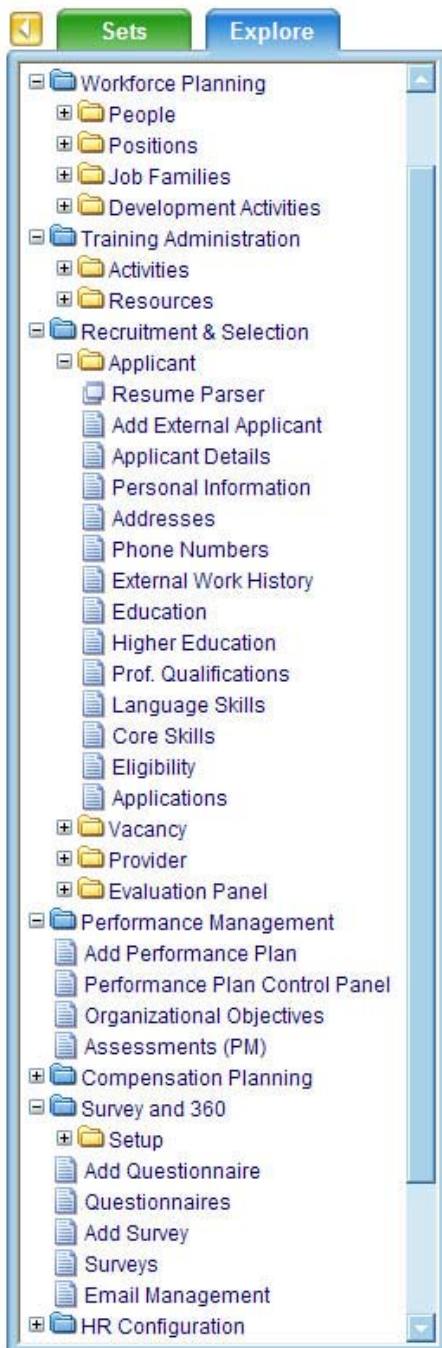


The integrated tools that HR professionals need to recruit, track, develop and reward the people who make their global organizations great.



The strategic infrastructure of every organization, HCM is a major focus of almost every growing enterprise. Sapient makes this ability to focus on people and their development even easier by offering every possible Talent Management module on its already robust and integrated total HR software.

Flexible and impressively easy to use, our truly integrated global platform supports a broad range of Talent Management activities including succession planning, leadership and career development, competency and skills management, compensation planning, training administration, recruitment, performance management, 360/Survey, and integrated charting. Importantly, each additional module increases the effectiveness of the organization and the satisfaction of the employee.

One Global Platform/One Global Solution

- HRMS and HCM combined on one on-demand global platform
- Insures data integrity, transferability and usability
- Improves everything from ease of input to reporting

Grows With You

- Full suite of embedded HCM modules allows for almost instantaneous addition of services as business grows and needs change
- Pay only for functionality you need

Single Tenant Architecture

- Virtual single server for each client
- Insures that data privacy and security meet all country rules
- Allows for individual modification/configuration of applications and screens

Robust Talent Modules

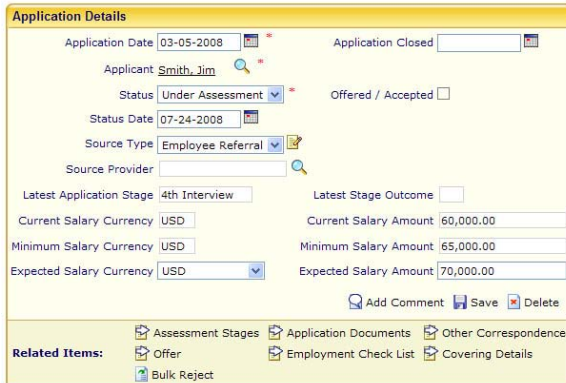
- State-of-the-art and configurable to meet your specific needs
- Every module works seamlessly with the other Talent Management modules, and with the HRMS suite of services to provide consistency from function to function and from input to reporting

Global Languages and Currencies

- Every language and currency
- Enter and receive information in the language of the user
- Programmable currency conversion tables on your schedule

Recruitment and Applicant Tracking

- Manage open internal positions with external candidates from multiple sources
- Allows for everything from job requisitioning to postings, applicant search and screening, interview scheduling and records, comprehensive resume parsing and more



Application Details

Application Date: 03-05-2008 Application Closed: []

Applicant: Smith, Jim

Status: Under Assessment Offered / Accepted:

Status Date: 07-24-2008

Source Type: Employee Referral

Source Provider: []

Latest Application Stage: 4th Interview Latest Stage Outcome: []

Current Salary Currency: USD Current Salary Amount: 60,000.00

Minimum Salary Currency: USD Minimum Salary Amount: 65,000.00

Expected Salary Currency: USD Expected Salary Amount: 70,000.00

Add Comment Save Delete

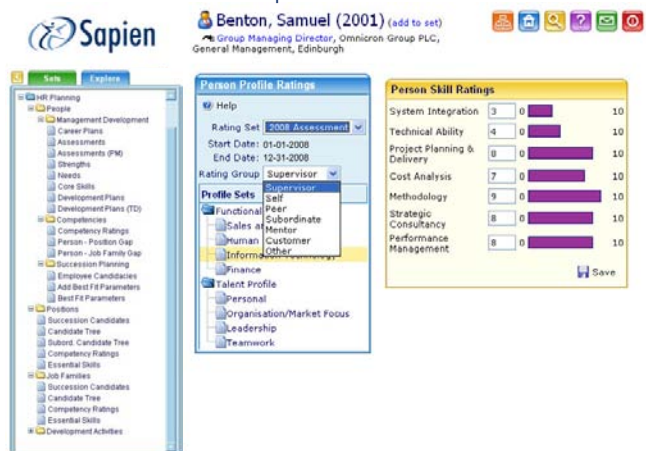
Related Items: Assessment Stages Application Documents Other Correspondence Offer Employment Check List Covering Details Bulk Reject

Training Administration

- Global training module
- Allows for maintenance of catalogues of internal and external training courses (with all details) to schedule training at the time and location required, and to function in multiple languages

Performance Management

- Powerful automated performance planning tool
- Provides integrated workflow and appraisal templates
- Allows for performance plans to be routed to all interested parties for group discussion, approval, feedback and other responses



Sapient Benton, Samuel (2001) (add to set)
Group Managing Director, Omnicon Group PLC, General Management, Edinburgh

Person Profile Ratings

Rating Set: 2008 Assessment
Start Date: 01-01-2008
End Date: 12-31-2008
Rating Group: Supervisor

Person Skill Ratings

System Integration	3	0	1.0
Technical Ability	4	0	1.0
Project Planning & Delivery	0	0	1.0
Cost Analysis	7	0	1.0
Methodology	9	0	1.0
Strategic Consultancy	8	0	1.0
Performance Management	8	0	1.0

360 Multi-Rater Assessment & Survey

- Captures and reports information to perform multi-rater assessments, 360 feedbacks and configurable surveys
- Can be configured to capture HR data in line with the organization's needs or to poll the organization on a host of different issues

Succession Planning

- Assess management skills and talents
- Analyze succession plans
- Identify gaps, readiness, "what if" scenarios
- Search and match individuals across all geographies and reconcile and align succession plans with employee goals and company needs



Compensation Planning

- Time and process improvement tool
- Encourages compliance with company pay review guidelines
- Provides reviewing managers with a browser-based interface that is easy to use and that reduces the time required to complete the merit review process
- Helps manage anniversary, focal, variable pay and sales/promotion functionality
- Enterprise-wide solution that provides HR specialists with complete visibility of, and control over, the process as it unfolds

For more information, contact Sapient at 1-866-E-SAPIEN (1-866-372-7436)

Founded in 2005, Sapient is one of the most progressive, competitive and innovative providers of on-demand HRMS and HCM software resources, and of Human Resources Augmentation[™] (HRA) services, and is emerging as the leader in the global evolution of HR solutions. Built on the SaaS platform, Sapient combines comprehensive HR management and planning functionality with the latest Internet and workflow technologies to help transform the way companies manage their HR functions. Sapient services a worldwide client base from its headquarters in Morristown, NJ. More information is available at www.sapientsoftware.com