

A web-native HR management system, Sapient HRMS was designed from the ground up with the global enterprise in mind.



There's a significant difference between a HRMS designed for the global enterprise, and one that can accommodate records from other countries. Sapient Global HRMS is the former, built to reflect every global need including world currencies, world languages (including Double-Byte and Unicode compliances) and security roles for managing employees and data around the globe.

Designed to help improve the efficiency of the process and the effectiveness of managing employees, Sapient HRMS integrates seamlessly on the same platform as our integrated planning and HCM tools, so data flow, reporting and analysis can operate effortlessly.

Transform the Way You Work

- Provides security-based access to comprehensive functionality through a standard web browser
- Insures that HR retains control of both data and processes
- Workflow automatically routes tasks through review and approval cycles
- Improves productivity and insures that important tasks are not overlooked
- Search/Query function provides a depth of integration and a range of functionality that is unparalleled on a single platform

Save Time and Money

- Can be up and running quickly as security protocols and architecture are already established
- Deployment of HRMS and any/all HCM modules can be coordinated on same timetable
- No upfront purchase/licensing costs
- On-demand minimizes both the hardware and personnel costs associated with traditional software systems
- Pricing is based on number of records and types of services required, and increases proportionate to corporate growth

Configurable Based on Company Needs

- Single-tenant architecture allows for rapid configuration of country-specific functionality
- Single-tenant also helps to insure data security as stored records are not co-mingled with the records of other companies
- Can be configured to report position to position, person to person, unit to unit; job families available

The Right Solution for Companies in Transition

- A "go to" choice for divesting, expanding and growing global companies
- 24/7 US-based customer support to meet global service needs
- Work in every global language, protocol and security constraint
- Able to link with any/multiple payroll, benefits or databases, providing integration anywhere on the globe

Employee Information

- Easy to track/report
- Configurable with custom fields of data
- Provides dozens of canned reports across all areas of functionality
- Search/query capability enables quick acquisition of data

Benefits Administration

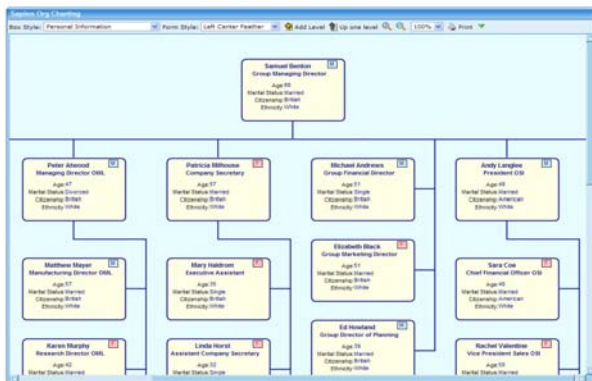
- Full range of tools help to manage different benefit plans
- Fields can be configured and parameterized including but not limited to pension, 401K, COBRA, FMLA, medical, dental, vision, and reward programs
- Self-Service allows for employees to update and enroll their benefit information driven by configurable eligibility rules

Payroll Integration

- Full suite of tools to manage payroll with full integration to your Sapien HRMS system
- Payroll can be tracked, updated, and run using any number of configurable and parameterized pay plans
- Payroll can be exported, incrementally, to national providers or any local payroll providers around the world using Sapien's configurable payroll templates for various countries
- Payroll groups, frequencies, deductions, contributions, can all be managed within Sapien along with any relevant absenteeism data and then simply exported under your control to any payroll processor worldwide

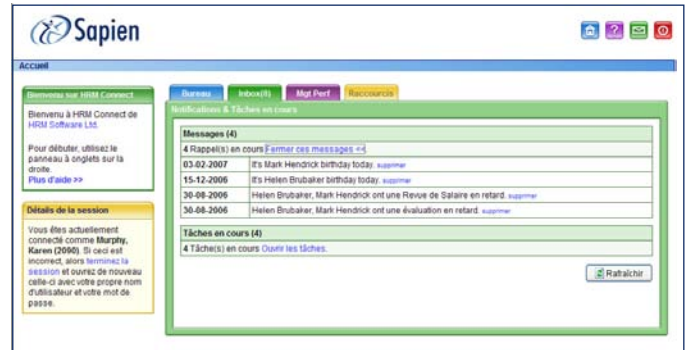
Organizational Charting

- Sapien HRMS organizational charts help you think more intuitively and strategically about how structural changes might affect your organization
- Color coding and conditional mapping add impact to data, and help you see key issues such as performance, potential, or age and gender distribution, more easily



Employee and Manager Self-Service

- Employee access anywhere through standard web browser
- Manager ability to manage and monitor absences, track health and safety incidents, handle appraisals on line, capture disciplinary incidents, build competency profiles for employees and positions (or jobs), search employee profiles, develop career and succession plans and much more



Absenteeism

- Functionality to manage global absenteeism plans including vacation, sickness, personal, mandatory, maternity, FMLA, etc.
- Trackable administratively and via the self-service and manager roles
- Can be configured and parameterized to match organizational needs

Compliance

- Collection, inquiry and report capabilities
- Configurable batch and demographic reporting
- Full auditing capabilities including edit history
- Secure data maintenance

Handbooks

- Authoring and narrative tools to either build or import/configure company handbooks, policies, and procedures
- Linkable to existing HR portals/intranets

Reporting

- Ad-hoc reporting, report wizards, report libraries, and batch reporting
- Point-in-time, effective date, and historical reporting
- Extensive library of pre-defined reports
- World class Crystal Reports
- Fully secure, allowing access only to allowable data for any user
- Reporting available in multiple languages

For more information, contact Sapien at 1-866-E-SAPIEN (1-866-372-7436)

Founded in 2005, Sapien is one of the most progressive, competitive and innovative providers of on-demand HRMS and HCM software resources, and of Human Resources Augmentation™ (HRA) services, and is emerging as the leader in the global evolution of HR solutions. Built on the SaaS platform, Sapien combines comprehensive HR management and planning functionality with the latest Internet and workflow technologies to help transform the way companies manage their HR functions. Sapien services a worldwide client base from its headquarters in Morristown, NJ. More information is available at www.sapiensoftware.com