



HeartBeat

hrms

Focus On Your Workforce with HeartBeat

Reclaim time, reduce paper and save money

- Eliminate time-consuming manual processes
- Put information in the hands of those who own, control and manage it with self-service
- Reduce administrative burden with process and workflow automation
- Reduce total cost of ownership by as much as 40%
- Intuitive self service for employees and managers. Designed from the ground up to focus on the employee
- Advanced role-based security model ensures that sensitive data is limited to users with appropriate access
- Configuration based setup speeds implementation and streamlines product upgrades

On-Demand HRMS

SilkRoad technology's HeartBeat™ is an on-demand HRMS that allows both workers and managers to access and act on HR information that is relevant to them. Designed from the ground up to address the unique needs of employees and managers alike, HeartBeat also natively supports integrations with third party applications such as payroll and benefits, providing a unified front-end for the most common HR tasks performed by end users.

HR processes are automated and streamlined for increased business efficiency and worker self-service functionality empowers users to be effective and responsible for their data. In addition, real-time reports and analytics offer insight for more strategic planning. Designed to be easily configured, reducing the need for customizations, HeartBeat makes it easy for individuals to design custom workflows for unique HR tasks.

With HeartBeat you can:

- Realize immediate tangible cost savings and improved effectiveness
- Automate and streamline HR and business processes
- Maintain compliance with EEO, Sarbanes Oxley and FSLA
- Create and maintain a central repository for all worker data
- Empower workers and managers with self-service features and functions

The Latest in Technology for the Most Innovative HR Management

Leveraging next-generation Service Oriented Architecture (SOA) software development, SilkRoad technology's on-demand HRMS is delivered as a completely web-based solution. HeartBeat will help you reduce your total cost of workforce and talent management by consolidating, automating and

focusing your HR functions, processes, data and systems. While you concentrate on your business, SilkRoad will work to bring all your current (and future) HR processes together - without costly maintenance/upgrade fees or hidden incremental charges.

HR System of Record With Self-Service

Empower your managers and workers to access, update and manage HR information for themselves, their staff and their areas of responsibility through HeartBeat's intuitive self-service capabilities. With one central location for all worker information, administrative overhead and error-prone paper transactions are eliminated resulting in overall cost savings. HeartBeat's streamlined procedures and configurable online processes give your talent direct access to their information in real time.

Enterprise Workforce Management

HeartBeat provides the tools and foundation to configure unique approval workflows for the most common processes. Even the most non-technical users can easily add, modify or delete workflows as needed, eliminating the need for expensive customizations. HeartBeat makes it easy to change approval rules and add steps to ensure that HR processes will best manage your talent.

HR Business Intelligence

Integrated HR data managed in HeartBeat makes an abundance of reporting available to you, from complete organization charts and headcount reports to specific business unit and worker analytics. You'll save significant time and money because there's no need for a third-party reporting tool or external plug-in to gain access to all HR intelligence and reports, giving strategic insight into real-time business data...at your fingertips! With HeartBeat you have the flexibility to create and view reports on any area where

you have data, as well as the ability to export and manipulate report output in a variety of popular formats.

Integrate With Popular HR Solutions

HeartBeat is designed to integrate with third party solutions. Today, HeartBeat offers integration with some of the most popular payroll vendors using file-based integration, unique data mappings and specialized file formats for ADP PayeXpert® and Paychex®. Additionally, SilkRoad has partnered with Fidelity to offer an automated payroll integration, using HeartBeat and HR Access.

HeartBeat offers benefits administrators the ability to create and manage benefit plan data for diverse plan types such as medical, dental, vision, flexible spending accounts (FSA), 401k, and life insurance just to name a few. With HeartBeat, it is easy to configure plan options, eligibility rules and even manage provider contact information. Benefits enrollment will see a vast reduction in paper documents. Through carrier integration with BenefitsXML, a leading provider of services that automate employee benefits administration, employee enrollment data is automatically sent to providers directly from HeartBeat.

A User Interface Designed with the Employee in Mind

HeartBeat's user interface was conceived and designed to suit the unique needs of the employee. Utilizing Microsoft's popular Ribbon design, HeartBeat provides intuitive navigation for employee and manager self-service and administration tasks alike. The clean interface minimizes the number of steps for common tasks, is easy to learn and can be easily configured to meet the demands of today's rapidly changing enterprise.

SilkRoad technology is headquartered in Chicago, IL, with offices in the US, Australia, Canada, France, Germany, Japan, New Zealand, Singapore and the UK. More information is available by visiting <http://www.silkroad.com> or by calling in the U.S. toll free 866.329.3363 or internationally at +1 336.201.5100. All trademarks are the property of their respective owners.

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