



Vantage Point Software Strategies is a leading provider of Human Resources Information Systems for Human Resource Professionals in progressive businesses and organizations across the US, Canada and globally.

HRA is a simple-to-use, yet powerful, Human Resources Software (HRIS/HRMS) program with the depth and capabilities to handle a wide range of HR and corporate objectives, starting with basic needs in small companies and growing to address complex requirements in larger organizations. We work closely with our clients during the setup and implementation phases and continue to do so for many years through our close attention to excellent service, support and ongoing product development.

Vantage Point Software has worked with thousands of people over the years who have helped shape HRA through their ideas and suggestions. They have also helped us create Nyamba, the report writer inside HRA, which we have been told many times is one of the finest, most powerful, and easiest to comprehend report writers in the business. **Put its power to work for you.**

Highly Customizable to Suit Specific Requirements

HRA has dozens of options, parameters and customizable fields to make it fit your organization, right out of the box.

Employee and Manager Self-Serve

Employees and managers can have access to view and/or input their own information. Streamline your processes. Save time!

Integrated Timesheets

Employee timesheets are an integrated component of HRA, complete with a Manager Approval Process.

Unique Report Writer

Powerful report writing capabilities are very important in an HRIS/HRMS. We understand that. That is why we created our own Report Writer. It is powerful, easy to learn, completely intuitive and very popular for technical and non technical users.

Payroll Integration

Do you require your payroll to be integrated with HRA? No problem. For years we have been interfacing with many, many payrolls for a single-point-of-entry, best-of-breed solution for our clients.

Contact us today and ask us about our strengths and triumphs. Challenge us with your questions and see why people are choosing HRA from Vantage Point Software.

HRA FEATURE COMPARISON

	HRA Personal Assistant (Lite Version)	HRA Professional (Windows Version)	HRA Global (Web Version)	HRA SQL (Web + SQL Version)	HRA ASP (Web Version hosted by VP Software)
Employee Modules					
Base Employee Modules: Employee Information, EEO, Salary & Position History, Training with Skills Tracking, Education, Performance Appraisal Scheduling, Absence Tracking, FMLA, OSHA/Health & Safety, Cobra (Partial), Medical Benefits	Yes	Yes	Yes	Yes	Yes
Additional Employee Modules: Time Worked, Succession Planning, Personal Development, Dependents, Workflow	No	Yes	Yes	Yes	Yes
User-Definable Code Tables with Global Updates	Yes	Yes	Yes	Yes	Yes
Integrated Time & Attendance with Manager Approvals	No	Yes	Yes	Yes	Yes
Advanced Formulas for Leave & Benefit Entitlements	Basic	Yes	Yes	Yes	Yes
Salary Grids for Unlimited Unions and Salary Groups	No	Yes	Yes	Yes	Yes
Network/On-Line Access					
Web-Enabled	No	No	Yes	Yes	Yes
Employee Self-Serve, Employee Kiosk / Manager Self-Serve	No	Optional	Optional	Optional	Optional
Open Enrollment for Employee Benefits (Web Only)	No	No	Optional	Optional	Optional
On-Line Performance Appraisal Forms	No	Optional	Optional	Optional	Optional
On-Line Forms with Forms Management Module	No	No	Optional	Optional	Optional
Interfacing					
Payroll Interface Module	No	Yes	Yes	Yes	Yes
WorkFlow Management Module	No	Yes	Yes	Yes	Yes
Applicant Tracking					
Open4Hire Silver – Applicant Tracking Module	No	Optional	No	No	No
Open4Hire Gold – O4H Silver plus On-line Job Applications	No	Optional	Optional	Optional	Optional
Reporting					
Financial Modelling Module	No	Yes	No	No	No
Standard Reports (120+)	Yes	Yes	Yes	Yes	Yes
Nyamba Report Writer Full (Custom Report Writer)	No	Yes	Optional	Optional	Optional
Nyamba Report Writer Lite (ability to Print Custom Reports)	No	Yes	Yes	Yes	Yes
Capacities					
Small Business (25-150 Employees)	Yes	Yes	No	No	No
Medium Business (75-X,000 Employees)	No	Yes	Yes	Yes	Yes
Number of Users/Operators (S=Single, M=Multi)	S/M	S/M	Multi	Multi	Multi
Support / Maintenance					
Customer Support (CS) or Annual Maintenance Agreement (AMA) available for Telephone Support, Upgrades & Annual HRA Conferences (two).	CS	AMA	AMA	AMA	AMA