

**Moving
Forward**
to get
**Back to
Business**

execupay
Human Capital Management



PlatinumHR

**Human Capital
Management Solutions**

in

WE BELIEVE THAT HUMAN CAPITAL MANAGEMENT IS THE PRACTICE OF TREATING YOUR EMPLOYEES, OR YOUR HUMAN CAPITAL, LIKE YOUR MOST VALUABLE ASSET.

WE BELIEVE THAT THERE IS NO BETTER WAY TO POSITIVELY IMPACT ANY ORGANIZATION THAN TO HELP OPTIMIZE THEIR HUMAN CAPITAL. DOING SO MAKES ANY ORGANIZATION A BETTER PLACE TO WORK, MAKES THEM MORE SUCCESSFUL IN THEIR MARKETPLACE AND MAKES THEM A BETTER CONTRIBUTOR TO SOCIETY. AT THE END OF THE DAY, BETTER WORKPLACES IMPROVE EVERYONE'S QUALITY OF LIFE.

The foundation of Execupay's Human Capital Management Solution is PlatinumHR, our flagship human resource management system. PlatinumHR is a web-based thin-client application that combines the rich interface of traditional applications with the low cost of ownership of an online software as a service (SaaS) model.

Tactical HCM

Tactical HCM are the items you have to get done every day, but cannot create a competitive advantage for your company. Tactical HR can cause real trouble if not done correctly and timely. So the goal is to have a system that automates Tactical HR tasks to streamline your processes and allow you to move on to Strategic items.

> Payroll

Our comprehensive and flexible payroll services are designed to simplify the complexities of payroll. Our client focused, highly customizable, payroll solutions help streamline workflows, ensure accuracies, and maximize efficiencies. We are committed to providing you the tools to take control of your payroll, allowing you to get back to business.

With multiple data management options, your data entry can be designed around your workflow and can automate data batches from most file formats.

Real-time, on-screen gross to net calculations help you know exactly what your payroll will be, before you submit it. And with both standard and custom reports available prior to you submitting, your data validation is easier than ever.

Emp #	Pay	Distribute	Name	Div	Dept	Master Rate	Reg Hours	OT Hours	Amount	Reg Hours
1056			Sharon M. Black - 1056	1	510	15				
300			Beatrix D. Black - 300	1	510	10.75				
1624			Wanda E. Brown - 1624	1	510	8				
1724			Ivan Brown - 1724	1	510	10				
1850			Roseville V. Bush - 1850	1	510	8				
1620			Henry Bush - 1620	1	510	8				
1630			Christopher P. Bush - 1630	1	510	8				
2070			Algebra D. Bush - 2070	1	510	8.5				
590			Stella E. Bush - 590	1	510	11.25				
1689			Blanca C. Casas - 1689	1	510	8				
240			Diana Casas - 240	1	510	11.25				
319			Janet A. Casas - 319	1	510	9				
155			Janelle M. Green - 155	1	510	10.1				
205			Linda C. Green - 205	1	510	11.5				
131			Amber M. James - 131	1	510	8.5				
1682			Richard James - 1682	1	510	10				
1623			Fred D. James - 1623	1	510	9				
53			Jason James - 53	1	510	10.25				
1012			Janis James - 1012	1	510	8				
1032			Matthew A. Jones - 1032	1	510	8.5				
1210			Barbara Jones - 1210	1	510	8				
1422			Eric A. Jones - 1422	1	510	8				
1682			Humberto Jones - 1682	1	510	13				
1632			Glenn Jones - 1632	1	510	14				
292			Richard P. Jones - 292	1	510	15.5				

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> Document Center

Going beyond just fulfilling an organizational-wide requirement, our robust online Document Manager (DM) provides a secure, centralized document repository that reinvents how HR departments store, utilize and distribute documents. Feature rich and tightly integrated with all the PlatinumHR modules Document Center can be configured to your corporate standards with customized document categories and common file types. It is designed to maximize communications throughout your department and organization by simplifying online document distribution via the Platinum Portal Suite.

> HR Elements

With all the advanced HR functionality in PlatinumHR, it is sometimes easy to overlook some of the fundamental HR elements and employee tracking that it provides:

HR Elements

- Asset Management
- Complete Audit
- Date Driven Events
- Robust Notes
- HR Events
- Reminders
- Pay Calculators
- OSHA

Employee Tracking

- Employment History
- Emergency Contacts
- Family Members
- Previous Employers
- Training
- Education
- Skills
- Attendance / FMLA

> HR Support Center

The HR Support Center houses employment laws for all 50 states as well as all federal laws rewritten into easy to understand English. We have a complete HR Policy Library, an incredibly thorough selection of customizable Job Descriptions, all relevant HR Forms, Quick Guides addressing the most in demand inquires, thousands of Q&A's.

HR Pro Support is a Support Center upgrade that offers you unlimited HR consultations with a live Human Resource Professional over the phone or via secure e-mail.

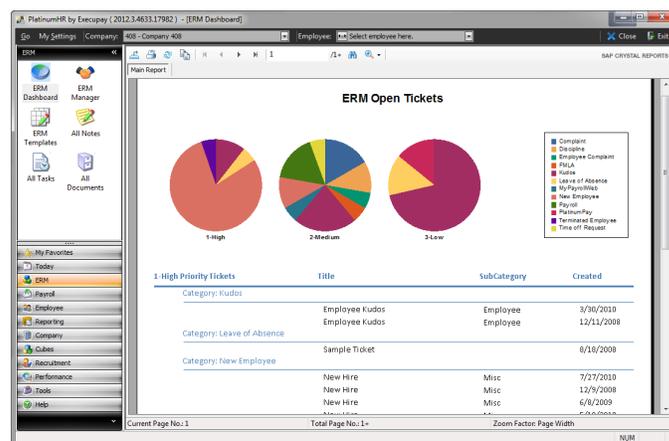


Strategic HCM

Strategic HCM are the items that you can do to create a competitive advantage for your company. They help you build a more capable and more motivated workforce, allowing you to beat your competition with human horse-power.

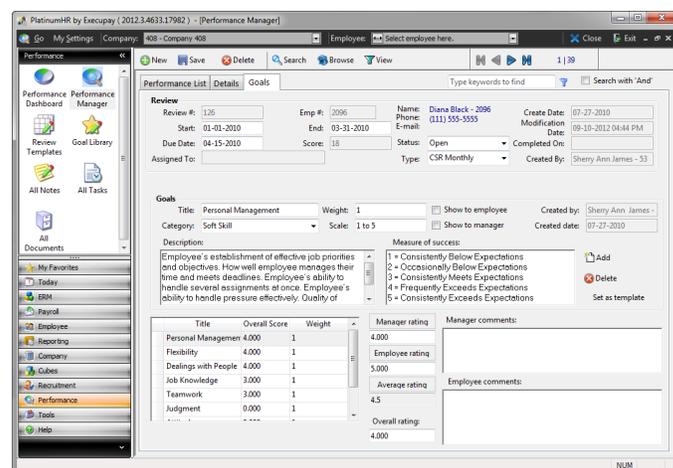
> ERM

Every organization uses a CRM to manage the relationships with their clients. At Execupay, we believe the client of an HR department is the employee. HR professionals should have a powerful, CRM-like, tool to help manage their employee relationships. This is exactly why we built an Employee Relationship Manager (ERM) with a strategic, employee-centric, focus that optimizes human resource processes and efficiencies while maximizing employee satisfaction.



> Performance Center

Execupay's Performance Manager (PM) allows you to implement a stronger PM process that engages your employees by aligning their goals with the goals of your organization. This is imperative for attracting, motivating, retaining, and developing top performing talent. Eliminating ineffective, paper-based systems improves consistency of the review process. This makes it easier to standardize on performance management best practices to gain stronger accountability while ensuring compliance.



> Recruitment Center

We understand that building a stronger business means building an exceptional workforce. That is why Execupay's Recruitment Center streamlines your talent acquisition efforts into a process-

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driven methodology, ensuring the best hire in an efficient and cost effective manner. Our Recruitment Manager helps you screen, identify, qualify, score and rank candidates by standardizing the applicant workflow process based on position requirements.

> Learning Center

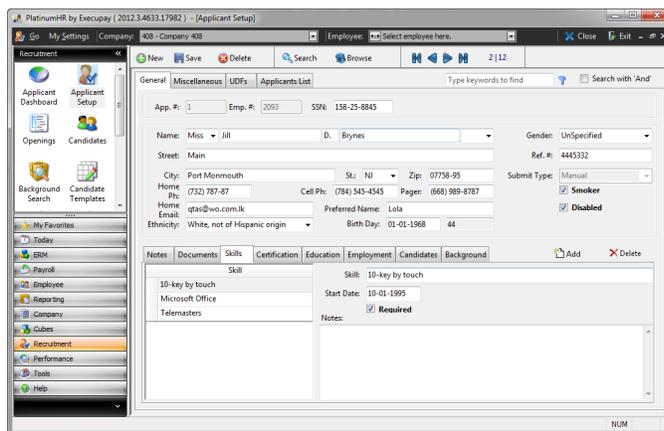
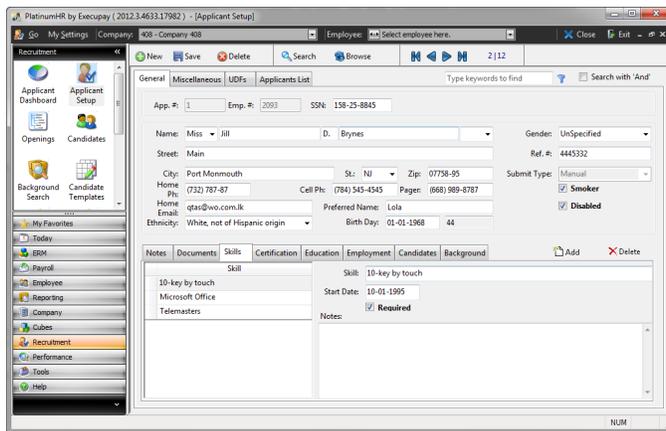
Execupay LMS is both a powerful and easy to use Learning Management System. While other systems have either become too complex, causing feature overload; or systems are over-simplified, diminishing much of the value that an LMS can provide. We focused on the essential functions of maintaining an efficient training department or corporate university. Our system was designed by training professionals who have been in the trenches.

Reporting

A cornerstone of our Human Capital Management Solutions is the business intelligence and data mining capabilities provided by our powerful reporting and analytics toolset. We combine the requirements of administrative reporting, the legalities of compliance, and a mission critical strategic decision support system that is strengthened by powerful trend analysis. The comprehensive real-time customizable reporting is made easy by templates and wizards, while enabling dashboarding, information visualization and analysis to scorecard performance, projects and people.

> Dashboards

Every primary PlatinumHR module offers the user a customized dashboard that provides an overview of relevant information allowing the user to stay on top of everything.

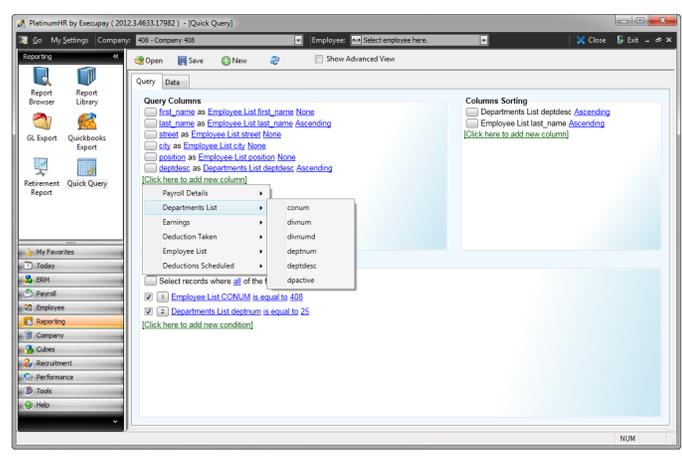


> Report Browser

Our Report Browser includes over 200 parameter driven, customizable reports. You also get a simple interface to search for exactly the report you are looking for and can save your favorites in an internet-browser style favorites manager. Custom Reports or Report Favorites can be easily shared among co-workers so everyone is on the same page. The Report Library archives any report ever created for you, by you or us, for instant retrieval at a later time.

> QuickQuery

We understand that writing complex reports is not everyone's passion. For those, we created a simple, drag & drop query builder to easily access the data you need. Data can then be filtered, sorted, grouped and even exported to your favorite spreadsheet application.

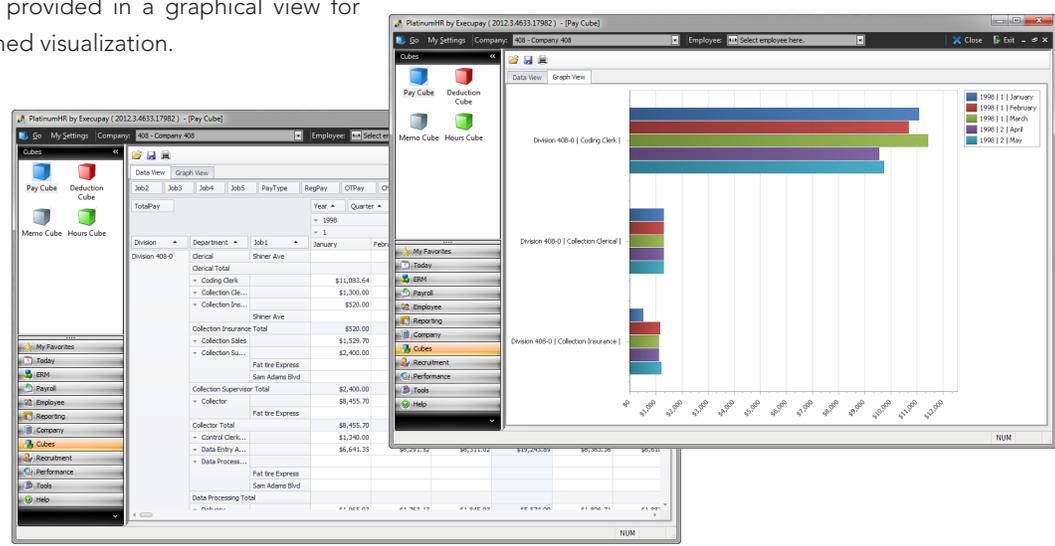


> Report Builder

Powered by Crystal Reports technology, the most common reporting tool worldwide, the Execupay Report Builder provides you limitless custom report and export capabilities. With our Report Builder training, professional report building services, and over 200 template reports, custom report writing has never been easier.

> HRCube

HRCube is our revolutionary data mining and data visualization tool that puts all your data in data cubes that are presented in pivot tables. As you change your pivot table parameters, the data selected is instantly provided in a graphical view for unmatched visualization.



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> *PlatinumTime*

PlatinumTime is our web-hosted time & labor management system with full capabilities for labor management, scheduling, timekeeping, accruals, incidents, budgets, and more.

- Graphical dashboard gauges communicate data instantly without extensive navigation.
- Payroll monitoring presents real time status so that errors are flagged and corrected before exporting to a payroll service or program.
- Comprehensive compliance management and flexible reporting adhere to important regulations such as Family and Medical Leave Act (FMLA) and Fair Labor Standards Act (FLSA).
- Schedule Budgets control costs and fine-tune labor requirements.
- Incidents and Points measure employee attendance behavior and enforce corporate policies consistently.
- Benefit Accruals automate the most complex rules for accumulating vacation, sick time, and other types of benefit leaves.
- Leave Management automates the administration of paid time off.

> *Access Portals*

Your employees can get the access they need, when they need it. Execupay Access Portals deliver tools and processes to improve communications throughout the organization, while eliminating a vast amount of HR's time-robbing administrative work. Managers and employees are empowered by delivering vital information and capabilities to their specific needs.

Services & Benefits

Through our Benefit Division or through many of our valued partners, Execupay can bring a truly integrated, single solution with our HCM offerings.

- Health
- Supplemental Insurance
- Worker's Compensation
- Section 125
- Retirement & Wealth
- Wellness Programs
- Tax Credits
- HR Consulting Services



Execupay Technology Matrix

		PlatinumPay Express	PlatinumHR Professional	PlatinumHR Enterprise	Platinum Time Express	Platinum Time
SaaS	Internet Browser Access	●			●	●
	Internet Thin Client Access		●	●		
Payroll	Simple Online Payroll	●				
	Paperless Payroll	●	●	●		
	Robust Online Payroll		●	●		
	Unlimited Distributions		●	●		
	Real-time Calculations		●	●		
	Report Writer		●	●		●
Human Resources	Basic HR Tracking		●			
	Strategic HR Management			●		
	Employee Self-Service		●	●		●
	Manager Self-Service			●		
	Recruitment Management			●		
	Document Management			●		
	Performance Management			●		
	Safety Management			●		
	Customizable Dashboards			●		●
	Employee Relationship Manager			●		
	Complete Audit Trail			●		
	HR Infobase			●		
	Asset Management			●		
	Learning Management					
	Benefits Admin					
	Time & Labor	Simple Time Tracking				●
Robust Scheduling						●
Leave Request Management						●
Clock in/out online					●	●
Modem clocks					●	●
Ethernet clocks						●
Biometric clocks						●



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