

# SumTotal Strategic Workforce Analytics

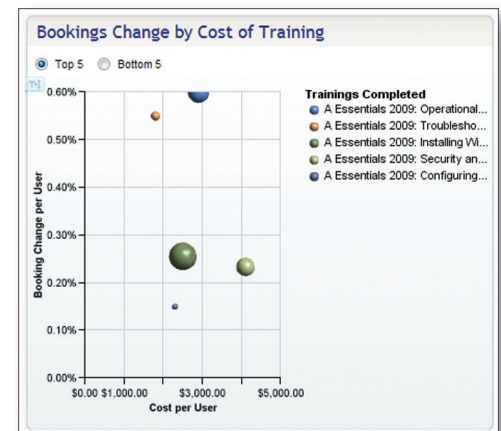


SumTotal Strategic Workforce Analytics is the industry's most advanced business intelligence solution that enables organizations to gain deeper insight into their business and operations by providing an integrated actionable view of workforce information to help further identify and assess where a company stands today, and where they need to be in order to achieve strategic objectives. SumTotal Strategic Workforce Analytics advances strategic HCM with embedded analytics and empowers organizations to more effectively and efficiently access and analyze workforce information with easy to use and powerful dashboards, flexible ad-hoc reporting, configurable toolsets, and the ability to integrate external business data into any analysis. Built on the industry's most complete talent platform, SumTotal Strategic Workforce Analytics enables you to:

- Have a complete, Integrated strategic HCM-talent data warehouse that spans across all your talent and learning data including hundreds of interlinked and integrated business objects with uniform security across all processes
- Use flexible pre-built and ad-hoc key performance indicators (KPIs) including pre-built, expandable dashboards that represent the most critical HCM metrics to companies and span industries.
- Execute dynamic impact analysis with external business data by importing data from any 3rd party system and measuring your strategic HCM processes based on business data such as financial, sales, or customer satisfaction data.
- Drive root cause analysis and create actionable intelligence for operational excellence by using powerful and personalized dashboards that enable users to filter, sort, group, drill-down and change the way information is visualized so they can gain insight into information that is relevant to them. In addition, users can drive continuous improvement with integrated transactional processes from reports and measure against benchmarks to proactively respond to business needs.

## Comprehensive, Powerful, Flexible Analytical Platform

SumTotal Strategic Workforce Analytics provides access to single, unified Learning & Talent management data model along with business measures like productivity, sales bookings, customer sat, time to productivity. The data is presented in a personalized, intuitive and highly configurable user interface which allows companies to track metrics, set targets, identify deviations and take actions without leaving the application.



Provide visibility to the business outcomes of human capital investments in a single, integrated solution

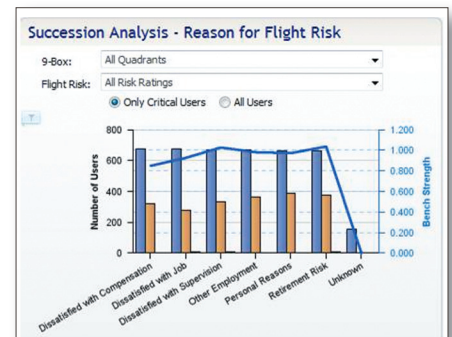
Additional capabilities of SumTotal Strategic Workforce Analytics include:

- The industry's most comprehensive strategic data warehouse with over 200 interlinked business objects across talent and learning management
- Over 50 pre-built key performance indicators (KPI's) for rich analysis across most industry needs
- Over 60 pre built reports and graphical widgets covering key areas of talent and learning
- Integration with external business data to compare with talent data and drive rich, meaningful analytics
- Powerful, personalized role-based dashboards provided out-of-the-box
- Ability to extend out-of-the-box dashboard to create customized analytics & KPI's to meet customer-specific needs
- Flexible ad-hoc reporting tool to let business user create, publish and schedule reports
- Actionable Intelligence including drill-through reports and ability to take direct action from within an analytic
- Built on robust and powerful Cognos 10 platform

### Cross-Functional Benefits

SumTotal provides an end-to-end, complete strategic Human Capital Management solution integrating workforce management, talent management, learning management, HR management and payroll and benefits management.

- **Workforce Management:** Integrated across the SumTotal strategic HCM solution SumTotal Workforce Management provides powerful tools to effectively manage labor rules, ensure compliance, and control labor costs and expenses
- **Talent Management:** Integrated within the SumTotal's strategic HCM solution, Talent Management provides a single view of your organizations a unified view of your organizations talent processes across all parts of strategic HCM
- **Learning Management:** Integrated into the learning management solution, SumTotal can provide visibility into skills, certifications, and learning activities across talent and workforce management, as well as other parts of the strategic HCM process
- **HR Management (HRMS):** Integrated within the SumTotal's strategic HCM solution, SumTotal's HR Management solution provides a single source of truth for all HCM processes
- **Payroll & Benefits:** As an integrated service into the SumTotal's strategic HCM solution, Payroll and Benefits Management provide efficient, flexible and easy-to-use service at the foundation of your HCM solution



View any of the fifty plus out-of-the-box talent or learning KPI's, customize the analytic and drill into the detail all from one place

**About SumTotal** // SumTotal Systems, Inc. is the global leader of strategic Human Capital Management (HCM) solutions that provide organizations with a new level of visibility to help make more informed business decisions and accelerate growth. Recognized by industry analysts as the most complete solution, SumTotal provides full employee lifecycle management, including a core system of record, from a single provider for improved business intelligence. The company offers customers of all sizes and industries the most flexibility and choice with multiple purchase, configuration, and deployment options. We have increased the performance of the world's largest organizations including Sony Electronics (NYSE: SNE), AstraZeneca (NYSE: AZN [ADR]; London: AZN), Amway (KUL:AMWAY), Seagate (NYSE: STX),

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