

OrgPlus[®] Enterprise

OrgPlus Enterprise Provides a Platform for Visibility and Decision Making Through:

- Visual Employee Directories
- HR Data Visualization
- Workforce Analytics
- Workforce Planning
- Organizational Hierarchy Management
- Workforce Transition Management

CHOSEN BY OVER 400
FORTUNE 500
COMPANIES

OrgPlus Enterprise is part of the OrgPlus family of workforce planning solutions which also includes:

- OrgPlus Premium
- OrgPlus Professional
- OrgPlus Standard

➤ **OrgPlus Enterprise transforms conventional organizational charts into a powerful business system to proactively manage workforce change.** Combining the proven benefits of visualization with advanced modeling technology, OrgPlus Enterprise provides a clearer picture of where the workforce has been and where it is today so you can more easily plan for future success. With OrgPlus Enterprise:

- Gain insight-rich, "drillable" org charts that each department can use to visualize the workforce
- Access key metrics and hierarchy-based analytics to understand workforce dynamics
- Extend the value of your ERP or HR system, delivering rich human capital information company-wide securely over the web

Rich Visual Context Makes Hierarchical Information Understandable, Actionable

With OrgPlus Enterprise, managers can navigate, explore and understand their organization more easily than ever before. OrgPlus Enterprise transforms static, data-heavy spreadsheets into insight-rich hierarchy-based information you can use for communication, planning and analysis. Visual cues such as colors, formatting, and icons provide a guide for instant understanding and fact-driven action.

Monitor Key Performance Indicators

OrgPlus Enterprise enables managers across the enterprise to effortlessly monitor key performance indicators (KPI) and other metrics that matter. Executives may choose to track revenue per FTE or span of control, while HR managers could focus on turnover rate, diversity ratios or performance ratings. Published online in OrgPlus – or to PowerPoint, Excel or PDF – information can be quickly communicated to all stakeholders.

Increase the Value of Your Systems Investment

OrgPlus Enterprise works seamlessly with your HCM, Finance and ERP systems (including PeopleSoft, Oracle, Lawson, SAP, and more) allowing you to access accurate, up-to-date charts instantly online. It can even combine information from multiple systems into a single view of the data. The application provides all employees access to the information in enterprise systems 24 hours a day, seven days a week without the cost of additional licenses or training.

Fully Integrated Security Protects Your Valuable Information

OrgPlus Enterprise protects your valuable employee data with industry standard security, ensuring that data is safe, secure, and available only to authorized users in your organization. At the application level, OrgPlus Enterprise features role-based and individual security level controls so every user has access only to the information they are allowed to see. OrgPlus Enterprise can inherit field level security profiles from PeopleSoft, SAP or other HCM systems.

OrgPlus Enterprise Optional Add-On Modules

- **Blueprint:** Award-winning product enables collaborative, interactive workforce modeling. With moving metrics to show the impact of proposed changes, Blueprint reduces cycle time and increases visibility in planning, reorganizations, mergers, and more.
- **Succession:** Simple and flexible 'practical' succession module enables you to quickly make, modify and communicate succession plans within the intuitive format of the org chart. OrgPlus Enterprise Succession provides future visibility and ensures organizational continuity for a fraction of the resource cost of traditional succession solutions.
- **Archive and Compare:** Enables organizations to set a schedule to automatically save versions of their domain for future comparisons and gain a better understanding of workforce performance vis a vis other business factors, such as revenue, seasonal variances, management level, etc.



OrgPlus Enterprise Key Capabilities

Organizational Charts and Employee Directories

- ▶ Access your organizational charts anytime, anywhere via the Internet using only a web browser
- ▶ Use as a stand-alone application or integrate into an existing portal or intranet
- ▶ Increase productivity with visual employee directories
- ▶ Deliver workforce knowledge with formulas, metrics and data driven formats
- ▶ Navigate through the entire enterprise or within manageable sub-charts

Workforce Analytics

- ▶ Access workforce metrics in the context of organizational charts
- ▶ Deliver industry-standard metrics including headcount, span of control and budget
- ▶ Support decisions with hierarchy-based analytics unavailable in ERP systems
- ▶ Instantly evaluate, share, and compare workforce change scenarios to reveal impacts on financial, headcount, and other key metrics

Workforce Planning

- ▶ Design new organizations or realign for new objectives via an interactive modeling environment
- ▶ Accelerate the speed of reorganizations, mergers and acquisitions by quickly accessing data, modeling scenarios and testing options
- ▶ Combine qualitative knowledge with quantitative evaluations enabling an organization to build succession plans quickly

Communication and Collaboration

- ▶ Locate individuals in the organization, regardless of division or geography, through flexible search and display options
- ▶ Easily publish charts to PDF, MS Office and Web to communicate organizational structure

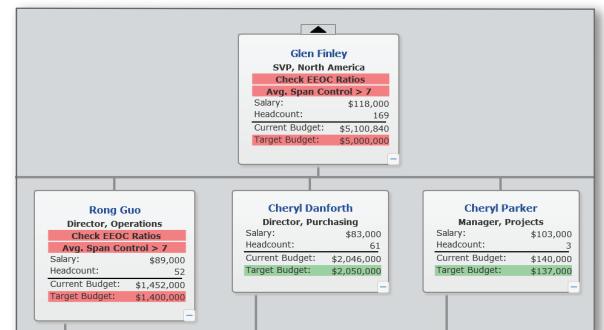
OrgPlus Enterprise Environment

Scalable and Easy To Implement

- ▶ Scalable solution you can expand automatically to meet your organization's growing needs
- ▶ No up-front technology investment, which is a perfect fit for traditional budget cycles
- ▶ No need to hire additional IT resources or invest in additional infrastructure
- ▶ Fully integrates with OrgPlus Standard, Professional and Premium

Protected with Industry-Standard Security

- ▶ Hosted in a secure server environment using firewall and other advanced technologies to prevent unauthorized access
- ▶ Inherits field level security profiles from PeopleSoft, SAP, or other HRMS products
- ▶ SSL technology protects company information using both server authentication and data encryption
- ▶ SSO security, role-based and individual security level controls ensure only authorized access to information



With OrgPlus Enterprise, restructure the workforce to meet budget goals and monitor key metrics.

HUMANCONCEPTS™

Workforce Modeling and Intelligence

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Client Requirements

Display: 1024 x 768
Operating System: Microsoft Windows Vista, Microsoft Windows XP Service Pack 2
Browser Plug-in: Adobe Flash Player 10
Supported Browsers: Administration and advanced functionality Internet Explorer 7, Internet Explorer 8; Basic functionality in the chart, directory and OrgTree modules – Mozilla Firefox 3