



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. MSOR allows companies to manage key HR functions on one platform, and a no-code toolkit enables Sapien to configure solution to handle complex tasks such as position/entity control, reporting on position to position, person to person, 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; fully implementable within or ahead of timetables established by corporate TSAs.
- **Ideal to replace outdated/expensive legacy HR systems**, Sapien can import data from existing platforms and, in most cases, have 80% of data live within 72 hours.
- **Multi-lingual and multi-currency solution**...dynamic enough to recognize Unicode (Multi-byte character-based languages), multiple date formats, multiple identification numbers and much more. (For example, in the Talent Management modules, Sapien is programmed to translate a performance review into the native language of the reviewer, and to translate it into the native language of this individual's manager).
- **Offers 24/7 global managed services (Human Resources Augmentation – HRA)** to assist companies with functions ranging from onboarding/offboarding, 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 employ, 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 business requirements.
- **Has embedded Crystal Reporting** with hundreds of pre-defined reports in the system, and a report wizard for ad-hoc reports. Able to create custom reports, all of which can be printed by the user, or exported into Microsoft or Adobe, in line with security clearances, and to schedule report delivery to individuals or groups at any desired frequency.
- **Created, managed and serviced by team of highly-experienced senior HR leaders, technologists and M&A practice leaders.**