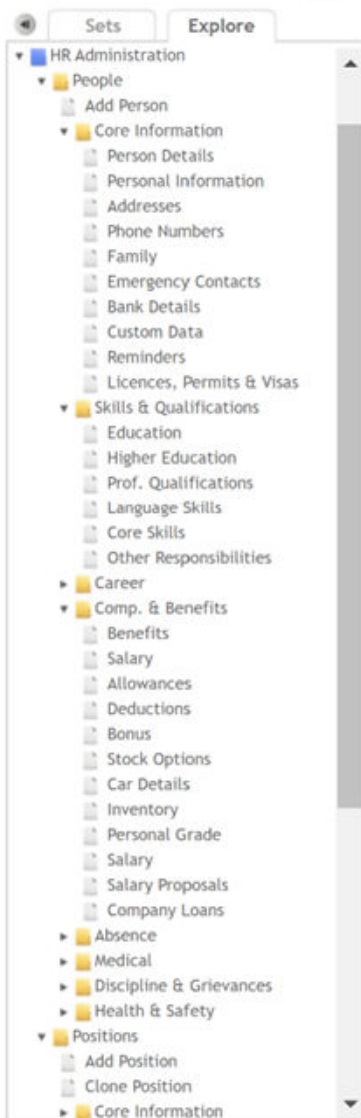


A Cloud-Based HR Management System, Sapient was designed from the ground up with the global enterprise in mind.



There's a significant difference between a HRMS designed for the global enterprise, and one that can accommodate records from other countries. Sapient Global HRMS is the former, built to reflect every global need including world currencies, world languages (including Double-Byte and Unicode compliances), country-specific forms for local data capture, global absenteeism, international allowances and deductions, and security roles for managing employees and data around the globe.

Designed to help improve the efficiency of the process and the effectiveness of managing employees, Sapient HRMS integrates seamlessly on the same platform as our integrated planning and HCM tools, so data flow, reporting and analysis can operate effortlessly.

Transform the Way You Work

- Provides security-based access to comprehensive functionality through standard web browsers
- Insures that HR retains control of both data and processes
- Workflow automatically routes tasks through review and approval cycles
- Improves productivity and insures that important tasks are not overlooked
- Search/Query function provides a depth of integration and a range of functionality that is unparalleled on a single platform

Save Time and Money

- Can be up and running quickly as security protocols and architecture are already established
- No upfront purchase/licensing costs
- On-demand minimizes both the hardware and personnel costs associated with traditional software systems
- Pricing is based on number of active employees, and increases proportionate to corporate growth
 - All core HR modules are included in base pricing
 - Integrates with existing Identity Management Solutions (SSO)

Configurable and Customizable Based on Company Needs

- Hybrid-tenant architecture allows for rapid configuration of country-specific functionality
- Hybrid-tenant also helps to insure data security as stored records are not co-mingled with the records of other companies
- Can be configured to report position to position, person to person, job families, and complex entity relationships

The Right Solution for Companies in Transition

- A "go to" choice for divesting, expanding and growing global companies
- 24/7 US-based customer support to meet global service needs
- Works in every global language, protocol and security constraint
- Able to link with any/all payroll, benefits or databases, providing integration anywhere on the globe

Global HRMS



Employee Information

- Multiple reporting options include Dashboards, Standard Reports (140), Ad-hoc Reports, Audit Reports/Queries
- Effective dated records for Point-in-Time Reporting
- Configurable with custom fields of data
- Search/query (including sub-query) capability enables quick acquisition of data

Benefits Administration

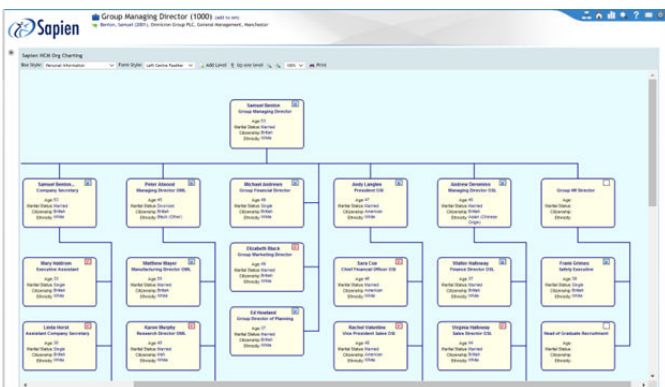
- Full range of tools help to manage different benefit plans
- Fields can be configured and parameterized including pension, 401K, COBRA, FMLA, medical, dental, vision, reward programs; more
- Self-Service allows employees to update and enroll their benefit information driven by configurable eligibility rules

Payroll Integration

- Full suite of tools to prepare/manage pre-calc processes with full integration to any payroll provider
- Payroll can be tracked, updated, and run using any number of configurable and parameterized pay plans
- Payroll can be exported to national providers or any local payroll providers around the world
- Payroll groups, frequencies, deductions, additional earnings, contributions, etc. can all be managed within Sapient along with any absenteeism data, and then simply exported by you to any payroll processor worldwide

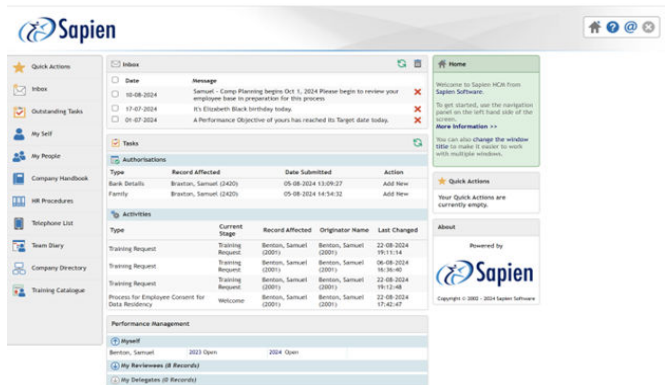
Organizational Charting

- Sapient organizational charts help you think more intuitively and strategically about structural changes
- Color coding and conditional mapping help you see key issues such as performance, potential, or age and gender distribution, more easily



Employee and Manager Self-Service

- Employee access anywhere (including mobile devices) through standard web browser
- Manager ability to manage and monitor absences, track health and safety incidents, handle appraisals online, capture disciplinary incidents, build competency profiles for employees and positions (or jobs), search employee profiles, develop career and succession plans and more



Absenteeism

- Functionality to manage global absenteeism plans including vacation, sickness, personal, mandatory, maternity, FMLA, etc
- Trackable administratively and via the self-service and manager roles
- Can be configured and parameterized to meet organizational needs

Compliance

- Collection, inquiry and report capabilities
- Configurable batch and demographic reporting
- Full auditing capabilities including edit history
- Secure data maintenance

Handbooks

- Alerts and acknowledgment functionality to intro and monitor acceptance of handbook iterations
- Linkable to existing HR portals/intranets

Reporting

- Ad-hoc reporting, wizards, libraries, and batch reporting
- Point-in-Time, effective date, and historical reporting
- Extensive library of pre-defined reports
- World class Crystal Reports
- Fully secure; access only to allowable data
- Reporting available in multiple languages

For more information: contact@sapientsoftware.com

Sapient is the most progressive, competitive and innovative provider of HR software for the global mid-market with unparalleled expertise in divestitures. Built to evolve as companies evolve, Sapient is intuitive, rapidly customizable and proven, delivering the functionality, versatility and affordability that mid-market globals need. Led by industry veterans and designed to be right for now and tomorrow, Sapient is multi-lingual, multi-currency, and payroll/benefits agnostic. Our proprietary Human Resources Augmentation (HRA) managed services offering adds an additional layer of support to every client, and is available globally. More information is available at www.sapientsoftware.com