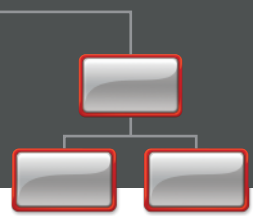


OrgPlus[®] for PeopleSoft[®]

Organise. Visualise. Strategise.



▶ **What's your strategy to close the gaps between your ideal workforce and your current one?** How do you maintain an up-to-date view of your organisation, while protecting the security and integrity of your employee data? How do you know where to train, recruit or restructure inside your business?

Create Integrated, On-demand Organisational Charts with PeopleSoft.

- ▶ Access PeopleSoft Data in Real Time
- ▶ View Company Data Securely
- ▶ Conditionally Format Charts
- ▶ Dynamically Navigate Through Your Organisation
- ▶ Generate Reports, Profiles, Directories and More

Acquiring the visibility you need to answer these questions about your workforce is easier than you think. OrgPlus for PeopleSoft has the tools to enable you to chart, view, validate, analyse and model your employee data – illustrating your hierarchy, creating a framework for change and scenario planning, allowing the export of your data directly to spreadsheets for analysis. All of these allow for better decision making about your organisational structure and resource allocation.

OrgPlus for PeopleSoft:

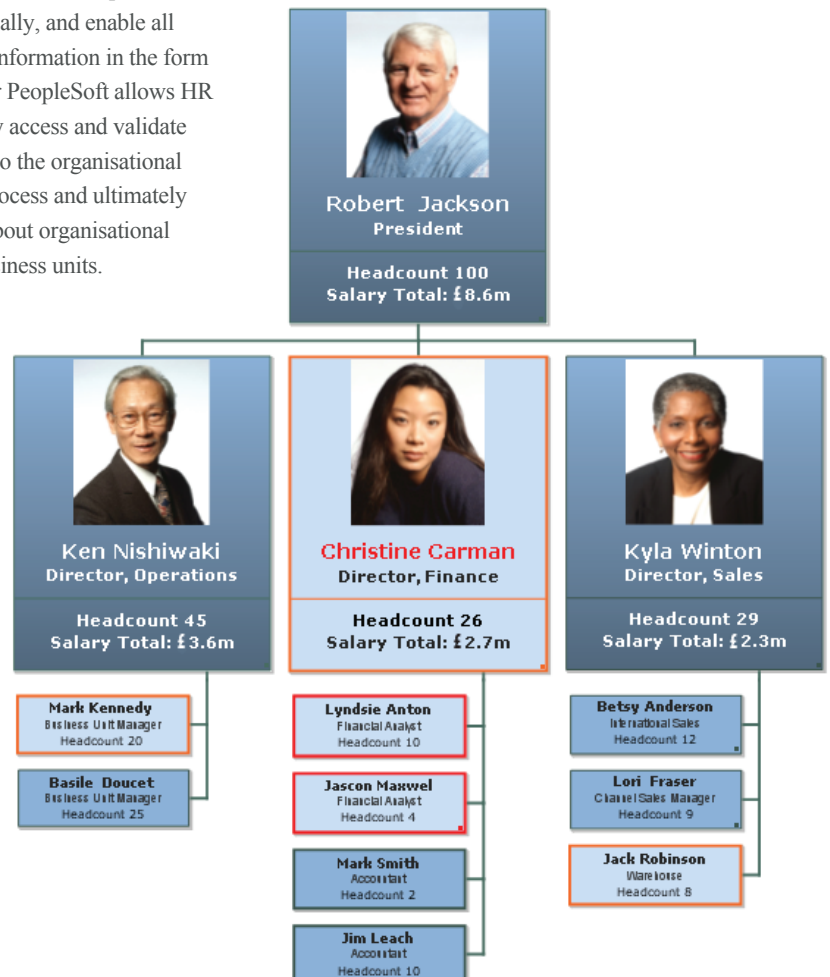
With OrgPlus for PeopleSoft you can build and publish a view of your organisation automatically, and enable all your employees to easily view this information in the form of organisational charts. OrgPlus for PeopleSoft allows HR professionals and managers to easily access and validate their employee data, enact changes to the organisational structure, automate the data input process and ultimately enable informed decision-making about organisational changes before impacting major business units.

Linking directly into PeopleSoft HR data via seamless, secure integration, OrgPlus for PeopleSoft allows you to maximise your IT investment by providing a unified view of your entire organisation, to see employee data the way you think about employees, to manage your workforce as the critical business asset it truly is.

In addition, OrgPlus provides integration for PeopleSoft Enterprise Portal and Security, providing secure and transparent access to enterprise content residing on your corporate PeopleSoft portal.

ORACLE[®] | PeopleSoft.

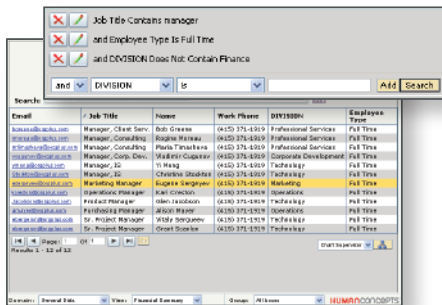
CHOSEN BY OVER 400
FORTUNE 500
COMPANIES



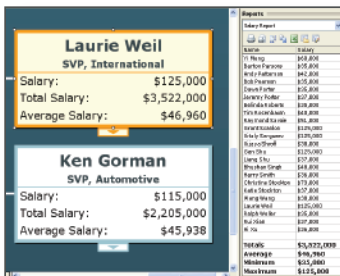
Feature Overview

“ Lear Corporation chose OrgPlus Enterprise because it met our need for a visual and dynamic way to view our organisation and because it tied in extremely well with our PeopleSoft application. We are pleased to make OrgPlus the company standard in organisational charting.”

Greg Ruvolo
Learnet



Use the Advanced Search panel to select complex criteria to search through your organisation.



Dynamic reporting tools allow you to create reports using chart data, test what-if scenarios and visualise potential budget or headcount impact by chart branch.

Key Capabilities of OrgPlus for PeopleSoft:

- Automated solution for PeopleSoft HRMS versions 8.0 and up (including 8SP1, 8.3, 8.8 and 8.9).
- Supports both Supervisor Reporting and Position Management.
- Real-time and near real-time charts of PeopleSoft data; access to all PeopleSoft data fields.
- Ability to log into OrgPlus using existing PeopleSoft user accounts and passwords.
- Specialised tools for creating and communicating organisational charts.
- Advanced employee search capabilities.
- Supports workforce modelling and analysis.
- Flexible security architecture that allows control of exactly what organisational data is presented to any given user.

Key Benefits of OrgPlus for PeopleSoft:

- Quick and easy building, viewing and publishing of organisational charts and structures direct from PeopleSoft HR.
- No need for customised software development; requires no special hardware or software, minimising the impact on IT.
- Guaranteed compatibility with PeopleSoft HR.
- More secure than alternative approaches to accessing PeopleSoft HR data.
- Provides access to all PeopleSoft data fields.
- Use of PeopleSoft native security to restrict access to data.
- Reduces cost of maintaining organisational information manually.
- Empowers employees and management to view organisational charts as needed.
- Provides organisational scenario planning before impacting company structure.
- Tight integration with the Microsoft Office platform; export data directly to Excel, Word, PowerPoint as well as Adobe Acrobat PDF.
- Manage organisational changes quickly and accurately.

Key Benefits of OrgPlus Integration with PeopleSoft Enterprise Portal and Security:

- Ability to authenticate users directly against PeopleSoft.
- Leverages existing PeopleSoft security.
- PeopleSoft Portal integration.
- Single Sign On from PeopleSoft and the PeopleSoft Portal.
- Context sensitive charts from the PeopleSoft Portal.
- Complete control over which features are enabled (print, save or export).

OrgPlus for PeopleSoft Supports Various Workforce Planning Activities:

- Helps bridge knowledge gaps due to attrition.
- Supports maximum organisational effectiveness.
- Provides a foundation to actively train, recruit or restructure resources.
- Takes separate initiatives out of silos and integrates them as part of an overall plan.

HUMAN CONCEPTS™

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Products:

- PeopleSoft HR
 - System requirements: see PeopleSoft
- OPE 2.5 Hardware/Software Requirements
 - Minimum Hardware: Pentium IV processor or equivalent
 - Single Xeon recommended for > 200 concurrent users
 - Dual Xeon recommended for > 500 concurrent users
 - 5GB of free disk space
- Recommended Memory
 - 512MB RAM minimum
 - 2GB RAM recommended for > 10,000 employees
 - 4GB RAM recommended for > 25,000 employees
- Operating System
 - Windows 2000 Server or Advanced Server
 - 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
 - Microsoft .NET 1.1 framework
 - Microsoft SQL Server (MSDE version available)

OrgPlus Reporting:

- Headcounts
- Employee Vacancies
- Employee Types
 - Contractors
 - Temporary
 - Hourly
 - Consultants
- Employee Status
 - Full time
 - Part Time
 - Leave of Absence
 - Vacation
 - Diversity
- Salary Planning/Budgeting
- Retirement Planning
- Succession Planning
- Skills Management
- Performance Management