

Human Capital Management Functionality

Enterprise Portal

Plan Attract Onboard

Workforce Planning

eRecruit Mgr Desktop

eRecruit

Resume Processing

Services Procurement

Recruit Workflows

Assess Design Develop

ELM

ePerformance

eDevelopment

Training Administration

Competency Mgmt*

Career Planning*

Succession Planning*

Learning Solutions

Optimize Track Monitor

HR Scorecard

HR Warehouse

HelpDesk for HR

eProfile Mgr Desktop

eProfile

ePay

Resource Management

Mobile Time Management

Time and Labor

Global Payroll

NA Payroll

Payroll Interface

Directory Interface

Workforce Administration

Position Management

Health and Safety*

International Assignment

Labor Relations*

Absence Management

Regulatory Requirements

Plan Incent Reward

Workforce Rewards

eBenefits

eCompensation

eCompensation Mgr Desktop

eEquity

Benefits Administration

Pension Administration

Stock Administration

FSA Administration

Base Benefits*

Variable Compensation*

Salary Planning*

Total Compensation*

Sales Incentive Mgt

HRMS Warehouse

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GOVERNMENT
EXHIBIT

Confident