

THE AQUIRE MODELING MODULE:

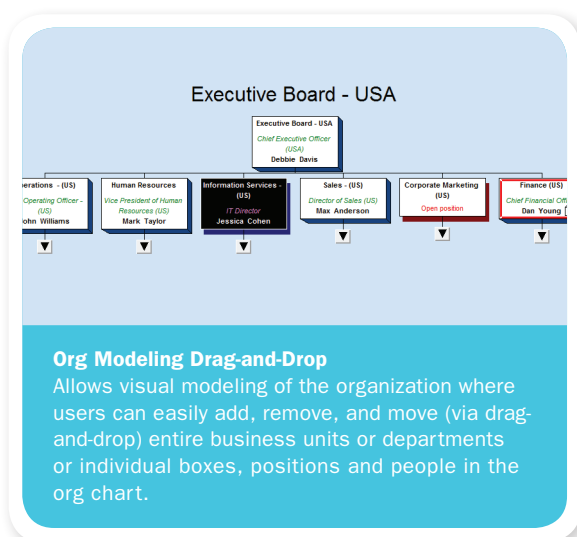
A new, powerful tool for organizational planning and modeling

Automate and accelerate organizational change

Today, organizations face major organizational challenges as business models evolve, the economy slows, and global competition increases. These challenges make organizational change a top priority for HR professionals and executives. That's why Aquire has developed a powerful, yet easy to use organizational Modeling Module for OrgPublisher. The OrgPublisher Modeling Module enables organizations to quickly create What if? workforce restructuring models to determine the best possible organizational structure to implement across their company. So when you are planning a restructuring initiative, reduction in force, merger or acquisition, etc. — this module will allow you to aggregate the detailed workforce data you need to analyze and make the best possible decisions.

The Modeling Module allows you to access decision support data from multiple sources and apply business rules that automate change control parameters, authorization rights and notification alerts to the appropriate people during the planning process. By leveraging secure and collaborative models, you can also compare “potential” restructuring models with your current state. In addition, mass changes to the data or more granular changes can be exported to facilitate system updates. While the planning and modeling process is taking place, the module synchronizes planning data with operational data so the “real state” of the organization and the modeling state are always in synch.

The Modeling Module is ideal for organizations looking for a centralized, simple-to-use system of record to capture, analyze and enable vital organizational modeling. The module improves organizational change decisions by arming authorized parties with detailed workforce information that illustrates the impact of specific changes — headcount numbers, workforce budgets, employee compensation figures, diversity metrics, and more are all displayed in easy to understand graphical formats.



The OrgPublisher Modeling Module is easy to deploy, easy to learn, and provides your organization with a secure environment for making faster, more informed decisions. Below are just a few of the reasons your organization will benefit from using this module:

- Integration with OrgPublisher makes modeling easy to do and graphical in nature
- Analysis of before and after comparisons are displayed for any change scenario
- Goals versus proposed change models can be monitored and compared through dashboard views
- Analysis and communication of information can be facilitated by easily exporting changes to Microsoft® Excel, HTML or Adobe® PDF®
- Managers, human resource specialists, and executives all benefit from the simple and easy to use Web-based environment
- An online workspace facilitates team collaboration
- Security can be controlled by roles or span-of-control
- Drag-and-drop modeling makes it easy to quickly implement organizational changes
- Powerful search features and summaries simplify analysis
- 2D or 3D bar graphs or pie charts improve information visibility and trend analysis

Business benefits

Offering collaborative modeling functionality for organizational change, the OrgPublisher Modeling Module will enable your organization to:

- ➔ **Collaboratively plan** — Multiple users can easily access and work on the same plan which ensures plans stay up-to-date and accurate
- ➔ Enable simple and secure group collaboration for faster, better decisions
- ➔ **Collect missing data** — Your company can enhance its modeling process with more complete data than currently available across systems
- ➔ **Capture and store plans and changes centrally** — Use this module as the system of record or as a repository for further processing
- ➔ Avoid manual compilation of multiple organizational plans into a single spreadsheet or document
- ➔ **Refresh operational data within the plan** — As plans are being developed, the day-to-day changes of terminations, promotions, etc. can be refreshed within the plan
- ➔ **Enforce business rules** — Your company can establish rules which need to be followed while executing a plan so that user actions are properly restricted or so that attention can be called to a threshold or action
- ➔ **Manage mass updates and deletions** — When data changes or actions need to be applied to many records, the system can allow for the completion of updates on a per-batch basis
- ➔ **Manage separation** — If modeling is needed for a RIF or major reorganization, communication management is available to notify individuals and their managers of their new status and to track acceptance or receipt of communication
- ➔ Assess adverse impact for organizational plans
- ➔ Automate the creation of analytics for tracking overall modeling plans and goals
- ➔ Easily export organizational data and changes in a manageable format for either further analysis or to update your HR system
- ➔ **Extend the solution** — The extensible architecture allows workflow or further customization as workflow can be added to the scope of work to allow changes in data to execute other processes or to route information to someone for approval, etc.
- ➔ **Optional for SAP® users:** an SAP module can be included to automate the entry of organizational changes back into SAP HR

North American Office

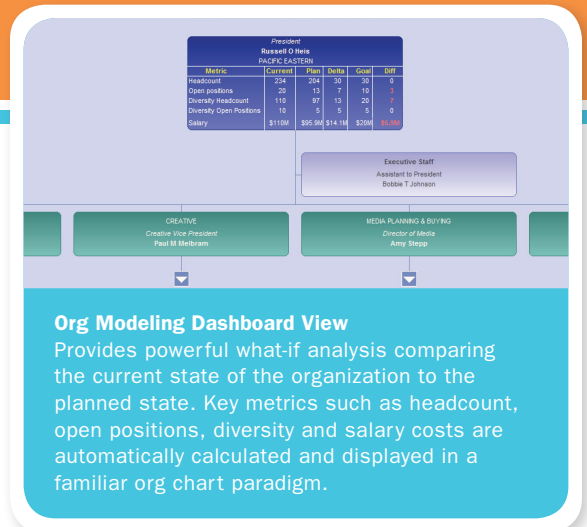
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Org Modeling Dashboard View

Provides powerful what-if analysis comparing the current state of the organization to the planned state. Key metrics such as headcount, open positions, diversity and salary costs are automatically calculated and displayed in a familiar org chart paradigm.



Org Modeling Change Report

This interactive report summarizes and highlights the impact of planned changes. An org chart tree view coupled with before and after columns makes this report easy to understand. Powerful navigation and filters allows users to focus on impact to specific business units and departments.