

COMPREHENSIVE PRODUCT SUITE

NuView's product modules address all HR functions, from benefit administration and open enrollment to compensation management, recruiting, training, performance and succession through separation, globally, with a single integrated database and system.

Having all of these functions under a single platform means you can:

- Monitor and track progress from one area to the next
- Report on the total, global enterprise
- Have information readily available for HR policy making and trend analysis
- Implement workflows across multiple functional areas
- Implement approval steps and accountability across the organization
- Provide documentation and analysis for SOX compliance
- Eliminate integration and customization costs needed for multiple vendor systems

Because all of the modules under NuViewHR use a single database, and are fully integrated together, there is "inter-modular awareness" by each module. What that means is that processes can flow from one to another, share data critical for better decision making and create greater process efficiencies within the entire organization.

To provide an illustration of the value of having a tightly-integrated comprehensive solution, consider the process of employee termination and offboarding. When this happens, a variety of things need to happen that affect multiple areas:

- The IT group needs to be notified to disable login. Security needs to be notified.
- Property issued to the employee needs to be returned.
- Benefits cease; Vacation balances need to be calculated
- COBRA correspondence generated
- Exit interviews need to be scheduled, conducted and recorded/written
- Outplacement service need to be notified (Managed via alerts and notifications within NuViewHR)
- Lastly, the vacated position may need to be filled as soon as possible.

If there are two separate vendor systems (one for benefits and one for recruiting), then these systems need to be managed to absorb this information generated. This is done at a cost to the company through a manual paper/ data entry process or automated through expensively managed interfaces and IT resources. Having multiple vendor systems for this process causes unaccounted losses – from both a cost and strategic perspective. This is because information that needs to be available to a recruiter and benefit manager in the above example will take longer, may be inaccurate and the cost of transferring that information is more expensive than the comprehensive solution that NuView offers. NuViewHR has all of the HR strategic functions work together under a single application. The modules "talk" to each other, seamlessly, and

trigger alerts and notifications to various people and groups within the organization, generate the right correspondence, and perform other functions – seamlessly, with a guided workflow/wizard. Some of the benefits to having all of your HR functions within a single system for the single example above are:

- Ability to search internal candidates first – before going outside (saving Recruiting \$, establishing culture, enabling retention and defining employer brand)
- Extensive internal candidate performance, job history & salary history readily at hand (hiring the right person saves \$)
- Knowledge of the last salary for the vacated position
- Knowledge of the average salary for the vacated position/department
- Improved retention and employee satisfaction rates (saving recruiting \$)
- Lower recruiting costs by looking to fill internally first (saving \$)
- Long-term succession and growth plans for employees
- Eliminate the costs of integrating multiple vendor systems (saving \$)
- Ability to administer COBRA internally (saving \$)
- Fill positions faster (saving costs, reducing lost productivity)
- On-demand statistics on department and position turnover
- Analyze exit interview data to drill down into trends

Managing HR “in a vacuum” should not be an option that organizations have to take.

MODULAR SYSTEM – ALLOWS PHASED IMPLEMENTATIONS

NuViewHR’s modular design provides many advantages, besides having all of the client HR functions under a single global system. NuView’s modular system allows clients to implement the capabilities they need now, and then add other modules at a later time, without any integration costs.

NuView’s modular system allows clients to implement in phases, getting the “basics” such as benefits administration, open enrollment and self-service in first, before adding the more strategic modules, such as recruiting, compensation management, performance and training administration. Clients do not need to license or subscribe to all of our modules upfront. They can add capabilities in a planned fashion, as time and resources permit, even across budget years. If clients wish to remain with their current payroll system, or a “point solution” that better meets their needs, NuView can accommodate that too.

Flexibility & Scalability

When looking at a system, flexibility is an important evaluation point. Key questions asked about NuViewHR, and answered in the affirmative, include:

- Can our staff customize/personalize the system? Yes
- Can we add our own workflows? Yes

- Approval steps? Yes
- Can we create our unique reports and queries? Yes
- Does NuViewHR support unlimited number of benefit plans? Yes
- Can we add unlimited additional fields? Tables? Yes for both
- Can the system expand if our organization acquires another company? Yes
- Can the system accommodate planned headcount growth? And users? Yes
- Can the system work with other payroll systems? Or other point solutions? Yes for both
- Can the system accommodate our global needs? (i.e. multi-currency, language) Yes
- Can the system use multiple web browsers? (i.e. Internet Explorer, Firefox, Opera) Yes
- Can we change field names, forms, menus, tabs – to reflect our own terminology? Yes
- Can we add our logo? Change the color scheme to reflect our corporate brand? Yes

Using NuViewHR's underlying toolset, NuViewTools, clients can customize virtually any part of the system – from menus, tabs and forms to adding unlimited fields and tables – to creating new workflows, alerts, reports, queries, imports and exports. Clients can also add their own logo, change the color schemes, define role-based security and create foreign languages profiles. **NuView is the only vendor that offers this level of flexibility and customizability.**

NuView's ad hoc query builder and report writer reports on any data in the database – even the unique fields that have been added. What's more, any level of user, from novice to expert, can access and generate the information they need, using standard drop downs, native language queries or advanced SQL statements – to get the information needed, when the client needs it. Fields can even be selected "in context" from the displayed form. There is no need to remember field codes, perform table joins or have any knowledge about SQL!

NuViewHR is structured to be a long term solution that easily changes as legislation, market conditions and your organization changes – globally.

SCALABILITY

NuView takes scalability very seriously and considers it necessary in order to support the growth the company is embarking on. Our underlying architecture, its web-native design, range of deployment options, high level of configurability (NuViewTools) and ability to easily import or export information from/to benefit carriers, other applications, TPA's and other provider systems provide a long term solution that can grow with your organization.

ADVANCED WORKFLOWS AND APPROVALS

Today's organizations want to streamline their internal processes, reduce paperwork, automate the workload, implement approval mechanisms, and do more with fewer people – saving the organization both time and money. The most efficient way to accomplish these goals is through workflows/wizards, which ensure that critical procedures are being followed fully and correctly (from an internal and/or compliance perspective) and that all processes are being monitored and tracked appropriately.

NuViewHR provides both standard and user-defined workflows/wizards for all business processes, making use of Manager and Employee Self-Service to initiate or approve items to keep internal processes flowing. **Many of these tasks can be approved by on-the-go Managers using their Blackberry, iPhone or Windows Mobile device.**

Implementing workflows/wizards for new hire on boarding, terminations, open enrollment, relocations, salary changes, life event changes, payroll changes, PTO requests, employee evaluations and other items provides:

- Enhanced productivity
- More accurate transaction processing
- Faster response times/shorter cycles for each process
- Greater empowerment of employees and managers
- Greater accountability for managers
- Tracking of the organization's processes (who approved what and when) for SOX
- Less "drain" on HR staff for routine items Higher employee satisfaction (resulting in greater productivity)
- And a lower cost to collect and deliver HR services to global organizations.
- Significant costs for audit and governance reporting may be recouped

Advanced workflows and approvals allow organizations to optimize technology and drive bottom line efficiencies and profitability. Only NuViewHR provides you with the capability and flexibility to define an organization's unique workflows and wizards – from simple to the complex – to realize all of these benefits.

GLOBAL CAPABILITIES

Most organizations today have a global presence. A global workforce presents a number of challenges to the organization, some of which include:

- Relocating employees
- Supporting different languages for system users
- Supporting salaries in U.S. and local currencies
- Supporting foreign address, phone and naming conventions
- Accommodating cultural differences; terminology differences
- Supporting a wider range of benefit plans and programs
- Supporting different compensation, incentive & reward components
- Interfacing to different payroll systems
- Meeting governance and compliance requirements of each local entity in each country
- Data security and controls (which may be stricter or laxer than U.S. requirements)
- Defining consistent processes and procedures on a global scale
- Reporting on a global scale



NuViewHR's unique and flexible design allows global organizations to roll-out the system on a global basis, accounting for data, language, currency and cultural differences, and data security and compliance requirements, within a single, global HR platform.

Key to a global rollout is the underlying toolset, NuViewTools, which allows clients to customize virtually any part of the system – from menus, tabs and forms to adding unlimited fields and tables – to creating new workflows, alerts, reports, queries, imports and exports – for use in multiple languages, and in different countries, around the globe.

COMPLIANCE & REPORTING

Meeting government reporting regulations, tracking your internal processes and approvals, and adhering to strict data security and privacy issues can be a full-time job. NuViewHR provides the structure, tools and reporting mechanisms to accomplish all of these things – automating as much as possible, and limiting the impact on the customer's time.

NuViewHR generates all of the government mandated reports – EEO, VETS, OSHA and HIPAA. It provides an extensive set of audit trails to document all data changes, processes and approvals for Sarbanes-Oxley (SOX) compliance.

NuView Systems has invested heavily to obtain the stringent SAS70 Type II certification and Safe Harbor compliance so that clients can rest assured that we take the utmost care in safeguarding their systems and data, and taking steps to prepare for disaster recovery and emergencies.

NuViewHR's robust, role-based security system determines access to modules, actions that can be performed, access to data fields, menus and forms and employee records that can be viewed or edited. Further, security extends to reports and even exports!

Besides a wide range of standard reports, NuViewHR's built-in ad hoc query builder and report writer makes it easy for any level of user, from novice to expert, to get the data they need, when they need it, within this comprehensive security structure. NuViewHR's capabilities include:

- Provides all government compliance reports
- Provides tracking and monitoring tools for SOX compliance
- Provides comprehensive, role-based security mechanism for all levels of users
- SAS70 Type II certified and Safe Harbor compliant
- Ad hoc query builder and report writer with easy export to Word, Excel and other formats
- Unlimited user fields – and even tables – can be included in reports/queries/searches.

BUSINESS INTELLIGENCE

Companies sometimes overlook the “information” part of a Human Resource Information System, but this is just as valuable to the long-term success, and profitability, of an organization. Within the database, you have a virtual goldmine of information, which can be supplemented with data connections to other systems or you can even export data to other systems for additional analysis.

NuViewHR’s flexible architecture means it can easily connect to external systems, by sending data to, or receiving data back, from those systems. Looking at the data, from many perspectives and levels, helps you identify trends, and set actionable policies.

Companies are able to ask, and determine:

- What is the turnover rate is company wide? By Department? By specific manager?
- Absenteeism trends – days of the week most commonly taken?
- Time to fill open positions? Best recruiter? Best recruiting source?
- Quality of new hires? (performance ranking after 6 months on the job)
- Average salary for a position?
- Revenue per employee?
- Cost of benefits spent per employee?
- Training dollars spent per employee?

Having access to this data enables clients to define policies and procedures, and to react to trends before it’s too late. This data is extremely meaningful to others (outside of HR) too -- because this data has an impact on profitability, productivity, competitiveness in the marketplace – and the long term success of the organization.

ROI

NuViewHR provides a great Return On Investment (ROI) – typically in less than one year. Our single, comprehensive solution, with underlying NuViewTools, means a low total cost of ownership, significantly lower integration costs, better, faster decision making, and actionable business intelligence to drive productivity, profitability and long term success – on a global scale.

Compared to Oracle, SAP and others, NuViewHR provides a significantly lower cost solution, that is more flexible, and that can be implemented faster, than all the rest.

Find out more today!