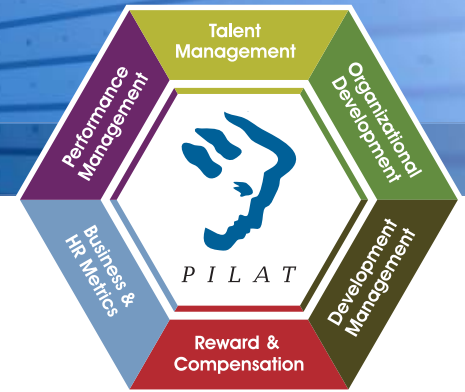


Technology



EXCELLENCE THROUGH BEHAVIORAL ENGINEERING

Pilat HR Solutions has dedicated over twenty years creating tailored applications, using their proprietary toolkit, HR Pulse®. HR Pulse creates web-based applications that trigger, drive, sustain and enhance the behaviors needed for exceptional individual and collective performance, and that collect and manage quality data.

Pilat's Technology Solutions

Going on its 9th major release, HR Pulse has built hundreds of client-specific HR applications. In addition, Pilat uses HR Pulse to develop stand-alone software tools that support our consulting and data service offerings.

Through our analysis of each client's business drivers, challenges, and culture, we ensure that our clients receive nothing less than overall "best-fit" technology solutions, uncompromising service, and superior outcomes. Pilat's technology solutions are developed to underpin processes and data management in six critical areas of HR:

- ◆ PERFORMANCE MANAGEMENT
- ◆ TALENT MANAGEMENT
- ◆ ORGANIZATIONAL DEVELOPMENT
- ◆ DEVELOPMENT MANAGEMENT
- ◆ REWARD AND COMPENSATION
- ◆ BUSINESS AND HR METRICS

Value

HR Pulse's unique architecture offers clients substantial value without the complexities and costs associated with large enterprise systems. These include the following:

- HR Pulse meets clients' exact requirements that underpin their preferred processes; Pilat does not impose processes.
- HR Pulse creates functionality rather than merely configuring predefined options.
- HR Pulse guarantees upward compatibility, no matter the amount of unique client configuration.
- HR Pulse is especially different to option-based Software-as-a-Service (SaaS), major HRIS, and custom applications.

Features

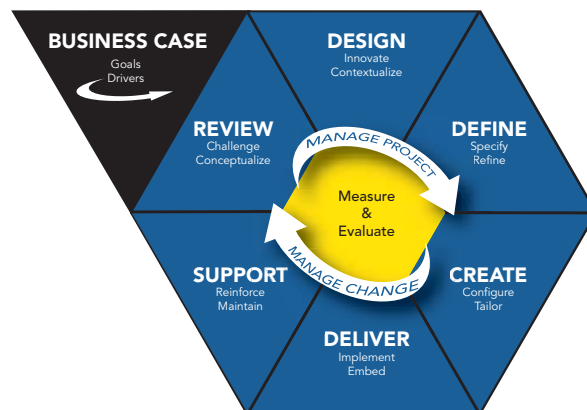
HR Pulse applications have common features and functionality that offer discerning clients the peace-of-mind that advanced web-based technology offers. These include the following:

- In-House and Managed Hosted Options
- HRIS and Single Sign-on Integration
- Extensive Security
- High Scalability
- Dynamic Data-driven Platform
- Robust Reporting Engine
- Content Independence
- Multi-Lingual / Multi-Cultural Capability
- Role-Based Configuration
- Workflow Management

The Pilat Way

“The Pilat Way” is Pilat’s proprietary methodology for delivering results-focused, tailored solutions. “Best Fit” is achieved following a disciplined process:

- **REVIEW** - challenging desired solutions, concepts, and existing processes and systems to ensure that they, the business case and the organization’s readiness are fully understood
- **DESIGN** - exploring innovative options and testing them in the organization’s context
- **DEFINE** - specifying and reviewing chosen functionality until full agreement is reached
- **CREATE** - configuring the solution, with active client participation to optimize ownership
- **DELIVER** - implementing in way that embeds the solution into day-to-day work
- **SUPPORT** - reinforcing and maintaining system usage
- **CONTINUOUS PROJECT AND CHANGE MANAGEMENT** - ensuring timelines and budgets are met, and user buy-in is achieved
- **MEASUREMENT AND EVALUATION** - monitoring achievements and identifying areas for potential enhancements to ‘Review’.



The Pilat Way becomes a characteristic of the on-going Client-Pilat partnership, not merely an initial implementation methodology.

Through Pilat’s unique on-site *Process and System Review and Specification (PASRAS)* meeting, your process and system needs are Reviewed, Designed and Defined. The meeting ensures that Pilat fully understands your needs, that your team has considered all improvement options and that all team members have a shared understanding of the goals and processes. Clients have often expressed the view that this is the most challenging meeting they have attended, but the one from which they receive the most learning and stimulation.

Much More Than a Technology Company

Pilat HR Solutions, founded in 1974, has dedicated over three decades to bringing rigor to HR, working with organizations to increase their employees’ performance and to realize their true potential. We do this through our combined focus in three areas of specialism - Consulting, Technology and Data.

Clients who partner with us tell us that they value their experience of:

- **Passion** - *“We will demonstrate a contagious passion for helping you achieve your business dreams; they will become our dreams.”*
- **Ethics** - *“Honesty; no excuses; no blame. We will keep or exceed our promises; and the people who make them will be there with you!”*
- **Excellence** - *“Rigor in all we do. Based on our knowledge and experience, we will work together to deliver measurable excellence, nothing less.”*
- **Best-fit** - *“We will partner with you to understand your precise requirements, and provide the best-fit solution - if we can’t, we will point you toward others who can.”*

Review more information on our corporate website at www.pilat.com.

TO SCHEDULE AN EXPLORATORY DISCUSSION WITH A MEMBER OF OUR TEAM, E-MAIL US AT [INFO@PILAT.COM](mailto:info@pilat.com) OR CALL US AT +1 (800) 338-9701 OR +44 (0)20 8343 3433.



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