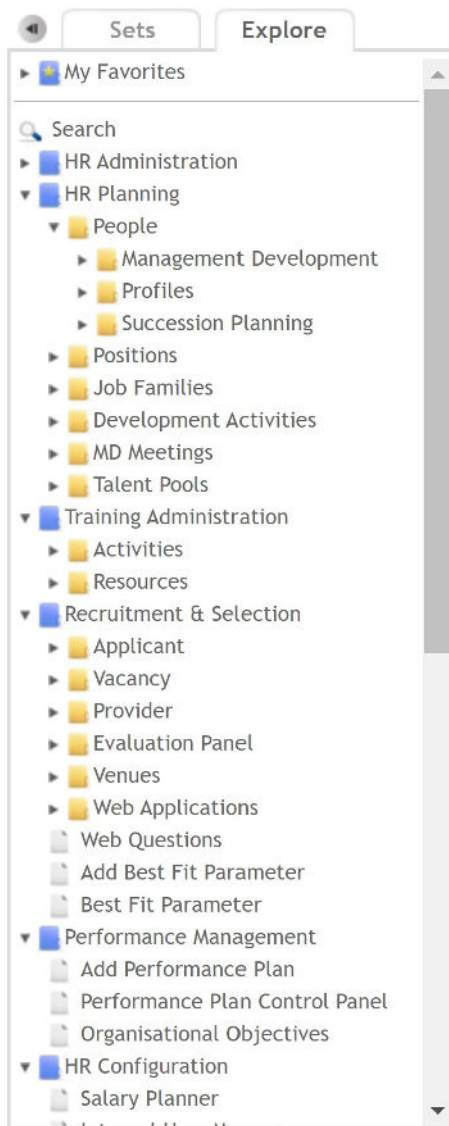


**The integrated tools that HR professionals need to recruit, track, develop and reward the people who make their global organizations great.**



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

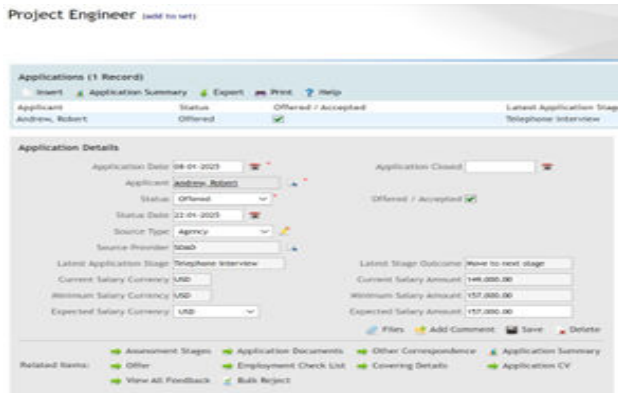
### **Global Languages and Currencies**

- 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

## Global HCM

### 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

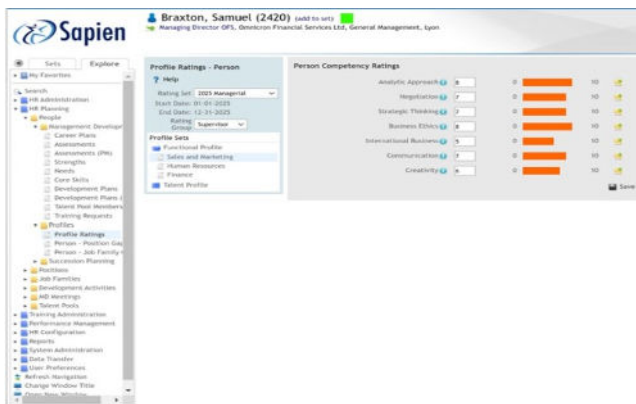


### Training Administration

- Global training module
- Allows for maintenance of catalogues of internal/external training courses (with all details) and to schedule training at specific time/location; available 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



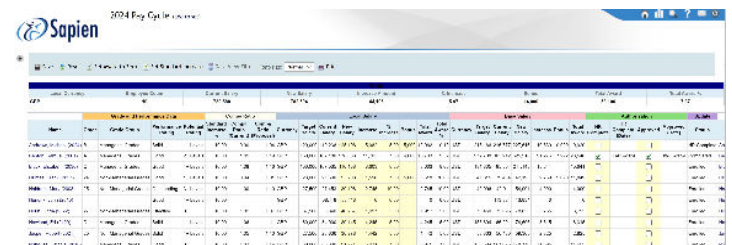
### Succession Planning

- 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/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 complete visibility of, and control over, the process as it unfolds



### 360 Multi-Rater Assessment & Survey

- Captures/reports information to perform multi-rater assessments, 360 feedbacks and configurable surveys
- Can be configured to capture HR data or to poll the organization on a host of issues

**For more information: [contact@sapiensoftware.com](mailto:contact@sapiensoftware.com)**

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 and is available globally. For more information: [www.sapiensoftware.com](http://www.sapiensoftware.com)