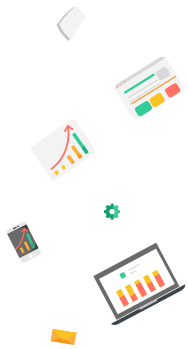
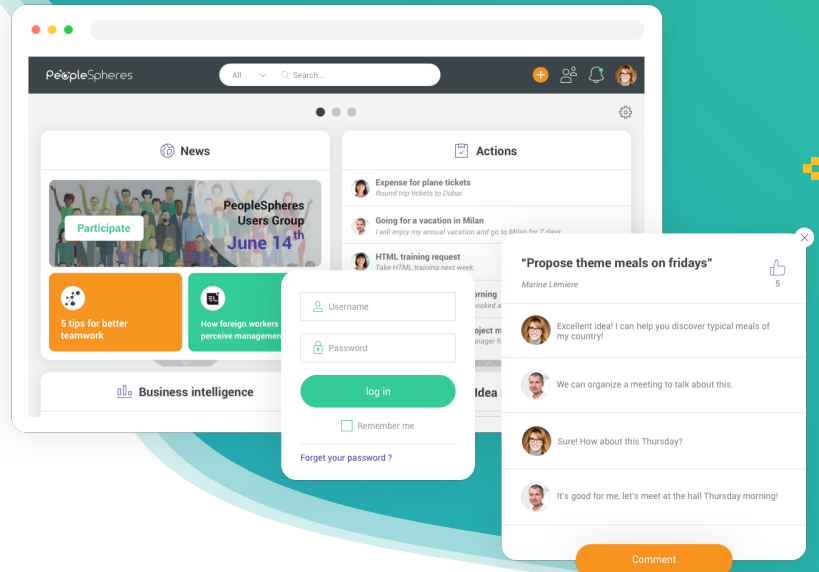


HR Portal

Keeping employees informed and connected has never been easier thanks to our HR portal. It's a single source of truth for all company information and employee data. Employees can also manage their own data with employee self-service.



- ▶▶ Centralize all employee data and leverage **HR analytics**
- ▶▶ Spend **less time** searching various employee records
- ▶▶ **Automate** your administrative tasks and employee management
- ▶▶ Facilitate the **onboarding** of new hires into the organization
- ▶▶ **Adapt** your communication to multiple languages and locations
- ▶▶ Access the HR portal via a **mobile device** or computer



Inform

employees about company news using a centralized communication tool



Collaborate

among teams at any time from the portal using the company directory



Unify

your employee records by centralizing employee data from all systems



Streamline

paperless HR processes by initiating workflows

WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.

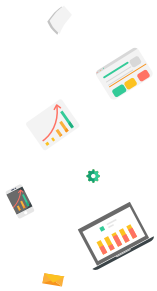
Smart Connectors

PeopleSpheres HR platform is composed of 3 dimensions: an undeniable differentiation on the market.



BENEFITS

Smart-connectors



- ▶ ▶ **Communicate data** bilaterally between the PeopleSpheres platform and another tool
- ▶ ▶ **Configure the smart-connector** to your organization, don't develop it
- ▶ ▶ Incorporate **the user experience** in the architecture
- ▶ ▶ Benefit from **updates** to the connector as they become available

THE COMPOSITION OF A SMART-CONNECTOR

5 dimensions



Data in / Data out

Flow that feeds the unified database and allows the data to be instantly retrieved



Cross software workflows

Flow that allows you to create action sequences between your HR software



Actions and notifications

Flow where the action comes from one of the software to be completed in the HR platform



SSO (Single Sign On)

Access to all tools from the platform without re-entering login/password

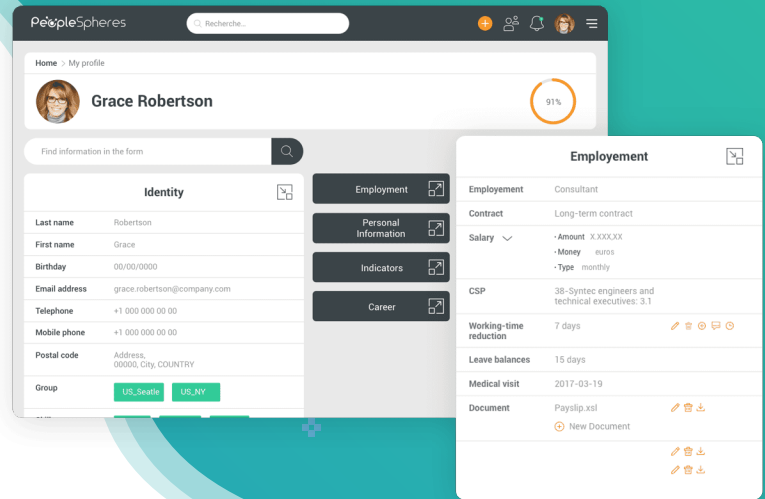


Custom widgets

Provides the ability for the HR manager to set up a customizable widget on the platform

Unified Employee Profile

Have your data completely centralized with PeopleSpheres HR platform. Make your searching process and HR management more efficient. A unified employee profile for better insight and one place for all your work.



- ▶▶ Helps HR professionals to simplify **employee data management**
- ▶▶ **Use a modular and scalable tool** : add new HR apps into your unified profile
- ▶▶ Find, sort, and **select the data** you want to appear on a profile
- ▶▶ **Have a single entry-point** to all your SaaS HR apps
- ▶▶ **Empower** your employees; give them the tool to act without burdening HR
- ▶▶ Reduce the risk of information loss thanks to **data centralization**



Connect

as much SaaS software as you want and sync data into a unified profile.



Search

for the complete profile and get authorized view of any employee



Centralize

HR data in one place for competent employee data management



Gain time

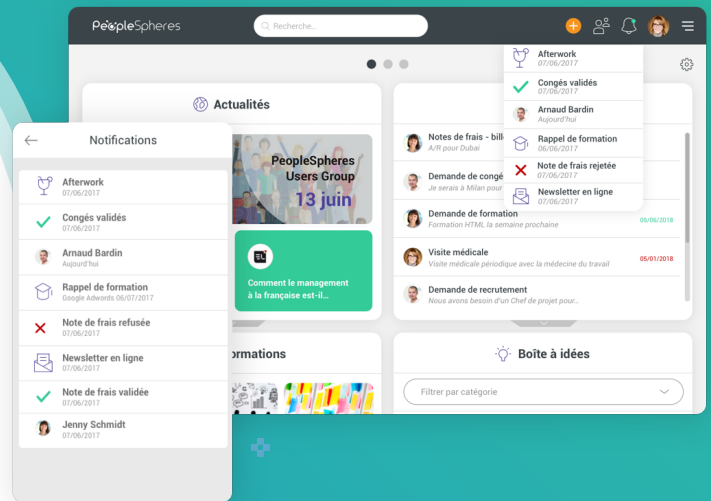
by eliminating paperwork and duplicate data entry

WITH PeopleSpheres's UNIFIED CORE HR

Soyez plus efficace dans votre prise de décision grâce à la création centralisée de rapports d'analyse et tableaux de bord. Bénéficiez d'outils d'engagement collaborateurs faciles à prendre en main tels que la messagerie RH, les sondages, ou encore la boîte à idées afin d'augmenter la rétention de vos talents et d'améliorer l'expérience collaborateur.

Notification center

Say goodbye to alerts spread across disparate systems. Provide to each of your collaborator a personal unified action center. Make sure they stay on track and don't miss any tasks and updates.



- ▶▶ Elevate employee **productivity** and **organizational skills**
- ▶▶ Get an **overview** of what needs to be completed shortly
- ▶▶ **HR department** no longer needs to chase people to complete their tasks
- ▶▶ Be redirected to your task in just a **few clicks**.
- ▶▶ Notifications that are no longer **relevant or completed** are deleted
- ▶▶ **Receive your notifications** from your different software in **one place**



Provide

each employee a personal action center on their portal



Delegate

important tasks to any employee or administrator



Access

to your daily tasks in just a few clicks



Accelerate

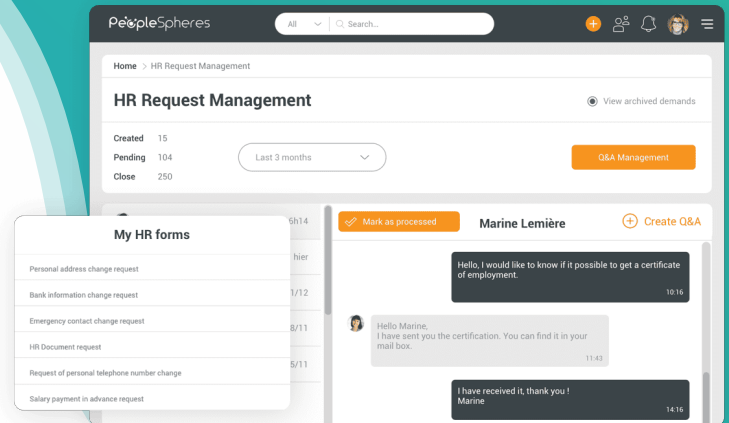
task completion and approval processes

WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.

Self-Service

Give your employees access to your company's HR tools via a personal account. Invite them to view and edit their HR data. Turn paper-based processes to digitized processes. An undeniable gain in time and productivity.



- ▶▶ HR services can **switch** their efforts to more urgent tasks
- ▶▶ Cut down **unnecessary requests** to your HR department
- ▶▶ Keep **transparency** and **avoid any errors** and duplicated data
- ▶▶ **One source** for all company-related documents and HR policies
- ▶▶ Access to your **HR portal** anytime, anywhere, on desktop or mobile
- ▶▶ Ensure **constant smoothness** for your **onboarding** programs



Empower

your employees with their data entry



Access

to HR data instantaneously



Communicate

effectively with your collaborators



Real-time

synchronized and centralized data

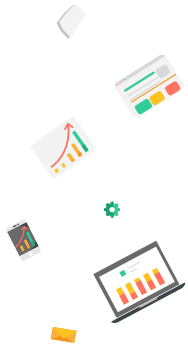
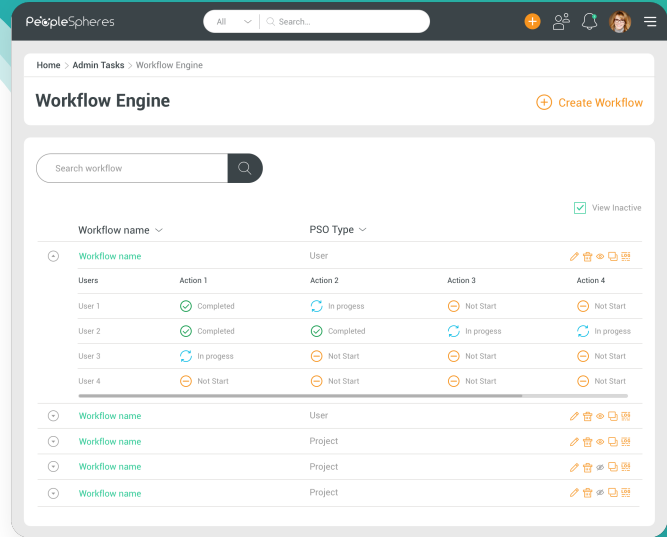
WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.



HR Workflows

Put an end to your manual processes. Carry out series of automated actions between your HR tools. With automated workflows, HR services are efficient and the employee lifecycle can be carried seamlessly from beginning to the end.



- ▶▶ Watch the gradual disappearance of **manual processes**
- ▶▶ Integrate **workflows** across your different departments and HR apps
- ▶▶ Enjoy better **tracking** and **communication**
- ▶▶ Control the **number of users** who can make changes in the process
- ▶▶ **Have a seamless collaboration** with every department involved in a task
- ▶▶ Focus on more **added-value** activities



Build

your own workflows based on your own needs



Automate

multi-step processes with multi-level approvals



Deliver

a task to the right person and at the right moment



Simplify

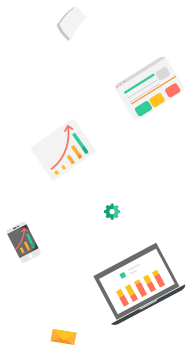
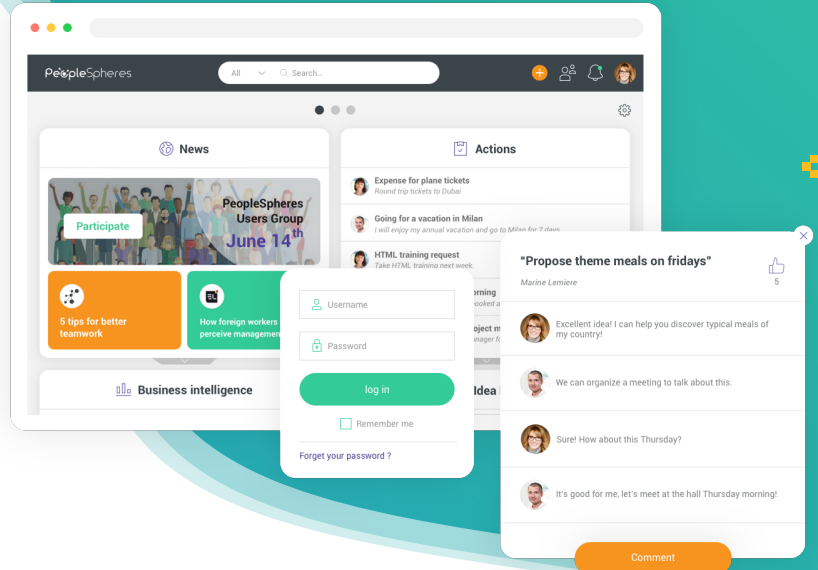
approval processes to switch your efforts to higher impact missions

WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.

Onboarding Offboarding

Consistently deliver a positive onboarding and offboarding process every time. The employee lifecycle can be seamless from beginning to end with automated workflows and accessible communication tools.



- ▶▶ Easily **provide** all information an employee needs
- ▶▶ Seamlessly transition employees from **onboarding** to their **training journey**
- ▶▶ Stay **connected** with employees throught their first few months
- ▶▶ Ensure a **smooth** entry/exit every time and establish consistency
- ▶▶ Stop receieving **confidential** information via email
- ▶▶ Facilitate the completion of forms by initiating **workflows**



Automate

repetitive adminitrative tasks with workflows



Digitalize

hiring and termination documents for easy access



Communicate

effectively at the most critical points of the employee lifecycle



Gain time

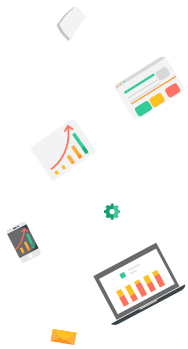
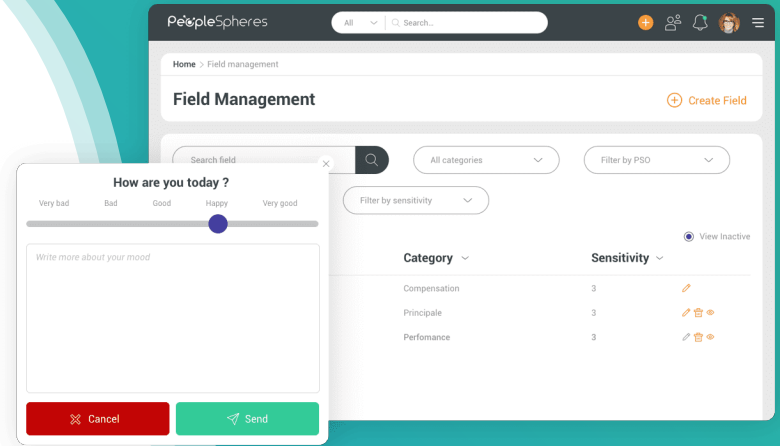
by eliminating paperwork and duplicate data entry

WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.

Feedback & Surveys

Create a space for your employees to be heard and empowered by fostering a culture of employee engagement. Collect feedback at the most critical parts of the employee lifecycle and enhance the quality of work life for your workforce.



- ▶▶ Build a **winning culture** where engagement is possible for everyone
- ▶▶ Create **quick and customizable** engagement surveys for your needs
- ▶▶ Ask relevant questions and send surveys to your **intended audience**
- ▶▶ Build feedback surveys into your workflows for **process improvement**
- ▶▶ **Analyze** and benchmark survey results to **identify trends**
- ▶▶ Drive **business outcomes** like productivity and quality with an engaged workforce



Gain insights

about your workforce and make a positive impact on quality of work life



Engage

employees in company decisions and their own personal growth



Measure

the health of your organization with quick and customizable surveys



Motivate

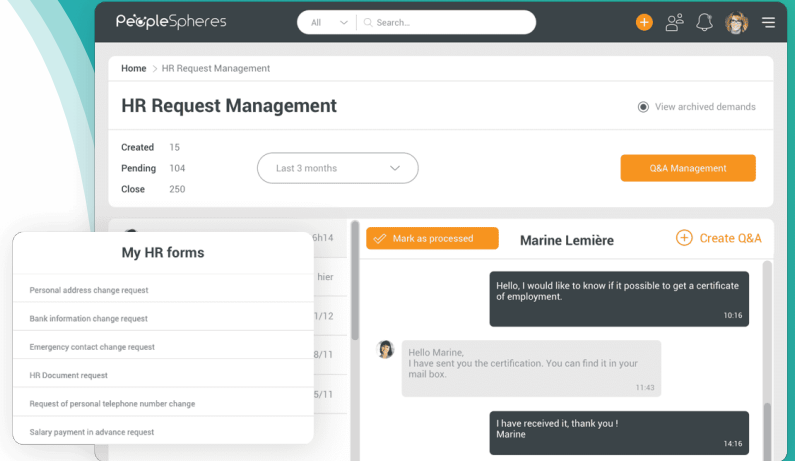
your teams by understanding their needs and listening to their suggestions

WITH PeopleSpheres's UNIFIED CORE HR


Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.

Digital Assistant


An HR chatbot can that can answer employee FAQs and respond to administrative requests. Enhance the employee experience by providing immediate support from any place and at any time of day.




- ▶▶ Manage employees' needs across multiple **locations** and **time zones**
- ▶▶ **Automate** the administrative part of your job and focus on strategic HR
- ▶▶ Provide step-by-step on-screen guides to help employees navigate the **self-service portal**
- ▶▶ Better understand employees' needs to **continuously improve** HR services
- ▶▶ **Empower** employees in getting what they need, when they need it
- ▶▶ Free up more time for meaningful **HR initiatives**




Deliver
your HR knowledgebase and guide employees through workflows virtually



Centralize
the FAQs and chatbot responses from all your HR applications



Customize
your digital assistant tool to reflect the needs of your workforce



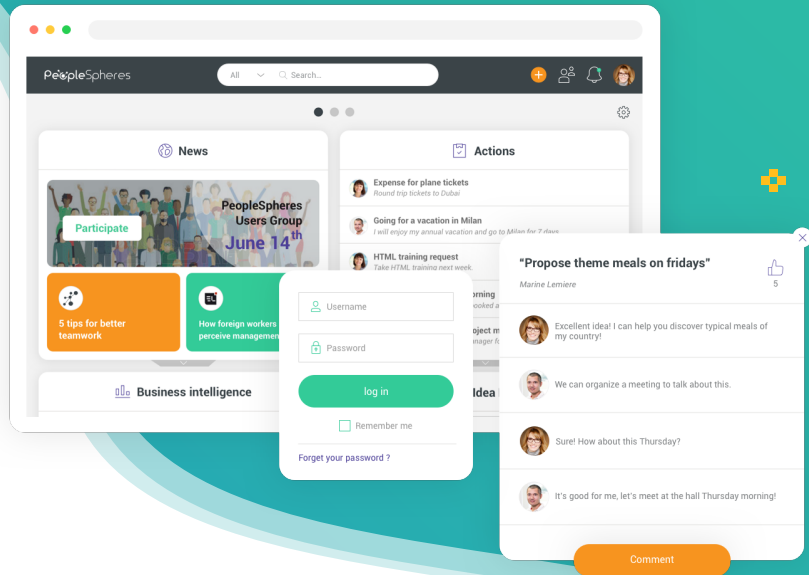
Gain time
by cutting down repetitive questions and requests for administrative tasks

WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.

System of Record

The PeopleSpheres integrated data hub is a database that keeps all your connected systems in sync in real time. Data from each system will be centralized in one system of record.



- ▶▶ Make strategic HR decisions with **reliable and accurate data**
- ▶▶ Access **historical data** records and back track to the source of any change
- ▶▶ Rely on a **trustworthy** source of information
- ▶▶ Anticipate future situations with **predictive analytics**
- ▶▶ Avoid duplicate data entry thanks to a **unified employee profile**
- ▶▶ **Eliminate spreadsheets** by leveraging a centralized database



Validate

your data with approval workflows and historical data auditing



Sync

data from all your connected systems in real time



Customize

your HR database by adding or removing fields as needed



Analyze

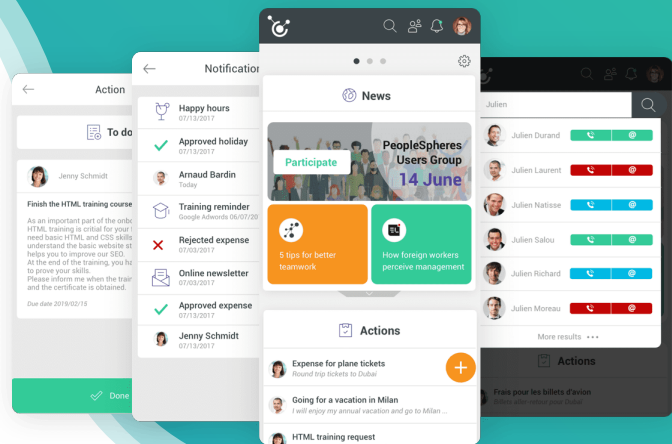
your data and gain powerful insights with cross-application reporting

WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.

Mobile friendly

Take your PeopleSpheres experience with you wherever you go. With an easy-to-use mobile interface, all employees are able to access their information and integrated tools at any time.



- ▶▶ **Check** your own information and make updates
- ▶▶ **Get in touch** quickly with any collaborator
- ▶▶ **Complete** forms, time-off requests, directly from your mobile device
- ▶▶ **Keep track** of your pending actions and delegate tasks,
- ▶▶ Be more **responsive** with your approval processes
- ▶▶ Make **HR requests** at your own convenience



Stay

connected any time, anywhere



Consult

your HR portal from your mobile application



Receive

your notifications via your mobile application



Quickly

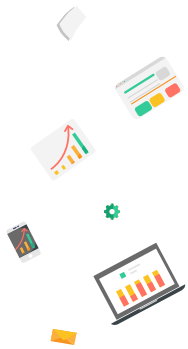
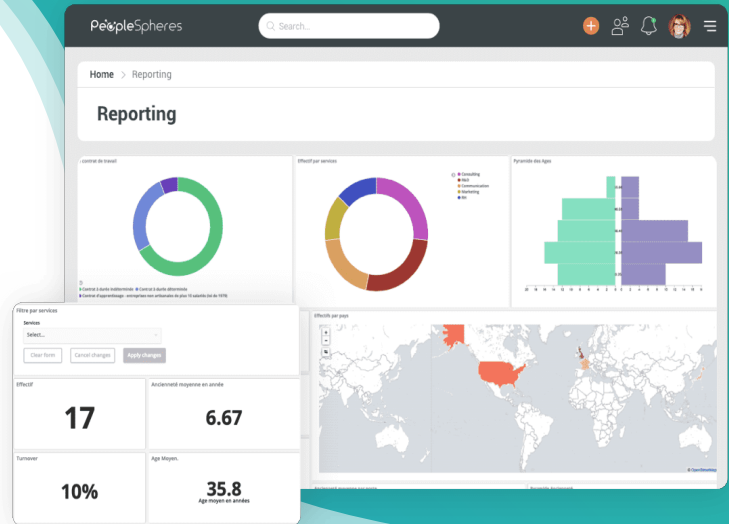
access information and complete tasks on the go

WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.

HR Reporting

With a 100% customizable dynamic dashboard, select the right HR metrics based on your business's objectives. Obtain a global and visual overview for a clear insight into your business's health.



- ▶▶ **Customizable** parameters offering filters and alerts for action levels
- ▶▶ **Filter** your data to focus on a specific type of KPI (Turnover rate, age...)
- ▶▶ Track and predict **team effectiveness** for efficient employee management
- ▶▶ Justify **human capital investment** for your strategic decision making
- ▶▶ Create **positive challenges** with targets to **motivate** employees
- ▶▶ Better **collaboration** between HR director and CFO



View

your data in real-time



Select

reliable data



Customize

your HR dashboard



Gain

in time and team effectiveness

WITH PeopleSpheres's UNIFIED CORE HR

Be more efficient in your decision making with centralized reporting, analysis and dashboards. Take advantage of easy-to-use employee engagement tools such as HR messaging, surveys, and the suggestion box to increase talent retention and improve the employee experience.