Sapien

Fast Facts

○ **Proven, rapidly-customizable, global mid-market HR solution** that creates a single source of truth and delivers everything from global employee and benefits administration to compensation planning and management, global payroll integration, performance management, employee and manager self-service, succession planning, organizational charting and more.

○ **Cloud-based, hybrid tenant architecture** ensures data integrity and security as databases are not co-mingled. Master System of Record (MSoR) allows companies to manage key HR functions on one platform, and a no-code toolkit enables Sapien to configure solution to deliver ERP-grade features to handle complex tasks such as position/entity control, reporting on position to position, person to person, mentee to mentor, job families, and entity relationships.

○ **Perfect, cost-effective solution for all global mid-market companies in transition**, with particular expertise in providing needed functionality to guide HR in corporate divestitures, mergers, carve-outs, spin-offs and more. Normally implementable within four months, in all cases the solution is fully implementable within or ahead of timetables established by corporate TSAs. Designed to be the right solution during transition and as the company evolves.

○ **Ideal to replace outdated and end of life/expensive legacy HR systems**, Sapien can easily scale to accommodate tens of thousands of employees (and Contractors and Non-Employees) throughout the world, and can import data from existing platforms (data extracts) or from Sapien data templates.

○ **Multi-lingual and multi-currency solution**…dynamic enough to recognize Unicode (Multi-byte character-based languages), multiple date formats, multiple and legacy employee IDs and much more. (For example, in the Talent Management modules, Sapien is programmed to translate the competencies, scoring parameters, and overall ratings of the performance review into the native language of the reviewer, and to translate it into the native language of the individual's manager).

○ **24/7 global managed services** (Human Resources Augmentation – HRA) assists Global Administrators with functions ranging from security administration, to leave management, position/entity changes, absence administration, front end payroll administration, report creation, data exports, and more.

○ **Payroll agnostic**, Sapien manages payroll groups, frequencies, deductions, additional earnings, benefits contributions, etc. along with PTO and gross comp, and exports to any national, international, or local payroll providers across the globe for gross to net calculations. An added benefit is that this approach segregates HR data span of controls from payroll companies.

○ **Seamlessly links to third party service providers** everywhere in the world, and integrates with any packaged and proprietary company software.

○ **Provides fully integrated self-service capabilities**, delivering the versatility that multinational organizations need, and enabling employees to review and change personal data, view company handbooks, receive personalized messages surrounding their employment (compliance alerts), and much more.

○ **Offers multiple and complete security authorizations**, allowing data access to different users with different clearances, and can create multiple workflows overall and for individual countries and hierarchies based on specific business requirements.

○ **Able to track all employees including contingent workers** and view them within the talent pool, the overall organization, and more. System accommodates contract details, fees, performance and other measures to assess/consider contingent workers for continued/expanded responsibilities.

○ **Has embedded Crystal Reporting with 150+ standard reports in the system**, and a report wizard for ad-hoc reports. Able to create custom reports or have them created by Sapien HRA. Reports can be printed by the user, or exported into Microsoft or Adobe in line with security clearances. Report delivery can be scheduled to authorized individuals or groups at any desired frequency.

○ **Created, managed and serviced by a team of highly-experienced senior HR leaders, technologists and M&A practice leaders.**