

### **Industry**

*Scientific exploration and discovery of glyconutrient products designed to help boost the body's ability to stay healthy.*

### **Number of Employees**

*Approximately 500*

### **Number of Countries**

*11*

### **Challenge**

*How to retain senior staff and build succession and development plans for key executives.*

### **Solution**

*Sapien custom-configured Performance and Succession modules; Ceridian HRMS and Payroll.*

### **Testimonial**

*"Few other companies were prepared to tackle the complexity of the Performance module. Sapien was able to deal with the complexity and build a system that has been a mainstay of our organization for the past three years."*

## **Company Profile**

Mannatech, established in 1994, develops innovative, high-quality, proprietary, nutritional supplements, skin care solutions and weight management products that are sold in the United States, Canada, Australia, the United Kingdom, Japan, New Zealand, Republic of Korea, Taiwan, Denmark, Germany, and South Africa. Inspired by cutting-edge aloe vera saccharide research and the emerging field of biologically active polysaccharides, Mannatech developed the world's first glyconutritional dietary supplement based on plant polysaccharides, Ambrotose® complex, in 1996.

Publicly traded on the NASDAQ (MTEX), Mannatech employs over 550 people worldwide and sells its products primarily through its 570,000 independent associates and members.

## **Situation**

Mannatech grew rapidly following its founding in 1994, with key executives and managers joining the company ranks as the associate member organization flourished. In 2004, despite healthy growth, the Company began to face retention issues and no formal succession plan development was in place.

Mannatech contacted a number of HCM providers, including Sapien, Success Factors and Halogen Software to review Performance Management solutions.

## **HR Solution Selection Criteria**

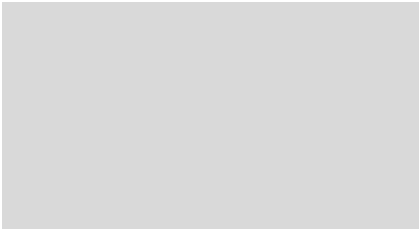
- Global capabilities
- Ability to link with domestic and international payroll providers
- Integrated reporting capabilities
- Ability to configure software to the specific needs of Mannatech
- Cost

## **Solution**

Sapien bested Success Factors and Halogen on several measures, including responsiveness and the ability to configure a Performance Management plan in line with Company needs. As the only single-tenant architecture provider in the mix, Sapien had the flexibility to affect this customization without impacting the other clients using the multi-tenant servers.

The Sapien solution has been in place since 2005, and the companies continue to explore expansion possibilities to include training administration, recruitment and other talent management modules. Mannatech renewed its contract with Sapien for another two years in May of 2008.

According to Mike Durrant, Account Manager on Mannatech, "Sapien was the only



provider that was capable of completely customizing its PM module to meet the Mannatech needs, and to do so on the Mannatech schedule. We continue to work closely with the Company and to discuss expansion opportunities in line with their growth needs.”