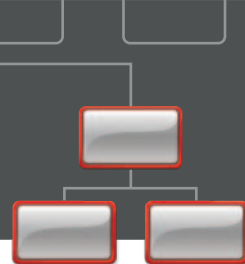


OrgPlus[®] Enterprise

Organise. Visualise. Strategise.



➤ **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.

On-Demand Organisational Charts and Corporate Directories

- **Real-Time Access to Human Resource Data From any Web Browser**
- **On-the-fly Workforce Modelling and Scenario Planning**
- **Use Dashboards to monitor Key Performance Indicators**
- **Generate Reports, Profiles and Directories quickly**
- **Publish Charts and Dashboards to PowerPoint, Excel and Adobe PDF**
- **Secure, Role-based Access to any Company Data**

CHOSEN BY OVER 400
FORTUNE 500
COMPANIES

➤ **OrgPlus Enterprise is part of the OrgPlus Family of Solutions, which also includes**

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

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 (including SAP, PeopleSoft and Oracle ERP and HRMS systems), allowing you to view charts on-demand in a web browser. If desired, changes made to the data are reflected in your charts in real-time. Never use an out-of-date chart again.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 the information that's relevant to your managers and employees.

Monitor Key Performance Indicators (KPIs)

OrgPlus Enterprise makes it easy to monitor standard or custom KPIs for individual departments, or for the entire organisation. Executives may choose to monitor Revenue per FTE or Span of Control, while HR Managers may choose to focus on other KPIs, such as Turnover Rate, Succession Planning or Promotion Factor. OrgPlus Enterprise provides an easy-to-use interface for custom organizational charts.

View Employee Profiles, Directories and More

Its easy to create corporate directories, or profiles for any person, department or the entire company. OrgPlus Enterprise supports advanced search that lets you find people, departments or 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

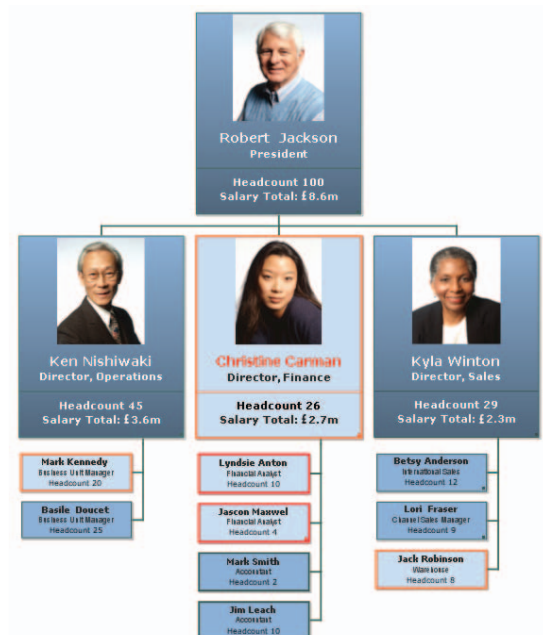
the perfect solution when you need to create a new organisational chart for next quarters budget, or where your organisation is going through transformational change, such as during rapid growth, downsizing or a merger. Use OrgPlus's many publishing options to view your charts in PowerPoint, MS-Word,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

Ensure your Organisational Data is Correct

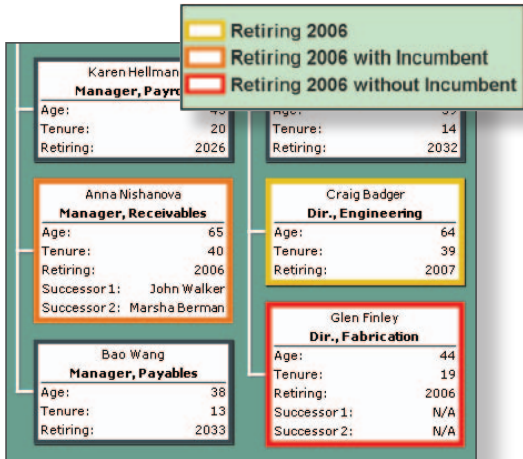
OrgPlus Enterprise allows your managers or employees to see the data that is relevant to them, so its not hidden away in your HR system, making data validation much easier. Whether you're correcting the reporting relationships in your system, or creating a new organisational model from scratch, OrgPlus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

Be Confident that your Data is Secure

OrgPlus Enterprise uses the most robust security model available. Configure OrgPlus Enterprise to inherit your pre-defined security from your SAP, Oracle, Peoplesoft or other HRMS. Or if you prefer, OrgPlus offers additional role-based or individual security levels. You can be sure that only authorised employees will have access to company information.



Feature Overview



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

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.

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 regulatory audits.
- Dynamic export to Excel allows a user to add additional employee or department information and communicate organisation structure effectively.



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

Sophisticated Publishing:

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

Certified Integration with:

- SAP
- PeopleSoft HCM Suite
- Oracle E-Business Suite
- Kronos WorkForce Central Suite

Deployment & Maintenance

- Support for Internet Explorer, Safari and Firefox browsers.
- In-browser modelling using an Active-X plug-in.
- Desktop modelling using the full-featured OrgPlus 6 Desktop application.
- OrgPlus Enterprise is Unicode compliant, and can display data in almost any language.
- OrgPlus Enterprise can chart over 100,000 employees and support hundreds of users working simultaneously.

HUMANCONCEPTS™

Workforce Modelling and Intelligence

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System Requirements

- Minimum Hardware:
 - Pentium IV processor or equivalent
 - Single Xeon recommended for > 200 concurrent users
 - Dual Xeon recommended for > 500 concurrent users
 - Must have administrative rights to install OrgPlus Enterprise
 - Internet connectivity required
- Minimum Memory:
 - 512 MB RAM
 - 2 GB RAM recommended for > 10,000 employees
 - 4 GB RAM recommended for > 25,000 employees
- Minimum Hard Disk Space:
 - 5 GB of free disk space
- 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 DB Server
- External Database Support:
 - Oracle
 - SQL Server
 - Any ODBC database
 - Any OLE DB provider (Excel)