

In a “perfect” world our HRMS would

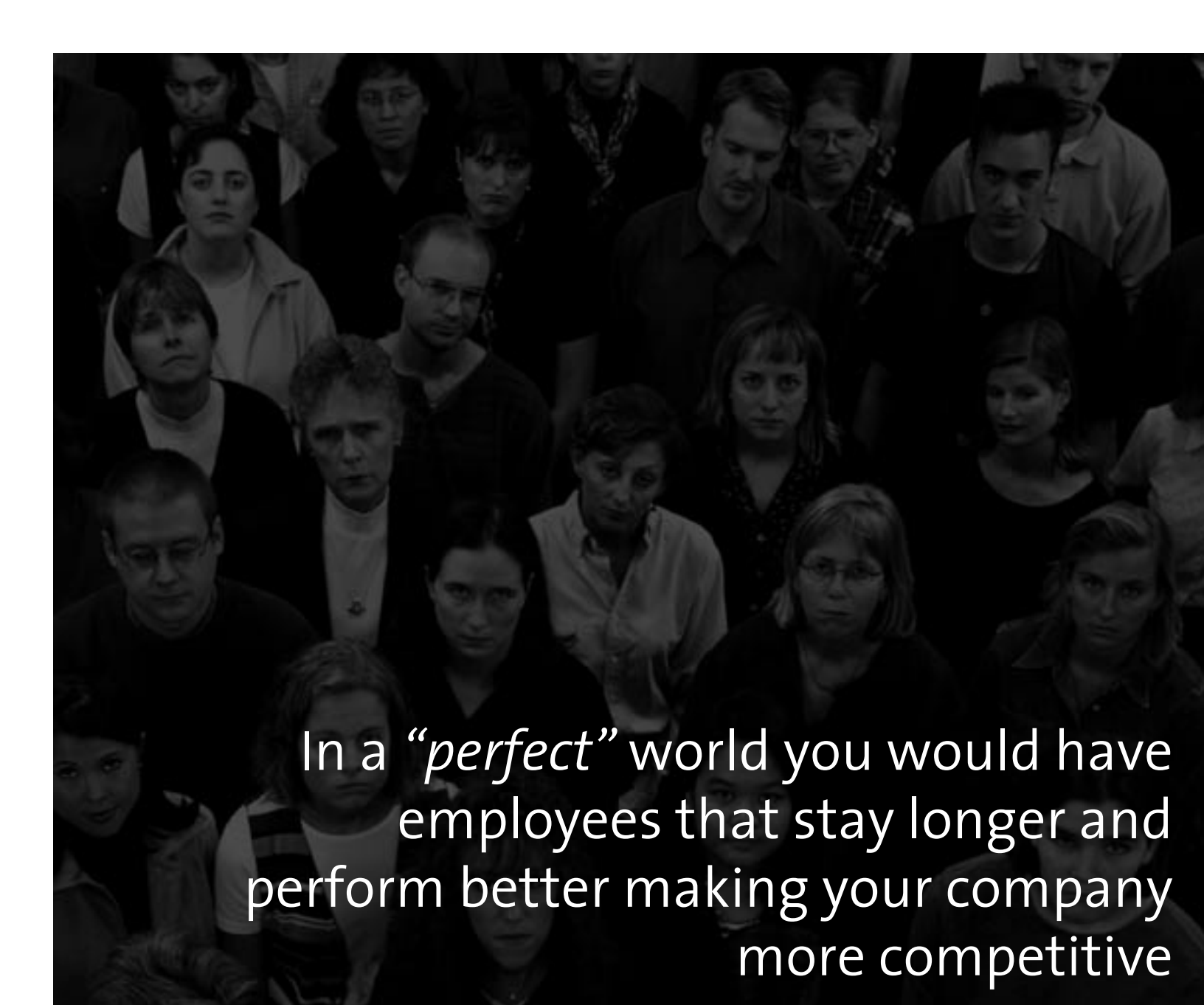
allow my HR staff to focus on more mission critical analysis and workforce planning
nearly eliminate paper flow and redundant data-entry
provide financial reporting and analysis for benefits and salary
reduce absenteeism
integrate with payroll systems
help improve employee moral
be sophisticated enough to handle our current & future needs.
provide accurate “What If” analysis
have over 200 custom & standard reports at the click of a mouse
provide government compliance reporting

All of the Above



PERFECTsoftware®





In a “*perfect*” world you would have employees that stay longer and perform better making your company more competitive

Employee dissatisfaction and turnover are costly to companies and can reduce the competitive edge in this challenging market. HR is faced with the daunting task of keeping costs under control, keeping

employees motivated and productive. This is a delicate balancing act that requires; planning, precise execution and sophisticated tools to manage the process.



The Competitive Advantage

Companies are faced with the challenge of becoming more competitive in today's ever changing economy. The trick is to sell more than your competitors and do it profitably. Smart companies recognize that there is a direct link to customers and employees. Creating a better workforce can create more sales and happier customers.

Attract, Train and Manage the Workforce

In order to maintain your competitive position you must attract top talent and develop that talent after they are hired. Given the nature of the employment market and the costs associated with employee replacement, sophisticated tools are required to accomplish these tasks in a timely manner and within a given budget.

Manage Open Positions

A good system will help you with this task; a great system can easily identify critical shortfalls in the workforce and help the recruiting and hiring process. Hiring professionals need tools to assist in all aspects of the process and must be able to quickly assimilate new



employees into the workforce and get them productive as quickly as possible.

Control Budgets and Hiring Costs

HR is constantly figuring ways to stay within budget and keep hiring costs under control. This is not always an easy task, given the nature of market influences and competitive situations. This is where sophisticated tools are

needed to assist with the critical task that can make or break a company's success. Let's face it; hiring is one of the most critical functions that any company undertakes.

Keeping Them Informed and Happy

Once the hiring is complete the challenge shifts. How do you retain and develop the staff to meet the company's objective and at the same time stay within the budget?

Reduce Administrative Cost

The HR professional needs tools that can provide a high level of service to employees and must maintain, or in some cases, reduce administrative costs associated with these functions. Whether it's answering simple employee questions or handling benefit enrollment or changes, HR is required to balance the costs and importance of each and every request from employees.

Comply with Government Regulations

The HR professional is responsible for maintaining and reporting accurate demographic and employment practice information to state and



federal agencies. The amount of files and paperwork grows each year with no relief in sight. Performing these functions takes time and costs money. Not performing these functions can result in fines and lost time responding to government audits and requests for information.

What if we could show you a way?

Does your current environment cause you to enter the same information for each employee in several spreadsheets or databases, as well as payroll systems? Do you spend a lot of time chasing information for management and entering and re-entering the same data over and over again? Have you been embarrassed when management discovers conflicting reports that came from two different sources? If this sounds familiar you may be a prospective future customer. Our customers generally have more than 100 employees, which is about the same time that recordkeeping becomes



a problem. Accomplishing all of these objectives eventually becomes impossible with the current staff. Gain the competitive edge that can be accomplished by becoming an Employer of Choice. Leverage your workforce to enhance your sales and profitability. Do all this without increasing your administrative staff. Welcome to the Perfect World.

PerfectSoftware is an industry leader in delivering solutions to middle market HR professionals. Product design has always been driven by customer involvement. PerfectSoftware's hallmark is listening carefully to our customers and delivering an easy to understand solution to their needs.



20 years of HRIS experience and innovation, creating a suite of powerful yet easy-to-use applications that put the human back in Human Resources

It is no accident that PerfectSoftware has won the Connecticut Technology Fast 50 award 3 times.

PerfectSoftware is an industry recognized financially stable company, backing its products with 20+ years of HR, Benefit Management and Process Automation experience. PerfectSoftware has managed hundreds of implementations since its founding in 1984. The staff is comprised of HR professionals including PHR and SPHR certifications. PerfectSoftware is uniquely positioned to deliver value and quality based solutions to companies exactly like yours. Thousands of users have benefited from our vast and highly specialized experience.

Microsoft[®]
CERTIFIED

Partner

PERFECThr

A Human Capital Management Solution that empowers HR professionals to meet their corporate objectives and improve a company's competitive advantage.

When an employee is hired, the need arises to prepare a mountain of forms, reports and notifications to various departments. Would it be helpful if you had a system that could prepare those forms completely populated with information, and then send the forms, reports and notifications to the appropriate departments, all without the need for human intervention? This is one of the ways that truly automating the HR process can benefit any organization.



HR professionals today face many challenges including Government Compliance, managing absenteeism and time collections, providing assistance with salary administrations, managing the benefit enrollments and reenrollments, producing management reports and more.

PerfectHR provides the capability to handle these and many other functions that challenge the HR department.

Automating these processes frees the HR staff to perform more strategic functions such as workforce planning and development. The need to perform administrative functions is reduced dramatically and in some cases entirely eliminated. Before now, this was only a dream, but in the Perfect World, it is a reality. PerfectHR has the tools necessary to enhance the HR department's productivity and image within the organization.

HR can become a true business partner and participate in improving company revenue.

Employee Self Service empowers your workforce with secure, real-time direct-access to view and update their personnel records. Employees can review detailed records, change labor information, request time off, participate in benefit open enrollments, and more. You control what employees can see and do with the system, by customizing functions and fields.



“PerfectHR has enabled us to provide our business units with critical information in a timely fashion. Integrating the HRIS with our payroll system has increased our control over personnel actions. Lastly, it has given us the ability to create management reports that we could not create previously. Reports such as headcount reports, organizational chart reports and regulatory reports. A recent benefit audit report of employee premiums in PerfectHR against payroll revealed errors in employee contributions, which once corrected may offset most of the cost for the HRIS, so ROI is already evident.”

-LEO LOUCAS
AMERICAN HOME
MORTGAGE

PERFECT*payroll*

Streamline payday functions with a system that eliminates the need for manual intervention

When new hires or terminations occur, streamline the payroll processing of all the employee information by entering it into a single database. When employee changes occur, payroll processing would benefit from automatic notification and updating of information.

With PerfectPayroll you benefit from:

- Flexible Income, Deduction and system parameters
- Secure functions provide privacy of sensitive data
- Multi Company and location processing and reporting
- Pre defined tax tables
- Library of forms and reports
- Electronic Filing of 941's, W2's and other key forms

- Electronic state, federal and liability payments

- Direct Deposit for employees

With PerfectPayroll your processing is faster, less prone to manual intervention, and accurate. Your payroll needs can be defined and if necessary the rules can dynamically be modified as the situation changes. Employees will be more productive because their paychecks will be error free and timely.



PERFECT*applicant*

Recruit, manage and maintain your top candidates in an easy to use database which interfaces with Perfect HRIS to create a streamlined process of recruitment and hiring.

Storing and retrieving applicant information can be an unrewarding experience. If you are able to identify the right candidate, at the right time, this can make the difference between a good or bad hiring decision. PerfectApplicant can help you reduce the paper files and organize critical applicant information. This remarkable system has the ability to find the best fit for any open position and rank all applicants, making selection simple and effective.

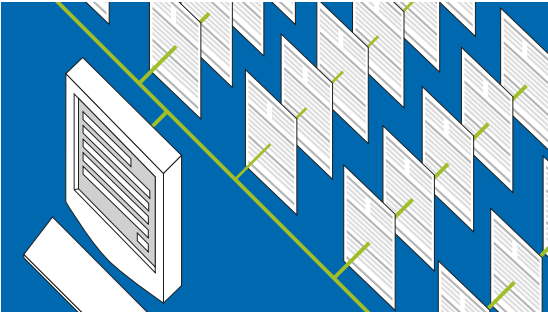
- Single database organization of resumes and applicant information
- Best fit candidate selection supports more effective hiring decisions
- Government reporting and compliance saves time and money
- Information retrieval and reporting for candidates and requisitions
- Resume and document storage and simple retrieval
- Cost per hire and requisitions analysis

Empower your recruiters to change the way candidate information is stored and retrieved. Help your company achieve its revenue objectives through a thoughtful and optimized recruiting strategy. Better hiring and reduced mistakes will enhance the talent development process.

PERFECT*alerts*

Enhance any human capital function by automating its activities

PerfectAlerts is the business process automation tool that can streamline all your HRM functions. You can automate reporting, notification, and forms production in any of your Human Capital applications. This will free your staff to focus on business issues and eliminate the administrative functions that provide minimum business value. Deliver your results faster, cheaper and better with the power of task automation.



CRYSTAL REPORTS

Turn your data into useful information

All of the Perfect Human Capital Management systems are built on the powerful Crystal Reports engine. Crystal Reports is a powerful reporting toolkit that helps you design flexible, feature-rich reports. Extensive formatting options deliver complete control over how the data is presented to your company. You can start with one of PerfectSoftware's hundreds of report templates and produce a custom report in a matter of minutes.

A successful software system starts with first class implementation services

Any software system has almost no chance for success without the proper setup and implementation. At PerfectSoftware we have been implementing HR solutions for 20 plus years. Whether your current system is manual or you are trying to convert an out dated HRIS, our staff of professional service consultants has significant experience in helping companies achieve their



business objectives. Defining business rules, converting existing data from spreadsheets and formal systems, and interfacing payroll functions are all considerations for companies deploying a new HRMS system. We have helped hundreds of companies get started toward successful deployment and use of HRMS applications. Our fast start service ensures greater success for new users.

Training and on-going support provide the finishing but crucial touch to the Perfect products

After the implementation is complete you need to protect your investment with top notch training and support services. At PerfectSoftware we pride ourselves on intimate customer relationships that afford a unique level of service unmatched in the industry. For starters,



training can be conducted at your site or ours, whichever is more convenient for you. Our training is backed by an industry exclusive education guarantee that promises free training to any student, that isn't satisfied, for any reason. Personal assistance is a phone call away.



PerfectSoftware Hosting

At PerfectSoftware, we believe in offering you flexible Payroll and Human Resources solutions. PerfectHR and PerfectPayroll are now available on a monthly subscription basis. We provide a secure, Internet-based ASP solution. Our ASP model allows you to implement PerfectSoftware solutions affordably and quickly, without burdening your IT staff.



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200 Connecticut Avenue
Norwalk, CT 06854
800.788.7555
203.855.0111 fax

www.perfectsoftware.com