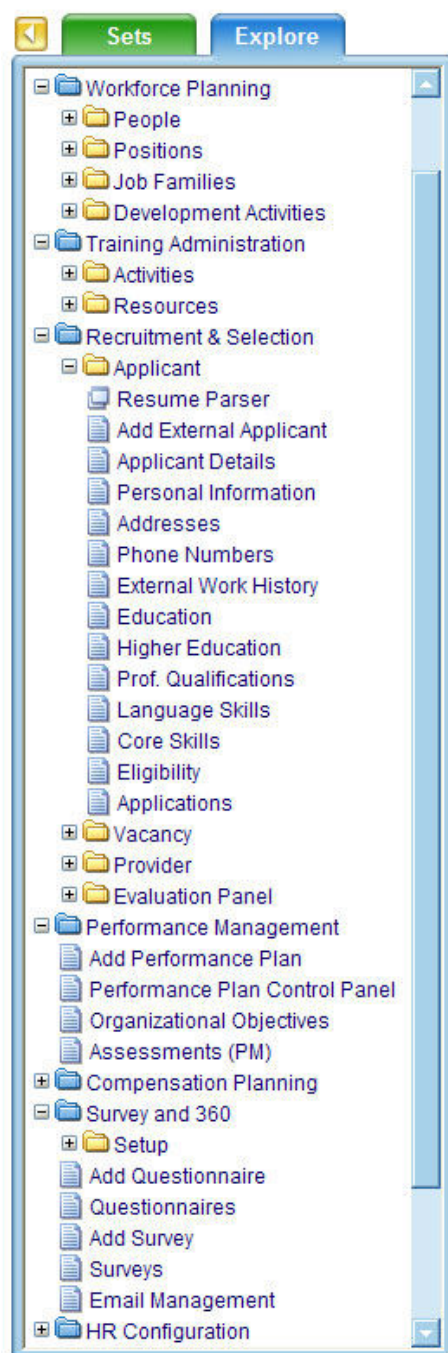


The integrated tools that HR professionals need to recruit, track, develop and reward the people who make their global organizations great.



The strategic infrastructure of every organization, HCM is a major focus of almost every growing enterprise. Sapient makes this ability to focus on people and their development even easier by offering every possible Talent Management module on its already robust and integrated total HR software.

Flexible and impressively easy to use, our truly integrated global platform supports a broad range of Talent Management activities including succession planning, leadership and career development, competency and skills management, compensation planning, training administration, recruitment, performance management, 360/Survey, and integrated charting. Importantly, each additional module increases the effectiveness of the organization and the satisfaction of the employee.

One Global Platform/One Global Solution

- HRMS and HCM combined on one on-demand global platform
- Insures data integrity, transferability and usability
- Improves everything from ease of input to reporting

Grows With You

- Full suite of embedded HCM modules allows for almost instantaneous addition of services as business grows and needs change
- All-inclusive license model

Hybrid Tenant Architecture

- Common code block for all customers
- Private Database insures that data privacy and security meet all country rules
- Allows for individual modification/configuration of applications and screens

Robust Talent Modules

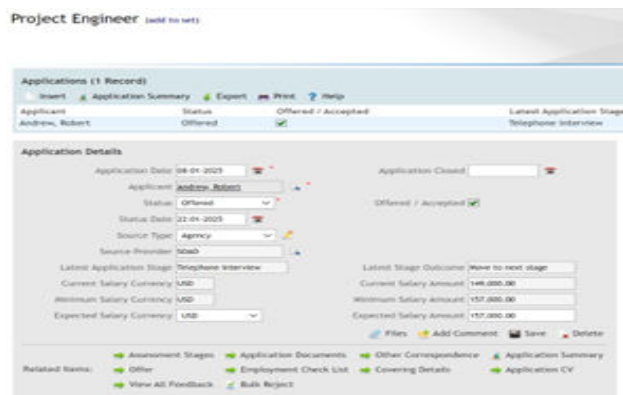
- Rapidly customizable and configurable to meet your specific needs
- Every module works seamlessly with the other Talent Management modules, and with the HRMS suite of services to provide consistency from function to function and from input to reporting

Global Languages and Currencies

- Every language and currency, converts to a base currency, typically USD
- Enter and receive information in the language of the user
- Programmable currency conversion tables on your schedule

Recruitment and Applicant Tracking

- Manage open internal positions with candidates from multiple sources
- Allows for everything from job requisitioning to postings, applicant search/screening, interview scheduling, records, resume parsing and more

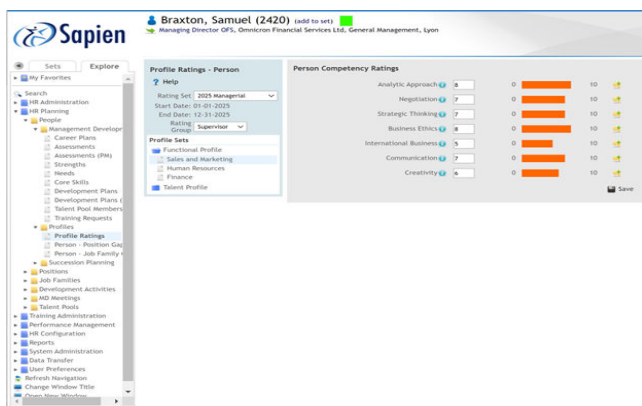


Training Administration

- Global training module
- Allows for maintenance of catalogues of internal and external training courses (with all details) to schedule training at the time and location required, and to function in multiple languages

Performance Management

- Powerful, single form automated planning tool
- Provides integrated workflow and appraisal templates
- Allows for performance plans to be routed for group discussion, approval, feedback and other responses
- Link with objectives; limitless rating scale options including Strengths, Weaknesses, Mobility Preferences, more
- Dozens of standard reports; multiple org charts; custom



360 Multi-Rater Assessment & Survey

- Captures and reports information to perform multi-rater assessments, 360 feedbacks and configurable surveys
- Can be configured to capture HR data in line with the organization's needs or to poll the organization on a host of different issues

Succession Planning

- Assess management skills and talents
- Analyze succession plans
- Identify gaps, readiness, "what if" scenarios
- Search and match individuals across all geographies and reconcile and align succession plans with employee goals and company needs



Compensation Planning

- Time and process improvement tool
- Encourages compliance with company pay review strategies and guidelines
- Provides reviewing managers with browser-based interface that is easy and reduces time to complete
- Helps manage to (local or roll-up) budgets for anniversary, focal, variable pay and sales/promotion functionality
- Accommodates bonus awards, stock/ownership, hard and soft alerts; more
- Enterprise-wide solution that provides HR specialists with complete visibility of, and control over, the process as it unfolds

For more information: contact@sapiensoftware.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.sapiensoftware.com

Global Human Resources Augmentation[™].

A revolutionary new way to think about outsourcing, Sapient Global HRA represents the future of managed service support.

To manage the complexities of a global workforce, many companies have historically turned to traditional outsourcing which, at its core, promises improved efficiency by handling administrative activities. While we recognize the need, we agreed with the marketplace that there had to be a much better way to deliver the services. Thus was born Sapient Human Resources Augmentation[™], or HRA.

A whole new way of thinking about HR Outsourcing, Sapient Global HRA serves as a readily available extra set of hands, assisting with everything from onboarding and background coordination, to global PTO and absenteeism, system administration, and more. By “augmenting” rather than “outsourcing” activities entirely, Sapient HRA provides all the benefits of traditional outsourcing (and more) while enabling our clients to maintain control of key HR functions in addition to visibility and transparency to the data.

This service, available on a global basis and often for less than it would cost for the individual companies to handle the functions internally, was recognized as a Finalist for Best New Product or Service by the International Business Awards.



Augmentation; Not Replacement

- Allows company to maintain total responsibility rather than cede to vendor
- U.S. sourced and managed; multi-continent teams minimize downtime
- Avoids performance gaps, poor quality service, vendor oversight issues
- Augments administrative services instead of replacing them completely

The “Insourcing” of “Outsourcing”

- Works with a designated internal HR Administrator
- Clear roles and responsibilities identified
- Allows users to benefit from global administrative processing expertise to propel/complete major HR initiatives
- Available 24/7



Global HRA



- **Knowledge Rich:** Services provided by SHRM Certified HR and Technical professionals, giving clients the knowledge base required by Human Resources and the technological know-how to implement every augmentation effectively.
- **Transparent and Fully Accessible:** Full visibility is granted with cutting edge technology to support the function, and 24/7 access is provided to all information based on the established security roles.
- **Cost Effective:** Pricing is based on employee range rather than actual number of records. That means that smaller organizations can access the same expertise as larger ones at a scalable and proportionate cost, and that growing companies do not automatically add cost each time they expand their employee base.
- **Proven:** Sapien Global HRA has been proven on a global basis and is easy to implement. Already used by a host of clients of varying size, and at different stages in their corporate lifecycle, the proprietary Sapien Global HRA service has been put to the test and has demonstrated its ability to successfully augment HR functions.



Why Use Sapien Global HRA?

Cost and time efficiency aside, Sapien Global HRA has proven to be a valuable service to organizations of every size. Among its many benefits:

- Supports your existing staff
- Multilingual professional service
- 24/7 customer support
- Short and long term service
- Enables time for HR to focus on strategic initiatives

Sapien Global HRA is structured to augment a host of Administrative HR services in addition to Benefits, Absence, Compensation, Leave, Performance, and more. With no one set formula or delivery set, we offer clients a customized combination of services resulting in a superior HR solution at reduced costs.

Sapien Global HRA™ Services Overview

Sapien premium services give clients access to a host of services during and after implementation of the Sapien software program. These include:

- “Top Seven” Process Document Creation
- Dedicated phone number available 24/7/365
- Guidance with Data Integrity Initiatives
- Individual training and refreshers for up to 2 people per session
- Transactional processing such as entering new hires, terminations, updates, etc.
- Custom report generation & metrics

Specific augmentation functions available from Sapien Global HRA include the following:

Administrative HR Augmentation Services:

- New hire processing (onboarding)
- Background checks processes
- Coordination with Facilities & IT
- Termination processing within the platform
- Including RIF or unemployment assistance

Global Benefits Augmentation Services:

- Open enrollment
- Qualifying event
- New hire enrollment
- Vendor billing reconciliation

Absence Augmentation Services:

- International calendars per region
- Regional plan configurations
- Paid time off plans
- Vacation plans and tracking

Compensation Augmentation Services:

- Position changes (promotions, transfers)
- Processing of layoffs, reduction in force within platform
- Payroll administration

Leave Augmentation Services:

- STD, LTD, and Maternity
- Leaves of absence
- Intermittent FMLA

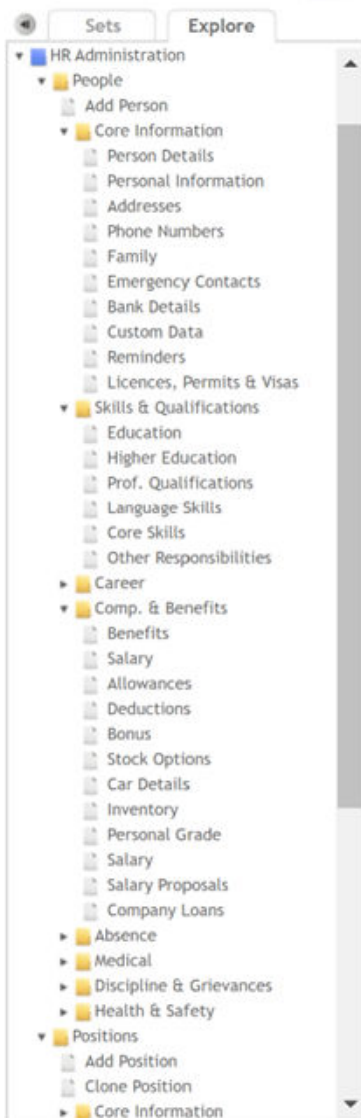
Performance Augmentation Services:

- Performance/Development Plan creation & tracking
- Development/Learning management linkages
- Annual Plan review & configuration

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Sapien 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, Sapien 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, Sapien 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.sapiensoftware.com

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

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

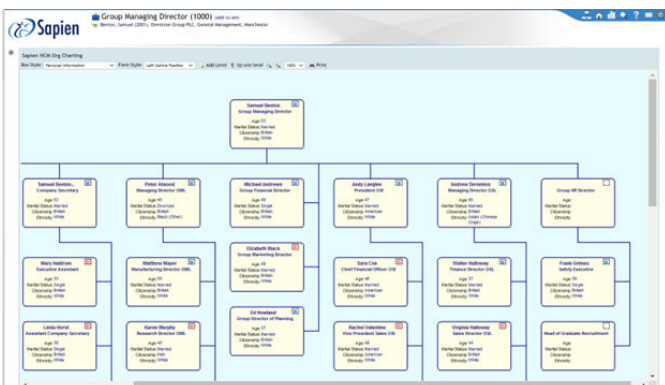
- Full range of tools help to manage different benefit plans
- Fields can be configured and parameterized including pension, 401K, COBRA, FMLA, medical, dental, vision, reward programs; more
- Self-Service allows employees to update and enroll their benefit information driven by configurable eligibility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

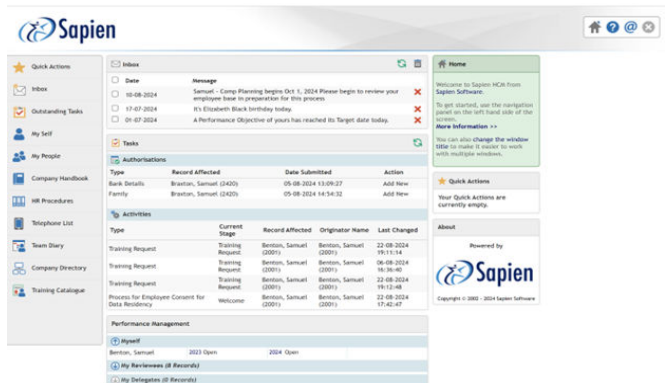
Organizational Charting

- 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

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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 Sapient 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**, Sapient 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, Sapient 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**, Sapient 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.**