

UltiPro® “HCM My Way”™ — Tailored HCM with Highly Configurable Preferences

The UltiPro HCM My Way design puts an end to one-size-fits-all human capital management (HCM).

It takes HCM to the highest personalized level — giving you full functionality with extreme configurability. You customize the UltiPro portal to meet your unique business requirements, while your people have the ability to select their own personal preferences. Features, like multiple language options, meet diverse individual needs and streamline global workforce management. UltiPro HCM My Way delivers choice and control, allowing you to tailor the UltiPro experience for all end users to operate at peak efficiency.

Personalization Options for All Users

Highly configurable, UltiPro’s HCM My Way design puts your people in the driver’s seat. Employees take control and adapt the UltiPro portal with their own personal preferences that are “sticky” and recalled each time users log in. Personalization options include the ability to:

- Launch the portal from multiple Web browsers (Microsoft Internet Explorer and Mozilla Firefox)
- View information and perform tasks in the language of choice (English, Spanish, or French)
- Set preferences for the order and placement of home-page content
- Access any available page in one click

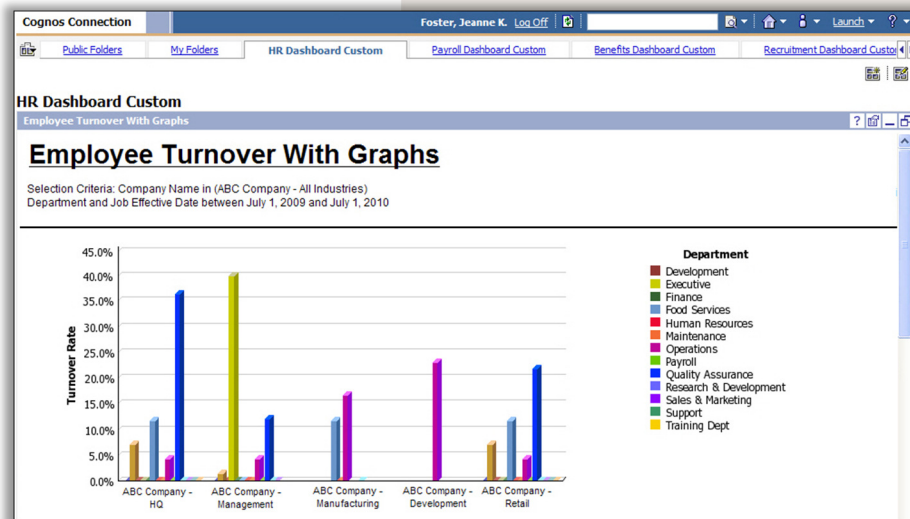
Easy Portal Navigation

HCM My Way is so intuitive that navigating through the UltiPro portal is a snap:

- A graphical menu bar points managers and employees directly to the features they have rights to access
- A “Things I Can Do” area eliminates guesswork by delivering one-click access to all of the tasks that can be completed from the page displayed
- Shortcuts to frequently completed transactions speed the completion of routine tasks
- A search feature helps your workforce find information quickly
- Dashboards provide business leaders with a quick view of key HCM metrics

Immediate Business Insight for Executives

UltiPro’s HCM My Way approach includes role-specific dashboards that give managers and executives rapid-access business intelligence to make informed day-to-day and longer-term strategic workforce-related decisions. UltiPro’s dashboards deliver time-critical information to decision makers’ desktops in snapshot view, providing an instant glance into key issues — such as turnover statistics, overtime costs, and other relevant workforce metrics. You can create new dashboards at any time as business needs change. Reports and analytics display instantly upon log in, giving managers and executives immediate access to the most meaningful information.



UltiPro’s dashboards communicate information quickly by summarizing the key metrics that are most important to your executives.

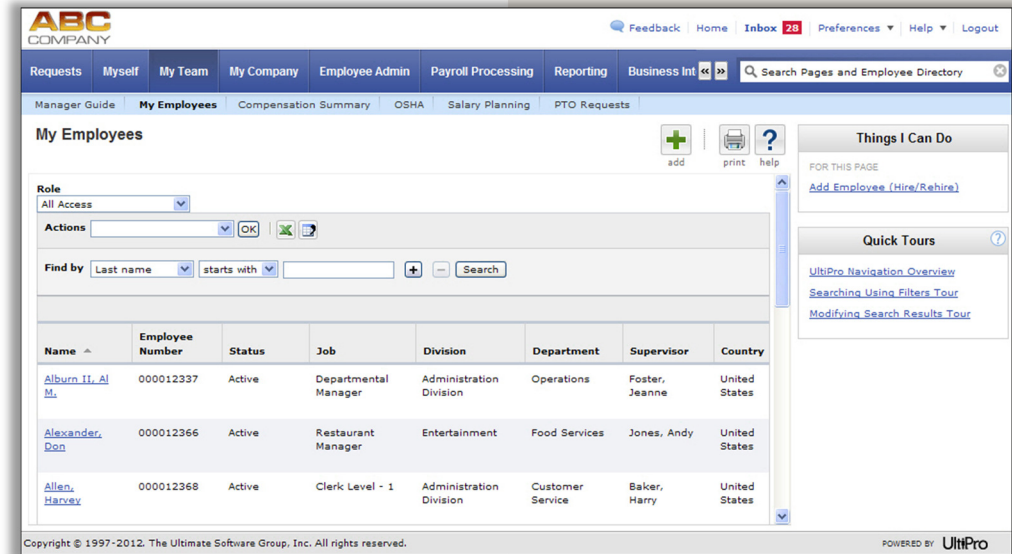
Greater Efficiency for HR/Payroll Professionals

Designed to streamline the daily activities of HR and payroll professionals, UltiPro HCM My Way optimizes processes, making routine tasks faster and easier. UltiPro gateways — for features like payroll processing, recruitment, and talent management — serve as a one-stop “command center” for managers and HR staff to monitor the progress of these key activities. The Payroll Gateway, for instance, lets your staff perform all the steps needed to process payroll from a single page. In short, UltiPro HCM My Way helps HR/payroll professionals and managers do their jobs more efficiently.

Strategic Tools for Managers

UltiPro HCM My Way provides managers faster access to customized information and tools they need to effectively manage their staff. From the UltiPro portal, managers can view the most relevant information they choose to display about their employees, access workforce reports and analytics, and easily complete staff-related transactions without paperwork or calls to HR.

Additionally, managers have the ability to run pre-delivered workforce reports or create their own unique reports to get the employee metrics they need to make smart decisions. What’s more, they can set up automated alerts to notify them of key events, such as staff schedule changes or upcoming performance reviews, so they can manage more proactively.



Easy System Configuration

UltiPro HCM My Way is easy to configure because it’s designed for the non-technical user — no programming experience required. System administration includes:

- Configuration options that increase usability and allow you to customize the look and content of the UltiPro portal. Brand the portal, establishing your own company’s image by inserting your company logo and defining the colors of your solution. Create unlimited content, including company communications, forms, documents, links to Web sites and other products, and more — and tailor that content by individual, role, department, company, etc.
- Role-based security that protects the privacy of your workforce data by defining system access based on an individual’s role within the organization. Employees see only information that is appropriate to their role (or multiple roles).
- Built-in conditional workflow that is flexible, easy-to-use, and designed to make business process changes more efficient. You select the level of approvals required (unlimited) for each type of change and designate the approvers — by individual or role. Business processes and approval path(s) are determined at runtime depending on the conditions specified in the data submitted.
- Flexible business rules that can be updated by authorized HR/payroll staff and system administrators right from the UltiPro portal, including rules such as your company’s jobs, organization levels, deduction/benefit plans, loan types, paid-time-off plans, and more.
- A content management tool to quickly and easily create portal content — including text, links to Web sites and email addresses, files, images, and more. A built-in editor allows content to be formatted easily and automatically translated into HTML for portal display.

UltiPro puts information at your fingertips making it easy to address every aspect of managing your employees.

Ultimate
SOFTWARE
People first.

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