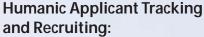# HUMANIC
D E S I G N

Sensible Solutions for HRMS and Payroll Management

Delivering superior results in HR and payroll technology for more than 25 years.

At Humanic, we combine sensible, affordable, intuitive, and scalable solutions for cost-conscious businesses with unsurpassed customer support.

Humanic Comprehensive HRMS:
Our complete web–based HRMS software solutions are designed to be flexible and user friendly. We'll automate and streamline all of your HR workflows and simplify employee administration. The result: you have time to focus on strategic Humanic Capital Management.

Humanic Applicant Tracking and Recruiting:
Take advantage of tools that simplify talent acquisition and help you through the entire hiring process—from generating a hire requisition to filling a position. Our fully integrated candidate self-service module facilitates new candidates' applications for employment while saving you time.

Humanic Onboarding:
We provide your new employees with a friendly and useful onboarding experience that can significantly increase their readiness from their very first day. Streamlining this process reduces costs through our automated workflow, data routing, forms and task administration, and built-in compliance features.

Humanic Employee Self-Service (ESS):
Real-time access to critical information is key to both helping attract and retain the highest quality employees and enabling effective communication across your organization. ESS allows employees to select their health and benefit plans during open enrollment, make life event changes during the year, request time off, enroll in training classes, review prior pay information, or generate a total benefits statement—all online, at any time, from any location.

Humanic Manager Self-Service (MSS):
MSS enables managers to move day–to-day administration and focus on improving the performance of their employees by putting the employee information managers need online, at any time, from any location. Complete workflow capabilities with user definable approval processes allow managers to customize MSS to fit their needs.

Humanic Compensation:
Our web-based compensation application lets you effortlessly manage all of your base salary and pay for performance strategies, regardless of your organization's complexity or size. Built-in configurable organizational guidelines ensure that you're properly rewarding top producers and administering consistent and fair incentive and compensation adjustments throughout your organization.

Benefits Administration & Open Enrollment:
This module can be adapted to match the benefits you offer your employees. Benefit plans can be administered to allow employees to complete open enrollment easily on the Humanic ESS web portal. We calculate all employee and employer premiums and take accurate deductions from paychecks.

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Humanic Payroll:

This optional application allows you to easily and securely access payroll information through any web browser, anywhere, anytime. Our partner for international services, Expaticore, provides excellent solutions for complex international and expatriate payroll. International employees can access pay detail, HR, and assignment data online using the Humanic ESS portal in real time.

International Payroll / Global Mobility:

Humanic specializes in managing complex international and expatriate payroll. Our strategic partner, Expaticore, provides the expertise to enable you to outsource your international payroll and global mobility needs. The ability to manage human resources across international borders is a cornerstone of global business growth. International human resource and pay policies, as well as legal and tax requirements require familiarity with multiple host country laws, regulations, and customs to ensure compliance and avoid non-compliance costs.

Humanic Absence Management:

Employee absence has a substantial impact on organizations. The best way to control it is with advanced absence management software. Whether the absence is planned, incidental, or extended, it carries costs, risks, and adverse e ects. We give managers tools to quickly identify workers with attendance issues and monitor absence trending to control costs, minimize risk, and improve workforce productivity.

Humanic Time Entry

This module allows users, managers, timekeepers, and administrators to perform all time and reporting operations online—including creating reports and approving timesheets. Clear, intuitive forms make recording time simple. And Time Entry is fully integrated within the Humanic ESS and MSS modules.

Humanic Business Intelligence / Reporting:

Our industry-leading reporting capabilities give business users at all levels of the organization immediate access to information from our comprehensive database. By embedding Oracle's Discoverer BI tool, we make it easy and intuitive for users to perform ad-hoc queries, reporting, and detailed analysis. Built-in end user views simplify reporting, and users, managers, timekeepers and administrators can access HRMS and payroll information online at any time, from any location.

Humanic Applicant/Candidate Self-Service

In today's economy, the pool of resources is growing more than ever before. Having the ability to monitor applicants and quickly distinguish talent from the masses has never been easier with Humanic's Applicant Self Service product .Humanic's APSS is fully integrated with Humanic's core HRMS module and is updated real-time with full audit controls.

Real People... Simple Solutions.

"Superior customer support and   exibility are Humanic's top priority. Their customers can expect to receive the best support in the industry. Humanic also understands that di erent enterprises have di erent needs—they de nitely don't subscribe to the one-size- ts-all theory of business. Humanic assisted us with custom development that enables us to have the right system for our needs."

-Dave Lebo , President
Expaticore Services, LLC

www.Expaticore.com

HUMANIC DESIGN

**1200 MacArthur Blvd
Mahwah, NJ 07430-2331
Tel: 201.825.8887**

www.Humanic.com