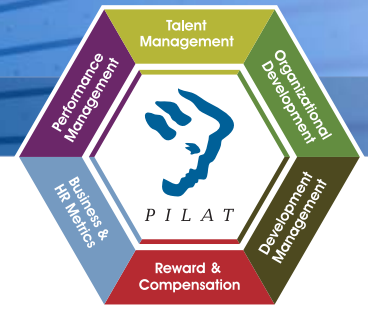


TECHNOLOGY



EXCELLENCE THROUGH “BEST-FIT” SOLUTIONS

Pilat HR Solutions has dedicated over twenty years of technological and HR expertise in the research and in-house development of a proprietary rapid application development toolkit, **HR Pulse®**.

HR Pulse is specifically designed to enable Pilat to meet the unique and continuously evolving demands of each individual client, and still to ensure robustness and upward compatibility for all. Using HR Pulse, our highly skilled implementers configure applications that do not merely reduce transaction costs or merely make things simpler; they also trigger, drive, sustain, and enhance the behaviors needed for exceptional individual and collective performance. These applications also enable the collection, analysis, interpretation and use of quality data with which to manage such performance.

The immense level of flexibility and adaptability that HR Pulse brings means that every HR Pulse application evolves with the client - reflecting changes in priorities; increasing in the sophistication of users; demands for new metrics; the addition of new processes; integration with other applications; etc. HR Pulse ensures sustainable future-proofed, “best-fit” solutions without the risks associated with customized / hard coded solutions and without the limitations of options-based off-the-shelf solutions.

HR Pulse can create functionality, which enables Pilat to support the most complex and most cutting-edge demands as well as traditional requirements.

Pilat’s Technology Solutions

HR Pulse has been configured to build hundreds of client-specific HR applications. Through analysis of each client’s business drivers, challenges, and culture, Pilat ensure that 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**, and **Business and HR Metrics**.

In addition, Pilat uses HR Pulse to develop stand-alone software tools that support our consulting and data service offerings.

Features

HR Pulse applications include features that discerning clients expect from advanced web-based technology. These include the following:

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

Value

HR Pulse’s unique architecture offers clients substantial value without the complexities and costs associated with large enterprise systems. The benefits of using HR Pulse include the following:

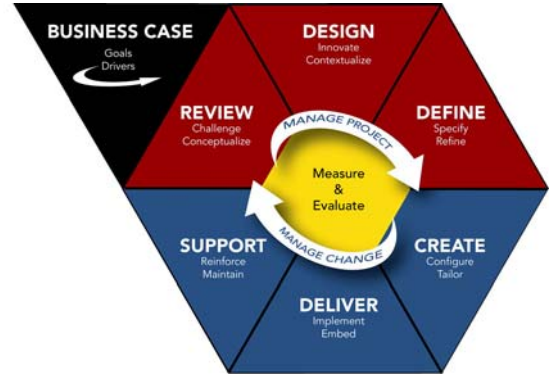
- No processes are imposed, instead the exact requirements that underpin clients’ preferred processes are fulfilled.
- Instead of merely configuring predefined options, functionality is created.
- Upward compatibility is guaranteed, no matter the amount of unique client configuration.
- Implementation time is greatly reduced - *configuration; not customization*.
- A user-friendly interface that has been proven to ensure accurate data completion, employee engagement in the system, and adherence to internal deadlines.

The above sets HR Pulse miles apart from option-based Software-as-a-Service (SaaS), major HRIS, and custom applications. HR Pulse applications require no non-administrator training. Users find them intuitive, easy and engaging to use.

The Pilat Way

An initial consultation identifies each client's goals, drivers, pain points, success criteria, state of readiness, and capability to implement a solution. "The Pilat Way" is Pilat's proprietary methodology for delivering results-focused, tailored solutions to address that Business Case. "Best Fit" is achieved via 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 a way that embeds the solution into day-to-day work.
- **SUPPORT** - reinforcing and maintaining system usage.



Through Pilat's unique on-site **Process And System Review And Specification (PASRAS)** process, all dimensions of the client's needs are Reviewed, Designed and Defined. The meeting ensures that Pilat fully understands your needs, that the internal team has considered all improvement options, and that all team members have a shared understanding of the goals, deliverables, roles and responsibilities, and project plan.

Pilat works with clients to manage the change needed to ensure acceptance and embedding of the new tools. This will deliver maximum internal acceptance to ensure that the targeted benefits are accrued - *but it does not end there!*

The Pilat Way becomes a characteristic of the on-going Client-Pilat partnership, not merely an initial implementation methodology. In addition to all of the above, additional elements ensure project success:

- **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 enhancement. The latter lead into a new Pilat Way cycle starting at "Review".

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 Pilat's:

- **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."

Additional information can be found at www.pilat.com. To schedule an exploratory discussion with a member of our team, e-mail info@pilat.com or call (US office) +1 800 338 9701 or (UK office) +44 (0)20 8343 3433.



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