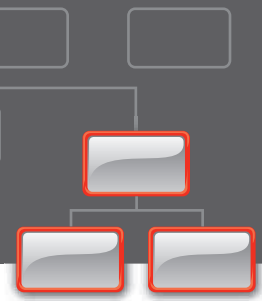


OrgPlus® Enterprise 3.0

Organise. Visualise. *Strategise.*



On-Demand Organisational Charts and Corporate Directories

- Real-Time Access to Human Resource Data from any Browser
- Workforce Modelling and Scenario Planning
- Monitor Key Performance Indicators
- Generate Reports, Profiles and Directories quickly
- Publish Charts to PowerPoint, Excel and Adobe PDF
- Secure, Role-based Access to any Company Data

If your organisation has over 1,000 employees, then OrgPlus Enterprise is the solution for you. A robust, web-based solution, OrgPlus Enterprise integrates with your ERP or HR system to communicate organisational charts, directories, employee information and metrics, securely over your company's intranet or employee portal.

Using OrgPlus Enterprise, employees can view organisational charts on-demand and access any number of pre-defined directories or reports. The ideal addition to a self-service intranet portal or corporate directory, OrgPlus Enterprise integrates seamlessly into your web environment, allowing employees secure, role-based access to human resource and other organisational information.

Managers have instant access to both the information they need for decision-making, as well as the tools to plan for change.

View Accurate Organisational Charts On-Demand

OrgPlus Enterprise connects seamlessly to any database or ERP system (including SAP, PeopleSoft and Oracle), allowing you to view charts on-demand in a web browser. Never use an out-of-date chart again. Create multiple views of your organisation, and use conditional formatting, grouping and formula-based calculations to provide and highlight relevant information.

Monitor Key Performance Indicators (KPIs)

OrgPlus Enterprise makes it easy to monitor KPIs. Executives may choose to monitor Revenue per FTE or Span of Control, while HR Managers may choose to focus on Turnover Rate, Diversity Ratio or Performance Ratings.

View Employee Profiles, Directories and More

It's easy to create corporate directories for any department or the entire company. You can also create employee profiles which allow you to view additional information about any box. OrgPlus Enterprise includes an advanced search function that lets you find people, departments or even conference rooms.

Perform Workforce Modelling and Scenario Planning

Managers and HR professionals can easily take a snapshot of the current organisation and create scenarios for change. OrgPlus provides an intuitive environment for drag-and-drop chart creation, right in your web browser.

OrgPlus is the perfect solution when you need to create a new organisational chart for next quarter's budget, or where your organisation is going through transformational change, such as during rapid growth, downsizing or a merger. Use OrgPlus' many publishing options to view your charts in PowerPoint, MS-Word, PDF or Excel.

Ensure your Organisational Data is Correct

OrgPlus Enterprise allows your managers or employees to see the data that is relevant to them, so it's not hidden away in your HR system. Data validation is much easier, whether you're correcting the reporting relationships in your system, or creating a new organisational model from scratch.

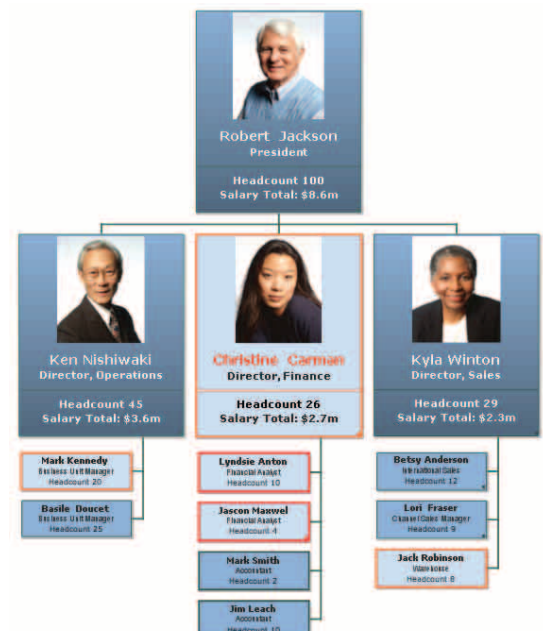
Be Confident that your Data is Secure

OrgPlus Enterprise has a robust security model. You can configure OrgPlus Enterprise to inherit security profiles from SAP, Oracle, Peoplesoft or other HRMS products. Or if you prefer, OrgPlus offers a highly configurable role-based security system. You can be sure that only authorised employees will have access to company information. OrgPlus seamlessly integrates into your existing authentication and authorisation systems. No need to maintain another user credential system.

CHARTED OVER
15 MILLION
USERS WORLD-WIDE

- OrgPlus Enterprise is part of the OrgPlus Family of Solutions which also includes:

OrgPlus Professional,
OrgPlus Standard,
OrgPlus Express and
OrgPlus Reader.



Feature Overview

Retiring 2006		Retiring 2006 with Incumbent		Retiring 2006 without Incumbent	
Karen Hellman Manager, Payroll	Age: 45 Tenure: 20 Retiring: 2026	Dir., Facilities	Age: 39 Tenure: 14 Retiring: 2032	Craig Badger Dir., Engineering	Age: 64 Tenure: 39 Retiring: 2007
Anna Nishanova Manager, Receivables	Age: 65 Tenure: 40 Retiring: 2006 Successor 1: John Walker Successor 2: Marsha Berman	Glen Finley Dir., Fabrication	Age: 44 Tenure: 19 Retiring: 2006 Successor 1: N/A Successor 2: N/A	Bao Wang Manager, Payables	Age: 38 Tenure: 13 Retiring: 2033

Succession planning, compensation management, or budget reviews. OrgPlus Enterprise draws your attention to at-risk areas.

Branch Statistics	
Name:	Jim Stein
Job Title:	Chairman & CEO
Headcount:	825
FTE Count:	726.0
Contract Employees:	210
Part Time Employees:	198
Full Time Employees:	417
Terminated Employees:	23
Employees on LOA:	191
Active Employees:	611

Managers and HR professionals can quickly access critical information about their employees and share it with others.

OrgPlus Enterprise Chart

- Display up-to-date organisational chart information.
- Distribute basic charts to the employee base to communicate organisational structure, changes or open positions.
- Collaborate securely and model financial information such as salaries, budgets and performance metrics.
- Customise the look and feel of your chart.
- Use conditional formatting and advanced formulas to monitor key performance indicators and company performance against defined metrics.
- Chart data in any language and distribute securely to any browser.
- Chart dotted-line relationships, project teams or matrix teams.

Modelling and Analytics

- Perform on-demand "what-if analysis".
- Model scenarios and share results with key stakeholders.
- In-browser modelling using an Active-X plug-in.

OrgPlus Enterprise Directory

OrgPlus Enterprise Directory allows a user to easily find another person in the organisation using incomplete information. Directory can also be used for advanced analysis of the organisation. For example, survey results can be analysed and charted using the Directory function.

- Advanced Search is integrated with corporate directory and org chart.
- Dynamic export-to-Excel allows a user to create departmental phone lists, directories and Business Continuity Planning documentation quickly.

OrgPlus Enterprise OrgTree

OrgPlus Enterprise OrgTree allows a user to view and navigate the organisation using a textual representation of the hierarchy. This view is useful in performing organisational planning activities, as well as validating that the organisation's hierarchy reflects business objectives and regulatory requirements.

- Display traditional position or employee hierarchies as well as alternative hierarchies, such as location, market or department.
- Chain of Command makes it easier to navigate the organisation, and is useful in supporting Sarbanes-Oxley (SOX) and other audits.
- Dynamic export to Excel allows a user to add additional employee or department information and communicate organisation structure effectively.

Sophisticated Publishing:

- Publish charts to PowerPoint and Adobe PDF.
- Export Chart, Directory and OrgTree information to Excel.
- Print charts to local and network printers.

Maintain your Organisational Structure:

Use the Change Management Module to keep your hierarchy up to date:

- Submit change requests to add, remove, move or update employee records.
- Route changes through approval workflow.
- Write changes back to your HR system.

Deployment & Maintenance

- Support for Internet Explorer, Safari and Firefox browsers.
- Fully integrates with OrgPlus desktop applications.
- Unicode compliant, and can display data in almost any language.
- Chart over 250,000 employees and support hundreds of users working simultaneously.
- View charts offline using OrgPlus Reader.
- Integrate into your corporate portal (single sign on).

HUMAN CONCEPTS™

Workforce Modelling and Intelligence

European Headquarters

10 Blenheim Court
Exeter
Devon, EX2 8PW
United Kingdom

www.orgplus.co.uk

Tel: +44 (0) 1392 823023
Fax: +44 (0) 1392 829159

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System Requirements

- Minimum Hardware:
 - Pentium IV processor or equivalent
 - Dual Xeon recommended for > 500 users
 - Must have administrative rights to install OrgPlus Enterprise
 - Internet connectivity required
- Minimum Memory:
 - 512MB
 - 2GB recommended for > 500 users
 - 4GB recommended for > 2000 users
- Minimum Hard Disk Space:
 - 40GB of free disk space
- CD ROM or DVD Drive:
 - Required for install from CD ROM

- Operating System:
 - Windows 2000 Server or Advanced Server with Service Pack
 - Windows XP Professional or 64-Bit Edition
 - Windows Server 2003 family products
- Required Software:
 - Microsoft Internet Information Services (IIS) 5.0 or later
 - Microsoft Data Access Components (MDAC) 2.7 or later
 - SQL Server or Oracle
- External Database Support:
 - Oracle
 - SQL Server
 - ODBC
 - OLE DB providers (Excel)

- External Directory Support:
 - LDAP
 - Active Directory
- Certified Integration with:
 - SAP myERP
 - Kronos Workforce Central
 - Oracle E-Business
 - PeopleSoft HCM