

Sage Abra – Hagel & Company Users Conference, August 21, 2008

Jessica Simmons

Vice President, GM - Abra



Jessica M. Simmons, Sage Software, VP and General Manager

- A seasoned executive with more than 10 years of HR technology experience.
- Previously, she was an Atlanta-based vice president in the Human Resource Outsourcing (HRO) division for Aon Consulting Worldwide. In that role, she helped to shape and execute the HRO division's global mid-market strategy, developed new business opportunities and alliances, and evaluated and recommended HRMS, payroll, and benefits systems for clients.
- Simmons also previously served as vice president of sales for Tampa, Fla.-based Advantec, a provider of outsourced human resources solutions.
- Her background also includes regional vice president of sales at Bradenton, Fla.-based Gevity, a publicly traded provider of human resources solutions; and in a variety of other executive roles.
- She holds a bachelor's degree in Business Administration (BBA), with a major in Finance, from Stetson University in Deland, Fla., and a master of business administration (MBA) from the University of South Florida in Tampa.
- Simmons is certified as a Senior Professional in Human Resources (SPHR), and is active in the Society for Human Resource Management (SHRM).

- HR Challenges
- Becoming More Strategic and Less Transactional
- Rising Costs
- Legal Risks and Reputation
- Recruitment and the Internet
- Company Culture
- Q & A

1. Becoming more strategic and less transactional
2. The rising health care costs
3. Legal risks and reputation
4. Aligning with key business objectives
5. Recruiting top talent and building a pipeline with leadership capability
6. Establishing an inclusive culture
7. HR Professionals' skills, competencies, and personal well-being
8. Religion and spirituality
9. Globalization
10. Immigration

- “Strategic” means anticipating change and putting systems in place to rapidly align employee behaviors with evolving organizational needs
- “Technological change is a key driver for HR transformation, providing the foundation to support HR’s growing strategic focus” – Watson Wyatt Worldwide
- Leverage Sage Abra technology to improve processes so that they help, not hinder, your HR strategy
 - Get out from under routine paperwork (transactional)
 - **Abra eRecruiter** - Automate and streamline the entire requisition-to-hire process
 - **Abra ESS** - process HR/Payroll requests, approvals and notifications.
 - **Abra Benefits Enrollment** - move annual employee benefits open enrollment and on-going life events to the Web.
 - Recruit and develop your workforce to support your business (strategic)
 - **Abra eRecruiter** - Optimize Recruiting Process to find the most talented candidate.
 - **Abra Train** - Establish and administer training programs and employee certifications
 - **Abra OrgPlus** -Assess current structure; communicate to employees; strategize different scenarios

(Source: *Competencies for the New HR*, Univ. of Michigan, RBL Group and SHRM.)

- The cost of employee health care coverage shot up by 87% from 2000-2006.¹
 - Companies spent an average of \$7,744 per employee on health insurance in 2006.²
 - In 2008, health care expenses for U.S. companies are estimated to cost an average of \$8,676 per employee.
 - Abra can help to manage (and reduce) employee benefit costs
 - Provide more efficient admin, eliminate costly errors, provide carrier flexibility
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- *Abra Benefits Enrollment – on-line benefits enrollment that reduces HR call volume, shortens open enrollment periods, reduces transaction costs, eliminates duplicate data entry and more.*
 - *Abra Benefits Messenger - simple, flexible and accurate communication that reformats data in Abra and sends it to benefit carriers. Eliminates errors and supports virtually all benefit carriers.*

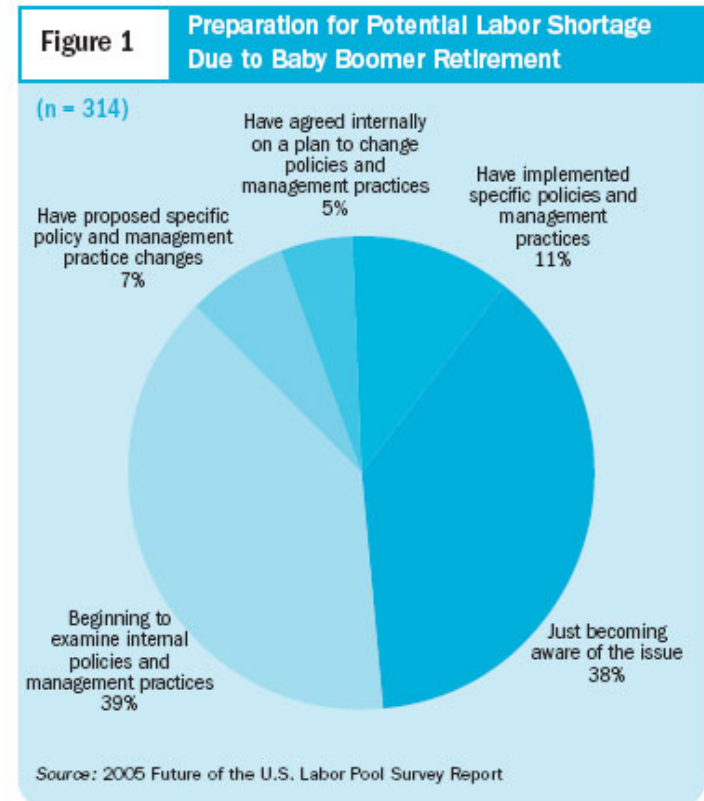
¹Kaiser Family Foundation and Health Research and Educational Trust, *Employer Health Benefits 2006 Annual Survey*. -1

Hewitt Associates, "Hewitt Associates Data Reveals Lowest U.S. Health Care Cost Increases in Eight Years," November 14, 2006 -2
(Source: Dr. Shirley Davis, SHRM Director of Diversity and Inclusion Initiatives Dr. Shirley)

- Over the past 10 years, major race and gender discrimination lawsuits cost U.S. corporations \$2.3 billion in settlements alone.
- In FY 2007, there were 17,734 disability discrimination charge filings.
- In the same year, there were 2,880 religion-based discrimination charge filings.
- *Sage Compliance Trainer – “Preventing Workplace Sexual Harassment and Discrimination”*
 - *24/7 web-based training that eliminates the high cost of instructor-led training.*
 - *Provides documentation of employee training.*
 - *Helps avoid costly fines and potential law suits.*

Preparation for potential labor shortage due to baby boomer retirement

- ❑ 30% of employees may retire over next 10 years
- ❑ Only 11% of companies have implemented specific changes
- ❑ 38% just becoming aware of the issue
- ❑ 51% in the process of addressing the issue



How does the labor pool look for jobs? (they do it online)

- **On-line recruitment is large and growing source of hire**
 - Over 29% of hires are directly from the Internet
 - 60% of 30 year olds search for jobs online

Do you have an effective recruiting strategy that encompasses the online component?

- *Abra eRecruiter – web-based recruitment management solution.*
- *Designed to help launch online recruiting strategies and optimize the entire recruiting process.*



(Source: *Corporate Culture and Performance*,
John P. Kotter and James L. Heskett, 1992)

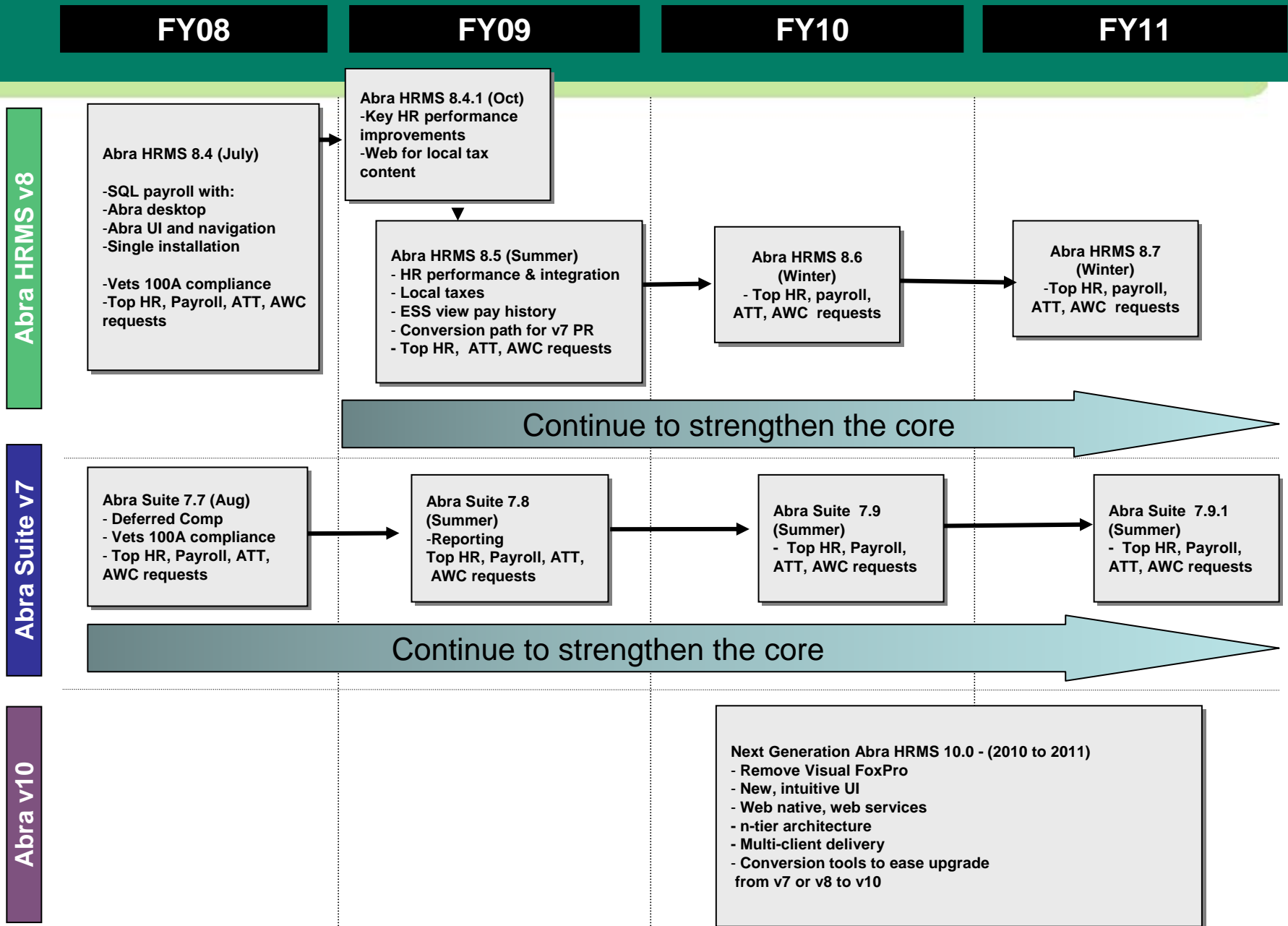
- **Culture** refers to values that are shared by the people in a given organization and that tend to persist over time even when group membership changes.
 - At this level, culture can be extremely difficult to change, in part because group members are often unaware of many of the values that bind them together.
- At the more visible level, culture represents the behavior patterns or style of an organization that new employees are automatically encouraged to follow by their fellow employees.
 - Culture, in this sense, is still tough to change, but not nearly as difficult as the level of basic values.*
- Who is responsible for creating the culture of an organization?
- Do you think you have a great company culture and why?

- It takes engaged, committed, energized and focused employees to have a great company culture
- Savvy employers and HR departments recognize that:
 - Building a strong, loyal and engaged company culture and strengthening employee satisfaction with their jobs ultimately impacts retention and improves overall business results
 - One key way to build a strong culture is through effective, clear, consistent communications
 - Increases employee trust in management
 - Helps employees become aligned and engaged with company vision, mission and values
 - Increases company performance
 - From 1998 to 2002, companies with highly effective employee communication programs delivered a 26% total return to shareholders.
 - Companies communicating least effectively with employees experienced a NEGATIVE 15% total return to shareholders.
 - Decreases employee turnover
 - High levels of effective communication have a positive impact on employee turnover.
 - Companies that communicate effectively report turnover rates of 33.3%, as compared to their industry peers (51.6%).

- **The Employee View**
 - Employee use of the Internet is rising (70% of American adults use the Internet)
 - Employees expect that they will be able to manage everything online -- their careers, their jobs, and their insurance coverage and retirement options.
 - Employees expect to be kept informed by their employer.
- **An Employee Self-Service System helps**
 - Create the type of working environment that workers expect: instant information, little bureaucracy, empowerment in their work and careers, and a feeling of connection with the business.
- **Use Abra ESS to**
 - Connect employees, managers, administrators and executives across the company through the Internet and company intranet.
 - Provide a central online location for communicating important company information.



Sage Employer Solutions Roadmap



Sage Employer Solutions Roadmap

FY08

FY09

FY10

FY11

Sage TimeSheet

- Sage TimeSheet 9.7 (May)**
- Enhanced integration to HRMS/Attendance
 - Improved MAS 90 integration
 - Day Level Security
 - Additional Notification capabilities
 - Improvements to Approval Tracking Report

- Sage TimeSheet 9.7.1 (Spring)**
- Improve Existing Integration links
 - Abra HRMS
 - MAS 90
 - Top user requests

- Sage TimeSheet 9.8 (Spring)**
- Top user requests

- Sage TimeSheet 9.9**
- Top user requests

Continue to strengthen the core

Pay Services

- SPS 2008 (August)**
- Focus on "under 100"
 - Operational improvements
 - Hardware updates for Performance

- SPS 2009 (August)**
- Focus on "under100"
 - Operational delivery improvements

- SPS 2009 (August)**
- Focus on "under100"
 - Operational delivery improvements

- SPS 2010**
- Focus on "under100"
 - Operational delivery improvements

Continue to strengthen the core

New -- Hosted Abra Deployment Option

- Partner nGenX Corporation, Overland Park, KS
 - Subsidiary of Q-Comm (telecommunication HC)
 - Extensive fiber network
 - Four data centers
 - SAS 70 certified
- Capabilities
 - Fully managed service
 - Virtual server technology – low monthly cost
 - Customer owns Abra license
 - Fully customizable

New – Abra ‘Turn-Key’ On-Premise Deployment Option

- Partner Appliance Corporation, Wichita, KS
- All the benefits of traditional hosting - *but on customer's own premises*
 - Abra on Appliance – “plug and play with outsourced IT”
 - Bundled server hardware, software and IT support services
 - Remote monitoring, maintenance, back-up, etc.
 - Drop ship new hardware/software within 24 hours if failure
 - Pre-installed Sage Abra HRMS

Sage Abra Suite v7.7

- Sage Abra Suite v7.7 is the latest release for Sage Abra v7.5 and v7.6 users.
- New enhancements include Veterans Modified Categories added to support new VETS 100A report.
- The ability to have changing routing and check numbers
- Management of Deferred Compensation Plans.
- Sage Abra v7.7 delivers integrated functionality across HR, benefits, and a Web workforce portal with employee self-service, company communications, benefits enrollment, recruitment and more.

Sage Abra HRMS v8.4 with New Payroll Module

- Latest release of Abra SQL Server platform for the U.S. and Canada.
- Delivers tightly integrated functionality across HR, benefits, training and attendance, with rich reporting and analysis, and a Web workforce portal with employee self-service, company communications, benefits enrollment, recruitment and more.
- U.S. Payroll module with is now available with the v8.4.

Questions?

Thank You for Coming!