.45	\$0.00	\$61.12	\$471.05	\$210.64	\$0.00	\$31.25	\$988.51	\$2,761.49
Maya Tran	Hourly	\$801.04	0.00	0.00	\$38.98	\$0.00	\$13.06	\$0.13	\$0.00	\$0.00	\$0.00	\$52.17	\$748.87
Beau Fontaine	Hourly	\$1,046.15	0.00	0.00	\$53.57	\$0.00	\$17.05	\$31.85	\$18.87	\$0.00	\$12.23	\$133.57	\$912.58
Gabriel Nunes	Hourly	\$998.20	0.00	0.00	\$50.72	\$0.00	\$16.27	\$25.64	\$14.39	\$0.00	\$9.38	\$116.40	\$881.80
Hugo Lindqvist	Hourly	\$980.15	0.00	0.00	\$49.64	\$0.00	\$15.98	\$23.31	\$12.70	\$0.00	\$8.31	\$109.94	\$870.21
Bina Rao	Hourly	\$1,110.63	0.00	0.00	\$57.41	\$0.00	\$18.10	\$40.19	\$24.89	\$0.00	\$12.50	\$153.09	\$957.54
Kira Bellamy	Hourly	\$908.63	0.00	0.00	\$45.39	\$0.00	\$14.81	\$14.05	\$6.03	\$0.00	\$4.06	\$84.34	\$824.29
Totals		\$27,262.93	\$0.00	\$0.00								\$5,998.79	\$21,264.14

Employer contributions this run: \$2,122.79.

A committed register. Gross to net for every person, CPP, CPP2, EI, federal and provincial tax, surtax and health premium, with the engine version and tax-table edition stamped at the top right. New hires are called out because there is no prior period to compare.

42

Payroll cases replayed by the engine's verification suite

295

Fields checked in every replay of that suite

212

Fields anchored to CRA-published figures

0

Sourced mismatches against those anchors

MOMIJI PRODUCT GUIDE / A GREYSTONE PRODUCT

PAGE 19 OF 30

The path a dollar takes

	WHAT HAPPENS	THE CONTROL THAT HOLDS IT
01	An employee punches in	Location is read once, at that instant, and expires on a scheduled scrub. An accuracy check marks the punch green, amber, or blocked.
02	The week is computed	Ontario ESA arithmetic applies eating periods, overtime tiering, statutory holiday pay and rounding, and raises flags for unapproved overtime.
03	A manager approves	The approval routes on the manager chain the database enforces. Out-of-chain approvals are refused.
04	Hours enter the pay run	A documented interface between the two modules. No export, no re-keying, no second vendor.
05	The run is prepared	A dry run with per-person variance against the prior cycle. Approved expense reimbursements stage automatically as non-taxable lines.
06	The run is committed	Figures become immutable and version-stamped. A correction is a reversal, never an edit.
07	Stubs and remittance	Stubs land in a vault that fails closed. The period's PD7A is reconciled from the same register that produced the stubs.
08	Year end	T4 Box 22 is composed from the identical remittance trail, so the slip and the year's remittances agree by construction.

THE HONEST CEILING

Payroll today is Ontario and semi-monthly, on North American hosting, with Canadian rules where they matter. Additional provinces, Quebec's separate regime, more pay frequencies, and direct government e-filing are on the roadmap and are not claimed as shipped. If you run outside Ontario, tell us and we will tell you exactly where you sit in that plan.

Bring your last pay stub

Switching payroll is a trust decision, and the fear is rational: if the new system is wrong, your people are underpaid and you are the one explaining it to the CRA. Every vendor answers with a badge and a promise. Momiji answers with a proof.

Your current provider already produced a stub last period. That stub is ground truth. Before Momiji runs a single live cycle, it recomputes that same period from your new setup and shows you every figure side by side. If it does not tie to the cent, you do not go live.

FIELD	THEIR STUB	MOMIJI	
Gross	3,125.00	3,125.00	MATCH
CPP	178.42	178.42	MATCH
EI	51.25	51.25	MATCH
Federal tax	412.18	412.18	MATCH
Provincial tax	168.93	168.93	MATCH
Net pay	2,314.22	2,314.22	MATCH

An illustrative tie-out. You bring the stub; we do not choose the test case.

IF IT MATCHES

You go live knowing the switch reproduces reality, to the cent, on your own data. A mid-year move stops being an act of faith.

IF IT DOES NOT

That is the more valuable outcome. Either our setup is wrong, found before payday instead of after, or your current provider's number is wrong, shown on your own data. Either way, you know before it matters.

Certainty is the product, not optimism. The tie-out proves the setup reproduces a known period; it does not ask to be believed.

Straight answers

Do I still remit to the CRA myself?

Yes. Momiji computes your monthly PD7A from the committed register, shows what is due and when, and records your confirmation number once you have paid. You stay in control of the remittance; Momiji makes the number and the deadline impossible to miss.

How do I know the math is right?

The engine follows the CRA T4127 formula set, is verified against the CRA's own online calculator, and is proven on your own books by the tie-out before you go live. Every committed run is stamped with the exact engine and tax-table version that produced it.

CRA T4127 formulas: CPP, CPP2, EI, federal and Ontario tax, surtax, health premium / **Immutable, version-stamped register** / **Private stub vault**, closed by default / **Built by a CPA-led firm**, designed to be relied on by your accountant and your auditor

The data we never collected cannot leak.

Most HR products treat privacy as a settings page. Momiji treats it as architecture: the most dangerous fields are not columns in the database at all, and the rest are locked by the database itself, not by the interface in front of it.

BY ABSENCE

No SIN, no bank account

Social insurance numbers and bank account numbers are not stored fields, by decision. The setup wizard refuses to extract them, and a SIN exists only transiently inside a generated T4 slip. Momiji computes the pay; the money moves through your own bank.

BY THE MOMENT

Location once, then gone

A punch reads location a single time, at the tap, to decide that punch. It is never a track that follows someone through a shift, and the coordinates are deleted on a retention schedule you set.

BY THE COLUMN

Compensation locked at the source

Salary and pay rate are revoked from the application's database role at the column level, and released only by an audited People access grant that is separate from being an admin and separate from payroll access.

BY THE ROW

Confidential means confidential

An employee marked confidential is visible to the owner and to themselves, and to no one else: not managers, not other admins. It is enforced by row-level security in the database, not hidden by the screen.

BY THE WALL

Walled off per company

Every workspace is isolated by construction. Receipts, stubs, and records sit in access-controlled storage where cross-tenant access is impossible, not merely unchecked.

BY ARITHMETIC

No re-identification

Cost analytics suppress any group too small to hide an individual's pay, so a room-level labour report can never become a back door into what one person earns.

Your documents, during setup

The setup wizard's files are read server-side through Momiji's own enterprise key; your team needs no AI accounts and never configures a model. Extraction works against a strict schema whose standing rule is an honest blank over a guess, everything proposed waits for your confirmation, and commercial API data is not used to train models. Spreadsheets are redacted before they are sent for extraction, while PDFs and photographs are sent whole, and we say so plainly rather than bury it. Source files are deleted from storage the moment they are parsed, and the extraction is written to the audit log naming the subprocessor.

Production software, with the receipts.

Momiji is not a prototype and not a roadmap. It is a live multi-tenant platform, deployed continuously, with a test and review discipline unusual for a product this young, and it runs real payroll every cycle.

78

Database migrations, applied strictly in sequence, one at a time

68

Database test suites, run green against production before every release

4

Adversarial security gate passes completed and closed

26

Narrated help-centre walkthroughs across setup, time, payroll, and expenses

PROOF, NOT ASSERTION

The first payroll Momiji ran was its maker's own.

Momiji has been the payroll system of record at Greystone, the firm that builds it, since the July 15, 2026 cycle. The cutover was earned, not assumed: the new engine ran in parallel against the previous system for a full period, every figure was reconciled person by person, and every difference was identified, explained, and documented before a dollar moved. The company that built the software trusts it with its own paycheques, every cycle, first.

Live surfaces

LIVE

The web platform

app.mymomiji.com: the full product, deployed continuously, with email confirmation and an invisible CAPTCHA on every authentication form, validated end to end in production.

BUILT

The mobile app

A full-platform iOS and Android app across employee, manager, and admin roles: offline punch queue, scheduling, leave, stubs and T4s, receipt capture, approvals, document signing. Built and verified against production, ahead of its store release.

LIVE

The help centre

Twenty-six narrated, guided walkthroughs paced to the narration, covering setup, time, payroll, and expenses, and never permitted to perform a write action in a customer workspace.

Engineering discipline you can inspect

- **Every feature ships with its own test suite.** A migration is not committed until the whole estate of suites passes against the production database. The estate caught eight real defects before they reached production during the Time module build alone.
- **Authorisation lives in the database, not the interface.** Row-level security with audited definer functions. A record the caller may not administer returns "not found" rather than leaking its existence.
- **The browser cannot write to privileged tables.** Payroll, permissions, and audit surfaces accept no client writes at all.
- **Security reviews are hostile, not checklists.** Gate passes are run as adversarial reviews against the shipped code, and findings are remediated and re-tested before a pass closes. One such review found a permissions screen offering an assurance the database did not enforce; the screen was rebuilt to state only the enforced model.

Row-level security on every table / No client writes to payroll, permissions, or audit / Scheduled location scrubbing / Access recertification and storage replication / Billing that cannot fire by accident: metering is built, tested, and deliberately switched off until launch

Deeper in one category, or complete in one system.

What each incumbent does well, where its seam is, and where Momiji stands.

INSTEAD OF	WHAT THEY DO WELL	WHERE THE SEAM IS	MOMIJI'S POSITION
Connecteam the deskless suite	A broad deskless operations suite with a very large review base.	No native payroll: hours export to a third party. US-centric presets. Geofencing gated to top tiers. No offline mode.	We pay the hours we track, under Ontario rules, with geofencing included and offline punching that survives dead zones.
ADP, Ceridian, Payworks the payroll bureaus	Established Canadian payroll, national coverage, service depth.	No workforce management. Receives a spreadsheet it cannot reconcile to a punch.	One system holds both, so a dollar paid traces to the punch that earned it.
BambooHR, Humi the HR records systems	Polished records and onboarding.	Time and payroll are integrations or partners, not the same arithmetic.	The directory, the approval chain, and the pay run are one object.
Concur, Expensify the expense tools	Mature expense capture at enterprise scale.	Reimbursement re-enters payroll by hand.	An approved report stages itself on the next run as a non-taxable line and settles on commit.

Where Momiji wins decisively

01 Native payroll, not an export The hardest thing to copy. A workforce vendor cannot add it in a quarter.	02 Canadian rules in the arithmetic Not a preset you configure, but computed rules with a test suite proving them.	03 Privacy-first location Read once at the punch, then scrubbed on a schedule you set.	04 Real job costing Cost by room, site, or batch, to the cent. A vendor without native payroll cannot price an hour.
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Where the suites are wide, Momiji is pointed. Connecteam fills a deskless team's day with chat, checklists, training, and forms. Momiji concentrates on the four jobs that decide whether people are paid correctly: the records, the hours, the receipts, and the pay, under Canadian law, in one system. We are not trying to be your team's chat app. We are making sure the pay comes out right.

Connecteam manages your deskless workforce. Momiji pays it, correctly, in Canada, in one system.

One subscription. Four tools retired.

Prices in Canadian dollars, before HST. A recurring base by plan, plus metered usage above generous included allowances. No per-run, T4, or ROE surcharges: year-end packages and ROE preparation are included features, not add-ons.

Budget

\$299 / month, billed annually

\$359 month to month

The people system: one directory for the whole team.

MomijiHRIS

- Directory, org chart, and profiles
- Onboarding checklists
- Time off requests and balances
- One location
- 10 employees included, then \$12 each
- Guided Launch onboarding

Core

\$499 / month, billed annually

\$599 month to month

Adds time and scheduling, straight into the record.

+ MomijiTime

EVERYTHING IN BUDGET, PLUS

- Geofenced punches and rotating-code kiosks
- Schedules and approved timesheets
- Ontario wage math on every punch
- 10 employees included, then \$16 each

MOST CHOSEN

Professional

\$799 / month, billed annually

\$959 month to month

The whole product: track, approve, and pay in one system.

+ MomijiExpenses and MomijiPay

EVERYTHING IN CORE, PLUS

- MomijiExpenses: snap a receipt, close the month
- MomijiPay: self-run Canadian payroll, stubs, PD7A, T4s, ROEs
- Site-scoped manager permissions and roll-up analytics
- Unlimited locations, \$75 per site after 2
- 10 employees included, then \$24 each

MANAGED / FROM \$2,500 PER MONTH, QUOTED PER ENGAGEMENT

The whole product, run for you, with the numbers read back to you.

Everything in Professional, and then the work around the run: **we run every period, remit to the CRA, and close your year end;** a monthly dashboard written for your board or owners; a quarterly review with your leadership on what the data says and the plan that follows; T4s and ROEs prepared and filed rather than handed back as a task; and a named advisor who knows your file, not a ticket queue. Usage rates below do not apply; Managed is priced on headcount and cycle.

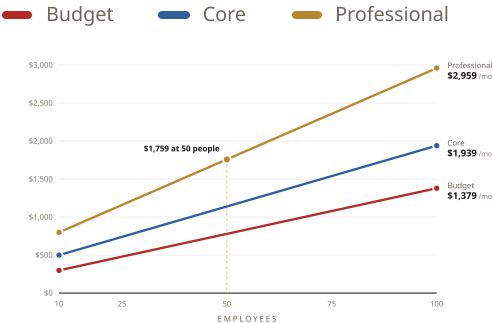
Metered usage, above the allowance

METER	INCLUDED	BEYOND THAT
Employees	10, every plan	\$12 / \$16 / \$24 each by plan
Sites	2	\$75 each
Provinces	1	\$150 each
Weekly pay cycle	First 10 employees	adds 20% to the employee rate

An employee is any person active in your directory or payroll at any point in a billing period; part of a period counts as one full seat, and seats are not prorated. You can open the list of people counted for any period in the product. Each site carries its own geofence, schedule templates, and cost tags. Switch plans whenever you want the next module; nothing re-imports, because the directory underneath is the same.

What a month costs as you grow

Monthly bill by headcount, annual billing, one site, one province.



Worked example: fifty people on Professional is \$799 base plus 40 × \$24, so \$1,759 a month for the directory, the time clock, the expenses, and the payroll together.

Live in ten days, or the fee is refunded.

Every account starts with Launch, a guided go-live from your first upload to the last invite wave. It costs \$2,500, once, and it comes with a promise in writing: if you are not live in ten days, the fee is refunded.

LAUNCH / \$2,500 ONE TIME



Upload what you have, review in stages, set balances, invite in waves. The AI reads your documents and proposes the structure, and a person from our team walks every confirmation with you, so the whole company lands on a setup that is correct on day one. The Launch fee is waived for founding clients on annual plans.

DAYS 1 TO 3

Upload and review

Send the org chart, the employee list, the handbook page, and last cycle's register, in whatever shape they are in. Momiji proposes people, departments, chains, policies, and holidays; you confirm them in stages. A printable outstanding list chases whatever is missing.

DAYS 4 TO 7

Balances and the tie-out

Time off balances are set, opening figures land, and before anything goes live we recompute your last pay period from the new setup against the stub your current provider issued. Every figure ties to the cent, or you do not go live. A mid-year switch adds \$1,500 for capturing and validating opening year-to-date balances; a January 1 start has none to carry.

DAYS 8 TO 10

Invites, in waves

Your team joins in waves, not all at once: admins first, then managers, then everyone, each with a code that expires in 14 days. New people fill in their own profiles and emergency contacts, and the help centre's narrated walkthroughs carry anyone who gets stuck.

Straight answers

Do I need the Launch fee?

Yes. Launch is how every account starts, so the whole team lands on a clean, correct setup. It is also what pays for the proof: the tie-out against your current provider's stub is part of it.

Can I switch plans later?

Yes. Move up the ladder whenever you want the next module, and billing adjusts on your next period. Nothing re-imports; the directory underneath is the same.

What to have ready on day one

- **Your org chart**, in whatever form it exists: an image, a PDF, a slide.
- **Your employee list**: a CSV, a spreadsheet, a PDF, even a photo of a printout.
- **The handbook page** naming vacation, sick, and statutory days.
- **Last cycle's payroll register** from your current provider.
- **One recent pay stub**, for the tie-out that proves the migration before anyone gets paid.

Bring your last pay stub. If the numbers do not tie to the cent, you do not go live. You will know either way, before it matters.



From the tap at the door to the stub in the vault.

One system times the shift, checks it against the schedule, computes the lawful pay, and runs it. Bring last cycle's register and your team's approved hours; Momiji does the rest, all in one place, all on the record.

START A CONVERSATION

hello@mymomiji.com

SEE IT, AND THE PRICING

mymomiji.com

THE PRODUCT ITSELF

app.mymomiji.com

Momiji is designed and built in Ontario by Greystone Strategic Partners Inc., a Canadian advisory firm led by a Chartered Professional Accountant. The first payroll Momiji ever ran was its maker's own, and it has been the firm's payroll system of record since July 15, 2026. Product claims in this guide are verified against the shipping software; prices are in Canadian dollars, before HST, as published at mymomiji.com in July 2026.

PEOPLE OPERATIONS, BEAUTIFULLY AUTOMATIC.