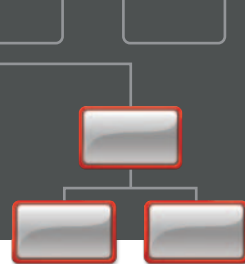


OrgPlus[®] for PeopleSoft[®]

Organize. Visualize. Strategize.



➤ **What's your strategy to close the gaps between your ideal workforce and your current one?** How do you maintain an up-to-date view of your organization, while protecting the security and integrity of your employee data? How do you know where to train, recruit or restructure inside your business?

Create Integrated, On-demand Organizational Charts with PeopleSoft

- Access PeopleSoft Data in Real Time
- View Company Data Securely
- Conditionally Format Charts
- Dynamically Navigate Through Your Organization
- Generate Reports, Profiles, Directories and More

Acquiring the visibility you need to answer these questions about your workforce is easier than you think. OrgPlus for PeopleSoft has the tools to enable you to chart, view, validate, analyze and model your employee data – illustrating your hierarchy, creating a framework for change and scenario planning, allowing the export of your data directly to spreadsheets for analysis. All of these allow for better decision making about your organizational structure and resource allocation.

OrgPlus for PeopleSoft:

With OrgPlus for PeopleSoft you can build and publish a view of your organization automatically, and enable all your employees to easily view this information in the form of organizational charts.

OrgPlus for PeopleSoft allows HR professionals and managers to easily access and validate their employee data, enact changes to the organizational structure, automate the data input process and ultimately enable informed decision-making about organizational changes before impacting major business units.

Linking directly into PeopleSoft HR data via seamless, secure integration, OrgPlus for PeopleSoft allows you to maximize your IT investment by providing a unified view of your entire organization, to see employee data the way you think about employees, to manage your workforce as the critical business asset it truly is.

In addition, OrgPlus provides integration for PeopleSoft Enterprise Portal and Security, providing secure and transparent access to enterprise content residing on your corporate PeopleSoft portal.

Create Integrated, On-demand Organizational Charts with PeopleSoft. Directly from your PeopleSoft database.

ORACLE[®] | PeopleSoft.

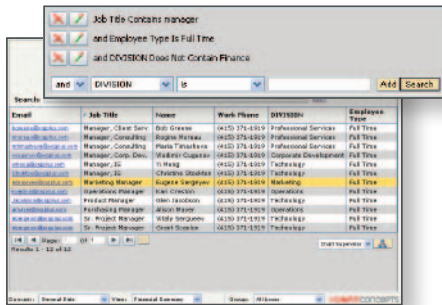
CHOSEN BY OVER 400
FORTUNE 500
COMPANIES



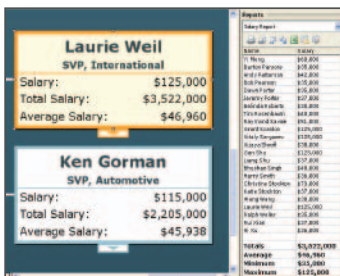
Feature Overview

“ Lear Corporation chose OrgPlus Enterprise because it met our need for a visual and dynamic way to view our organization and because it tied in extremely well with our PeopleSoft application. We are pleased to make OrgPlus the company standard in organizational charting.”

Greg Ruvolo
LearNet



Use the Advanced Search panel to select complex criteria to search through your organization.



Dynamic reporting tools allow you to create reports using chart data, test what-if scenarios and visualize potential budget or headcount impact by chart branch.

Key Capabilities of OrgPlus for PeopleSoft:

- Automated solution for PeopleSoft HRMS versions 8.0 and up (including 8SP1, 8.3, 8.8 and 8.9).
- Supports both Supervisor Reporting and Position Management.
- Real-time and near real-time charts of PeopleSoft data; access to all PeopleSoft data fields.
- Ability to log into OrgPlus using existing PeopleSoft user accounts and passwords.
- Specialized tools for creating and communicating organizational charts.
- Advanced employee search capabilities.
- Supports workforce modeling and analysis.
- Flexible security architecture that allows control of exactly what organizational data is presented to any given user.

Key Benefits of OrgPlus for PeopleSoft:

- Quick and easy building, viewing and publishing of organizational charts and structures direct from PeopleSoft HR.
- No need for customized software development; requires no special hardware or software, minimizing the impact on IT.
- Guaranteed compatibility with PeopleSoft HR.
- More secure than alternative approaches to accessing PeopleSoft HR data.
- Provides access to all PeopleSoft data fields.
- Use of PeopleSoft native security to restrict access to data.
- Reduces cost of maintaining organizational information manually.
- Empowers employees and management to view organizational charts as needed.
- Provides organizational scenario planning before impacting company structure.
- Tight integration with the Microsoft Office platform; export data directly to Excel, MS Word, PowerPoint as well as Adobe Acrobat PDF.
- Manage organizational changes quickly and accurately.

Key Benefits of OrgPlus Integration with PeopleSoft Enterprise Portal and Security:

- Ability to authenticate users directly against PeopleSoft.
- Leverages existing PeopleSoft security.
- PeopleSoft Portal integration.
- Single Sign On from PeopleSoft and the PeopleSoft Portal.
- Context sensitive charts from the PeopleSoft Portal.
- Complete control over which features are enabled (print, save or export).

OrgPlus for PeopleSoft Supports Various Workforce Planning Activities:

- Helps bridge knowledge gaps due to attrition.
- Supports maximum organizational effectiveness.
- Provides a foundation to actively train, recruit or restructure resources.
- Takes separate initiatives out of stovepipes and integrates them as part of an overall plan.

HUMANCONCEPTS

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Products:

- PeopleSoft HR
 - System requirements: see PeopleSoft
- OPE 2.5 Hardware/Software Requirements
 - Minimum Hardware: Pentium IV processor or equivalent
 - Single Xeon recommended for > 200 concurrent users
 - Dual Xeon recommended for > 500 concurrent users
 - 5GB of free disk space
- Recommended Memory
 - 512MB RAM minimum
 - 2GB RAM recommended for > 10,000 employees
 - 4GB RAM recommended for > 25,000 employees
- Operating System
 - Windows 2000 Server or Advanced Server
 - Windows XP Professional or 64-Bit Edition
 - Windows Server 2003 family products
- Required Software
 - Microsoft Internet Information Services (IIS) 5.0 or later
 - Microsoft Data Access Components (MDAC) 2.7 or later
 - Microsoft .NET 1.1 framework
 - Microsoft SQL Server (MSDE version available)

OrgPlus Reporting:

- Headcounts
- Employee Vacancies
- Employee Types
 - Contractors
 - Temporary
 - Hourly
 - Consultants
- Employee Status
 - Full Time
 - Part Time
 - Leave of Absence
 - Vacation
 - Diversity
- Salary Planning/Budgeting
- Retirement Planning
- Succession Planning
- Skills Management
- Performance Management