

**For Immediate Release****HumanConcepts OrgPlus Enterprise 4.0 Now Available**

*Award-Winning Workforce Planning Platform Drives Key Solutions that Enable Organizations to Rapidly Adapt to Workforce Change*

Sausalito, California — DECEMBER 1, 2009 — HumanConcepts, the leading provider of workforce decision support solutions, today announced the launch of [OrgPlus Enterprise 4.0](#). This significant release extends the power of the OrgPlus Enterprise SaaS platform to help organizations adapt their workforce to ever changing conditions. With the new additions of succession planning, access to historical information for comparison purposes, enhanced HR data visualization and visual employee directory capabilities, OrgPlus Enterprise enables greater visibility into past and present organizational information in order to more effectively plan for future scenarios.

Along with the new version of OrgPlus Enterprise, HumanConcepts is unveiling its new [Workforce Decision Support Solutions](#) that leverage the strengths of the OrgPlus Enterprise platform to solve specific business challenges. The solutions are designed to help Executives, HR, Finance and the general employee population quickly answer workforce-related questions, plan for workforce change, and make better decisions. Solution areas include:

- Find: Visual Employee Directories
- View: HR Data Visualization
- Understand: Workforce Analytics
- Plan: [Workforce Planning](#), including Org Design, Reorganizations and Succession Planning
- Manage: Manage Organizational Hierarchies
- Separate and Retain: Manage Employee Transitions

OrgPlus Enterprise 4.0 combines the proven benefits of visualization with advanced modeling technology. The SaaS solution makes workforce information easily accessible to employees, managers and executives for greater visibility and improved workforce decision making. The new benefits of OrgPlus Enterprise 4.0 include:

- **Improved workforce visibility – past, present and future.** New features combine to provide a clearer picture of where the workforce has been (archiving), the current state (duplicate record handling, improved directory) and future ([succession planning](#)) so you can more easily understand workforce dynamics over time and plan for change.

- **Organizational continuity.** Succession planning ensures organizational continuity. With the ability to quickly make and modify future plans, organizations mitigate the risks of unexpectedly losing key employees or skill sets.
- **Employee communications.** Improved OrgTree and phonetic search make it easier to locate individuals in the organization, regardless of division or geography.

## New Features in OrgPlus Enterprise 4.0

- **Succession Planning.** OrgPlus Enterprise Succession provides a practical, intuitive way to rapidly implement succession plans for key positions, departments or the whole company. The solution enables HR and departmental managers to mitigate succession risk by using the familiar context of the org chart to find, evaluate and assign employees.
- **Archive and Compare.** The optional module enables you to take a snapshot of the current organization and use it as a benchmark against plans for future growth. Gain a better understanding of workforce performance *vis a vis* other business factors, such as revenue, seasonal variances, and management level.
- **Phonetic Search.** Phonetic search allows OrgPlus Enterprise users to search the directory for words that sound similar to the entered search text. For instance, a search on the name "Mayer" will return results for "Meyer," "Meier," and "Mayor."
- **Duplicate Record Handling.** Duplicate records (employees reporting to more than one manager) are configured to better represent primary relationships. This capability aids current understanding of the organization and helps in planning initiatives, as costs and other metrics can now be more accurately allocated by reporting relationship.
- **OrgTree Sorting.** Users can now sort the OrgTree in the same way the chart is sorted. For large organizations, this provides users easier, more intuitive chart navigation.

"This new release of OrgPlus Enterprise enhances a solution platform that drives key business planning decisions," said Martin Sacks, HumanConcepts President and CEO. "OrgPlus Enterprise enables HR, line of business and department managers to gain greater visibility into their workforce and delivers a powerful platform for planning – enabling them to not only determine their next moves, but also develop their game plan for the future."

## OrgPlus Enterprise 4.0 Availability

OrgPlus Enterprise 4.0 is available now and can be rapidly implemented. The solution is available directly from HumanConcepts at [www.orgplus.com](http://www.orgplus.com) or by calling 1-888-821-1261 or 1-415-332-3030 (outside the US).

## **About HumanConcepts**

HumanConcepts is the global leader in on-demand workforce decision support solutions. Over fifty thousand businesses worldwide—including 400 of the Fortune 500—use OrgPlus® every day to better understand their workforce and manage change, using information-rich org charts, easy-to-configure workforce metrics, and advanced collaborative modeling tools. Named as Top HR Product of 2008 by Human Resource Executive® magazine, OrgPlus integrates seamlessly with Oracle, SAP, and other leading HCM and HR systems.

HumanConcepts also offers Transition Manager, a comprehensive, on-demand decision support tool designed to help large companies meet the objectives and minimize the risks associated with workforce reorganizations. Transition Manager is the only solution on the market for managing reductions in force, and is currently in use by ten percent of the Fortune 100 companies. By providing real-time insight, reducing legal and compliance exposure, lowering separation costs, and minimizing the loss of key talent, Transition Manager provides immediate and significant value to any company undergoing change.

HumanConcepts is based in Sausalito, California with offices in the United Kingdom, Germany, and Singapore. For more information, visit [www.humanconcepts.com](http://www.humanconcepts.com).

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