



FairSail Global HRIS: An Overview

Global
Workforce
Collaboration



“Fairsail is the one-stop portal for our HR needs. HR can now become an integral part of the growth and success of IRIS.”

— Phill Robinson, CEO, IRIS Software



Managing the complexities of a global workforce

Find out more
via our website
www.fairsail.com

When organizations experience rapid growth, employees often become spread across multiple locations both nationally and internationally. Fairsail ensures global consistency to provide meaningful business insight across previously disparate business units.

Managing a global workforce is complex. From recruiting and retaining employees, reviewing performance and succession planning, to ensuring employee engagement and providing analysis to management, modern businesses need the right tools to organize their workforces. The need to adopt and promote the right working culture to drive behaviours required to meet strategic goals and objectives, is also more prevalent than before.

Fairsail delivers a complete suite of integrated HR functionality to bring all HR processes direct to the employee whilst enhancing executive insight.

Fairsail HRIS Suite

Fairsail is a next generation, cloud-based HR solution that removes the costly HR admin burden; freeing HR professionals to tackle strategic rather than tactical issues. A multi-country solution that supports multiple employment rule-sets, calendars, currencies and languages, Fairsail is the only global HRIS that solves the HR and payroll consolidation and reporting problem brought about by multiple disconnected local country solutions.

✓ Single suite

A truly integrated, end-to-end solution, Fairsail is functionally rich covering HRIS, HCM, Benefits & Open Enrollment, Time Management, Vacation & Absence Management, Recruitment, Payroll, Salary Planning, Resource Planning, Employee Collaboration and much more.

✓ Multi-country

With employees spread across multiple locations and countries, there will be local regulations, work-practices, calendars and different pay structures to adhere to. Fairsail extends to all parts of an organization regardless of location and supports multiple languages.

✓ Local compliance

Fairsail has the ability to provide multiple sets of compliancy, so allowing every country or region to operate its own rules, regulations and workflows whilst the organization is able to consolidate across all of them.

✓ Consolidated reporting

Track localized employee records and all HR data across all locations enabling country-specific diversity and compliance requirements. This delivers comprehensive HR analytics to the organization including consolidated and single country reporting.

✓ Global collaboration

Enabling collaboration and self-service to employees and managers, the employee collaboration portal brings all HR processes direct to the employee. By providing a single portal for all HR needs, employees are able to remain focused on their core business tasks. They are also able to socially interact with their manager and colleagues, creating engaged and motivated employees well aligned to corporate vision and goals.

✓ Enhanced analytics

For HR to make strategic decisions, they need a reliable set of data which can be accessed immediately. Fairsail HR Analytics brings real-time analytics and reporting directly to the business user with no need for external business intelligence tools. With pre-built, cross module and bespoke reports available, HR professionals can take control and have confidence in the decisions they are making based on the supporting evidence in front of them.

Global HRIS at a glance

A single suite of information that holds up-to-date employee records whilst providing a broad range of HR functionality



“Fairsail is the only cloud-based HR solution to address the needs of today’s global organizations.”



- ✓ **Single suite**
- ✓ **Multi-country**
- ✓ **Multi-language**
- ✓ **Local compliance**
- ✓ **Consolidated reporting**
- ✓ **Global collaboration**
- ✓ **Enhanced analytics**

Proven support on a proven platform



Using industry leading SaaS technology, robust solution deployment backed by ongoing support equips businesses to consistently achieve their HR goals



When customers choose to strategically partner with Fairsail, the implementation team gets straight to work in getting customers up and running with their new HR solution. This group of highly trained and experienced HR consultants work closely with key stakeholders to successfully deploy Fairsail across the world.

With Fairsail, customers can expect a series of Business Discovery meetings throughout which consultants demonstrate the Fairsail systems and processes in detail and discuss the configuration options available, all with a view to determine how Fairsail can best support the customer's HR and business processes and goals. Training is then provided to designated HR professionals to facilitate the effective transition of the customer to full go live.

Once deployed, Fairsail understands that customers want the comfort of knowing that help is on hand throughout the entire lifecycle of their HR solution. Fairsail's complimentary support services consist of an elite group of product experts who are ready to provide technical support when needed - helping management and employees get the most out of the system. Fairsail's proactive approach to a healthy HR solution environment means preventing issues before they arise and as such, regular package updates are automatically installed across all organizations systematically.

Market-Leading Cloud Platform

Fairsail's HR solutions leverage a Software-as-a-Service (SaaS) delivery model, offering solutions that are cost-effective, faster to deploy and don't require ongoing support from IT departments. There is no need for lengthy implementations and endless upgrade cycles as experienced by customers of traditional on premise HR solutions and organizations don't need to purchase hardware and servers or physically install software.

Salesforce.com, the enterprise-class cloud-computing platform, powers all Fairsail HR solutions giving customers peace-of-mind about the security, reliability and availability of all their HR data. Built on the Force.com platform which is used by over 100,000 businesses delivering applications to over 3 million subscribers daily, Fairsail customers benefit from a secure, proven service that scales and backs up data automatically.

Platform Features

- ✓ Rapid data loading and integration
- ✓ Secure infrastructure ISO27001 certified
- ✓ Scalable handling 1 billion transactions daily
- ✓ Always available with uptime exceeding 99.9%

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Fairsail understands that customers want the comfort of knowing that help is on hand throughout the entire lifecycle of their HR solution



Global
HR/HRIS

Global HRIS



Global Workforce Collaboration

The Fairsail Global HRIS solution removes the costly HR admin burden; freeing HR professionals to tackle strategic, rather than tactical, issues.

With extensive support for automation through workflows and multi-step approval processes, Fairsail Global HRIS is a multi-country solution supporting multiple employment rule-sets, calendars, currencies and languages.

Fairsail is the only global HRIS that solves the HR consolidation and reporting problem brought about by multiple disconnected local country solutions.

Fairsail is your rapid route to engaged and motivated employees. The Fairsail Employee Collaboration Portal supports the ability to attract, develop and retain the best talent by allowing employees to engage directly with all core HR processes. For example, it allows them to initiate HR requests (such as vacation or PTO approval), monitor their progress against objectives, track training history, manage corporate benefits and interact with their manager and colleagues.



“We faced the challenge of dealing with multiple, inconsistent, and historical manual data in our HR systems. We were struggling to report consistently and identify the precious talent we already had amongst our teams. We needed software which could support our sales activities by providing us with an up-to-date record of the competency and skill sets of our specialists.”

— Jan Cieslawski,
Head of Human Resources



Fairsail HRIS delivers:

- Comprehensive system of record for employee details
- Multi-currency entry and reporting
- Point in time currency-based reporting
- Continuous employee history
- Full salary and bonus history
- Benefits recording
- Multi-country vacation and absence management
- Supports multiple employment rule sets (allowing for individual employment rules per country or even department)
- Supports multiple calendars
- Multi-language support
- Multi-currency support
- Cross (or dotted-line) reporting capabilities
- Dynamic organization chart (company, department and more)
- Document attachments (resume, qualifications)
- Actions listing with daily digest reminder
- Extensive pre-built reports and analytics



my
Collaboration
portal

Fairsail Employee Collaboration Portal

- Employee induction
- Probation
- Ongoing training
- Objectives management
- Vacation or PTO requests
- Absence management
- Performance reviews
- HR requests and approvals

For more information visit:

www.fairsail.com



Human Capital Management

Focus. Develop. Retain.

Successful managers must communicate their vision to the team, hire the right people into the right roles, align them with appropriate performance measures, develop the right skills and provide continuous feedback along the way. Many organizations have complex processes and store data such as performance ratings, job descriptions, and development plans scattered over many different systems and in multiple formats.

Fairsail delivers a comprehensive on-demand human capital management (HCM) application that includes performance management, talent management, skills and competencies and personal development planning that allows you to:

- Accelerate achievement of corporate objectives through properly aligned employees that have objectives linked to the job in hand
- Reduce cost of unwanted employee attrition
- Increase employee contribution through skills development



HCM Features

Objectives setting, tracking and review

- Track milestones and manage objective data for all team members in one easy to access, on-demand location
- Provide flexibility in the timescale for objective completion, allowing you to set objectives relevant to the employees role (long term strategic versus short term tactical)

Targets, quota setting and review

- Manage performance against target for each team member looking at historical trends to better understand your business climate and provide appropriate assistance

Performance reviews

- Controlled approvals and standardized review process ensures timely and effective reviews which meet company guidelines and team member expectations

Team member skills tracking and search

- Track and view the collective skills of team members to facilitate skills training, manage promotions, identify skills shortages, and retain talent

Talent planning/skills gaps

- Gain an overall better understanding of your organization's collective talent by identifying crucial roles and key contributors

Assessment and feedback

- Easy to use workflow driven 360-degree team feedback interface provides group insight into soft or behavioral skills of the organization
- Supports multiple types of measurement; competency assessment, multi-rater assessment, simple metrics review, team objectives and individual objectives

Development plans

- Skills and competencies feed into the development plan for each team member where items are matched with training or work experience
- Identify and address early talent and skills gaps

HR administration

- Hold full employment records, including salary and bonus history

Also includes:

- Succession planning
- Action list with daily digest reminders



Recruit

Hire the right people first time, every time

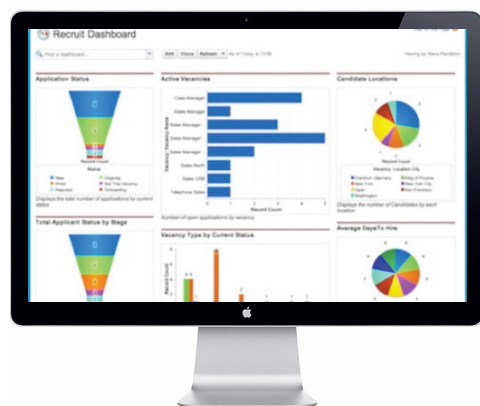
The recruitment challenge is about finding the best talent, in the shortest possible time, at the lowest cost and ahead of the competition. Fairsail Recruit allows you to accelerate your hiring process and cut recruitment costs whilst improving employee quality.

Fairsail Recruit brings professional recruitment in-house, meaning you can make decisions that are quicker, evidence based and more consistent. This enables you to hire people that truly match your company needs, first time, every time. Show them you mean business and that yours is the business they want to be in.

- Cut costs with fully automated vacancy-to-hire applicant tracking designed to recruit into your company
- Advertise your vacancies on your website and job-boards with no additional effort
- Improve quality and speed of decisions with structured interview and assessments
- Create assessment consistency with built-in interview questions and expertise for hiring sales and support teams
- Put new hires on the path to success with a professional and smooth on-boarding process

“Credorax is currently experiencing exceptionally rapid growth, in the last eight months alone, we have recruited employees for four different offices in four countries across three zones. As we manage a global HR strategy, Fairsail’s solution enables us to both track and manage our employees in one easy to use, organized cloud-based tool.”

— Sharon Ekstein,
Chief Human Resources Officer

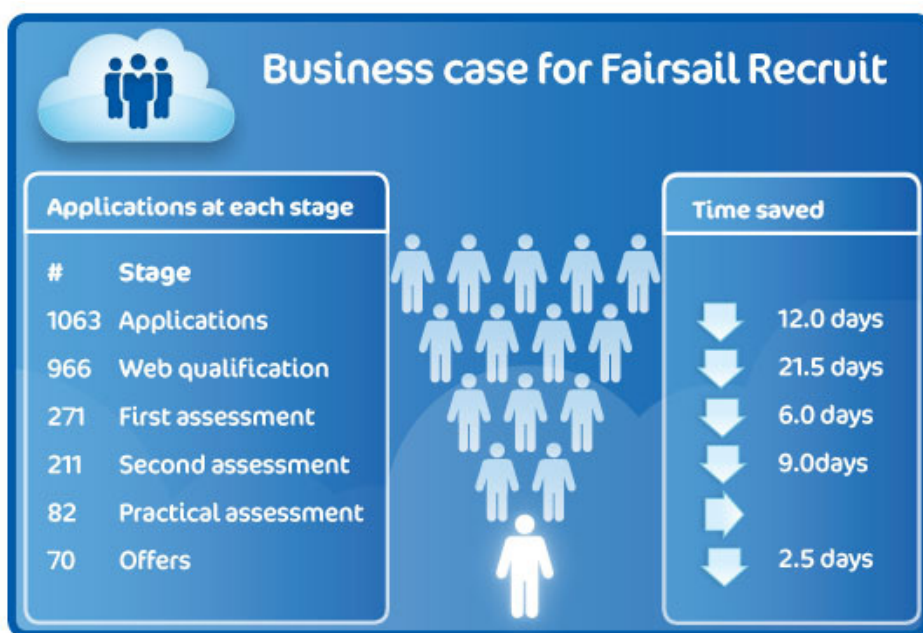
Recruit Features

- Optimized processes that will rapidly fill every vacancy
- Full resume search
- Automated population of careers page on website
- Upload to job-sites and social media networks
- Full applicant portal
- Communication with external agencies to manage checks (reference, credit, criminal, drugs)
- Track and manage all applications from all sources at the same time and place
- Manage consistent, high-quality communications with both applicants and interviewers throughout the process
- Objectively select the right candidate using scoring that can be weighted
- Automated offer and employee on-boarding processes
- Creation and management of talent pool with self-service applicant portal

For more information visit:

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The Business Case for Fairsail Recruit



Cost Saving:
51 man-days
of effort

**Achieved seventy
new hires from over
1000 applications**

**Creating a cost
saving of 51
working days**



Benefits & Open Enrollment

Assess. Enroll. Manage.

Fairsail Benefits & Open Enrollment has been designed specifically to cater for the rigorous demands of the US benefits and open enrollment process. Benefits form a key part of every employees overall remuneration package; the easier it is for employees to understand, make their choices and to enroll, the better they will perceive it to be. Fairsail Benefits & Open Enrollment is designed to make it as simple as possible for the employee to make the best benefits selection in the fastest possible time.

Fairsail Benefits & Open Enrollment enables Entitlement Plans and Options to be set up and maintained by HR administrators; employees to view available benefits and easily enroll; employee deductions to be calculated; and Carrier Billings Reports to be generated.

Benefits & Open Enrollment delivers:

- Reduced costs through significant reductions in HR admin time
- Satisfied and loyal employees with an easier and faster way to enroll for benefits
- Cost efficiencies through streamlined carrier management
- The opportunity to make the process an integrated part of HR information and management

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- Supports multiple calendars
- Multi-language support
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- Cross (or dotted-line) reporting capability
- Dynamic organization chart (company, department and more)
- Document attachments (resume, qualifications and more)
- Actions listing with daily digest reminder
- Extensive pre-built reports and analytics

“Fairsail is a logical extension of Credorax’s employee philosophy to drive customer satisfaction. As we pride ourselves to be at the cutting edge of technology we are excited to have a HR system that brings simplicity to processes such as hiring, talent management and benefits allocation.”

— Yaron Rachmany, Head of Business Processes & Information Systems

credorax
SMART ACQUIRING

Benefits & Open Enrollment Features

For the company:


- Simple to set up and maintain
- Centralized set of all benefits plans and options
- Direct connection to carriers for contributions update
- Significant reduction of HR administration time
- Efficient management of carriers
- Automatic error checking
- Manage timely completion of enrollments
- Upload deductions to carriers
- Accurate and immediate cross-checking of carrier billing
- Audit trail

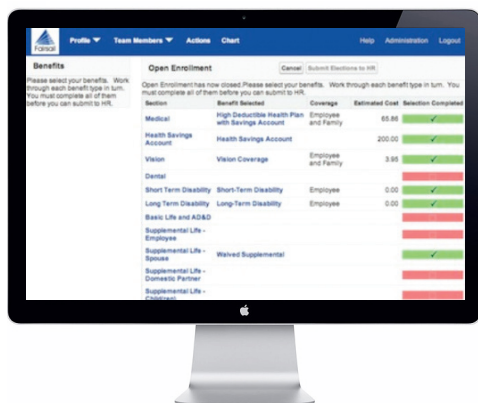


For the employee:

- Clear list of valid benefit options
- Step-by-step guide through options
- On-going total contributions tally
- Side-by-side comparison for all benefits options
- Anytime view of benefits entitlement
- One-time entry of personal details
- Running total of contributions
- Ability to make a rapid and informed choice
- Always able to check benefit entitlements

For more information visit:

 www.fairsail.com





Vacation (PTO) & Absence Management

Vacation management for every employee

Fairsail dramatically reduces cost by eliminating the unnecessary vacation and absence request/approval admin burden for staff, managers and other approvers alike. Fairsail Vacation Management improves accuracy and reduces the re-work and wasted cycles spent checking vacation and absence records by maintaining a consistent absence and vacation log with easy to use reports and dashboards.

Potentially critical situations can be avoided through the use of proactive alerts for events such as gaps in staffing levels or an impending vacation cliff. Delivered with handy additional cost saving features that include a team absence view, potential vacation/absence overlap indicators and intelligent approval workflows, can you afford to be without Fairsail Vacation Management?

Fairsail Vacation Management is the only true global solution. Supporting multiple rule sets, multiple accrual mechanisms and multiple calendars, it allows you to properly manage your global workforce all in one convenient place.

“Fairsail was able to configure a system around our specific needs taking into account our policies around assessment, performance reviews, location, absence and holiday. For us this was key. With Alfresco continuing to expand our global reach, we need technology which can grow and develop with us. Fairsail’s HCM module enables us to manage and interact with our employees in one easy, organized cloud-based service. The fantastic global tools which their software is able to provide meant none of our employees have struggled to use the new system.”

— Patti Rain-Wiffin, Global HR Director

Vacation Features

- Multiple PTO allowance
- Multiple PTO accrual
- Complex approval workflow
- Action or notification to approver
- Document upload capability
- Wall planner view of PTO





HR Analytics

Evidence-based HR

In order for HR to make strategic decisions, it needs a reliable set of data on which to base those decisions. For many reasons, companies often struggle to gather this information without expending large cost and manpower. Even if they make that effort, the data is often not maintained, quickly gets out-of-date and the reporting tools are cumbersome and complex, often requiring IT intervention. These problems expand as companies evolve (as they go global, merge or restructure) which is just when making such strategic decisions becomes even more important. Fairsail's HR Analytics brings real-time analytics and reporting to the business user.

For the first time HR professionals can take control and have confidence in the decisions they are making based on the supporting evidence in front of them. Fairsail's HR Analytics allows HR professionals to:

- Monitor all key HR global KPI's in real-time
- Eliminate the need for a costly data warehouse
- Create an "apples-with-apples" comparison, through automated currency conversions and the ability to account for multiple working calendars
- Rapidly build and manipulate reports and dashboards with a user-friendly, drag-and-drop builder



Pre-built analytics and reports include:

- Employee retention by department
- Length of stay by department
- Retention by interviewer/assessor
- Cost per employee (to a unified currency)
- Risk assessment
- Key people
- Performance management
- Salary and bonus planning
- Objectives and target tracking
- Talent management and succession planning
- Skills and competencies
- Training and development
- HR administration
- Absence management
- Workflow status and monitoring

“We want to know how our customers are using our solutions and how they feel about us. Fairsail is the logical extension of this philosophy into our employees. We are excited to have a HR system which brings simplicity to processes such as hiring, talent management and benefits allocation.”

— Mike Zarzeka,
Vice President of Customer Operations



HR Analytics Features

- Extensive reporting capabilities
- Report against any combination of data
- Detailed reporting including time-slice and quantity-slice
- Rapidly switch axis of reporting and rotate report focus
- Real-time and historical reporting
- Full drill-down analytics capability; drill directly from the chart to the data
- Global consolidation across currencies and calendars
- Clear, easy to create and follow reports and charts
- Scheduled and automated report distribution

For more information visit:

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