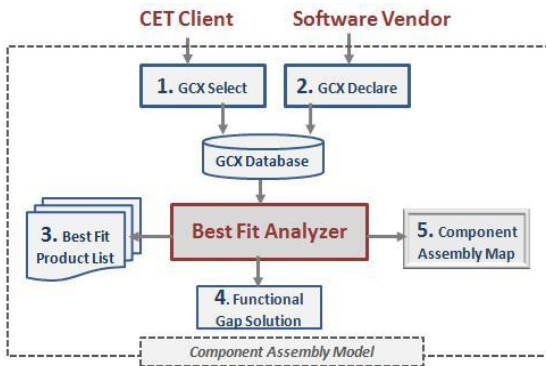




Best Fit Product Selection Service

Select the best fit HCM product(s) solution or custom develop your own application.

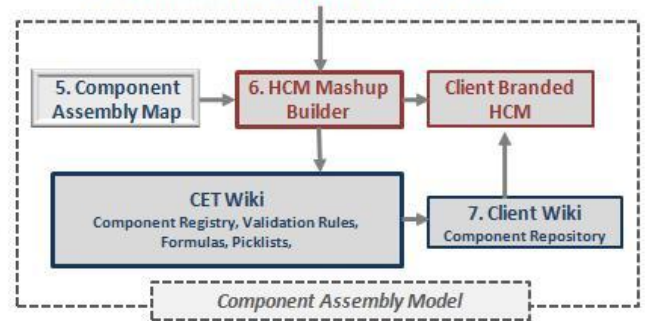
1. Functional Best Fit – compare over **700** HCM products from around the world
2. Process Support - gap analysis to identify additional components for 100% solution
3. Data Identification - detailed analysis for Force.com platform development.
4. Component Assembly Map to build your own flexible HCM solution / database platform



OVERVIEW OF SERVICES



Professional Developer or Power User



Component Assembly Model

The **HCM Mashup Builder** is compliant with an industry standard **Component Assembly Model**. The model is the center piece of the emerging HCM component ecosystem



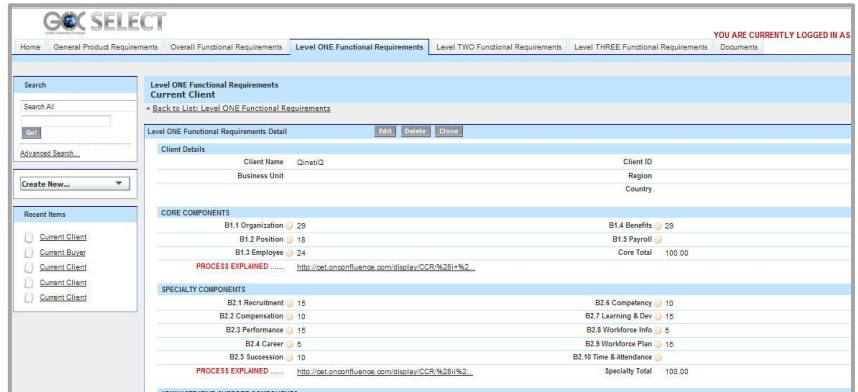
Based on the Human Resource Component Software Application Standard (HR-CSAS), first published in 2005, the Component Assembly Model has continued to evolve into a blue print for component developer assembly.

Application Integration Solution

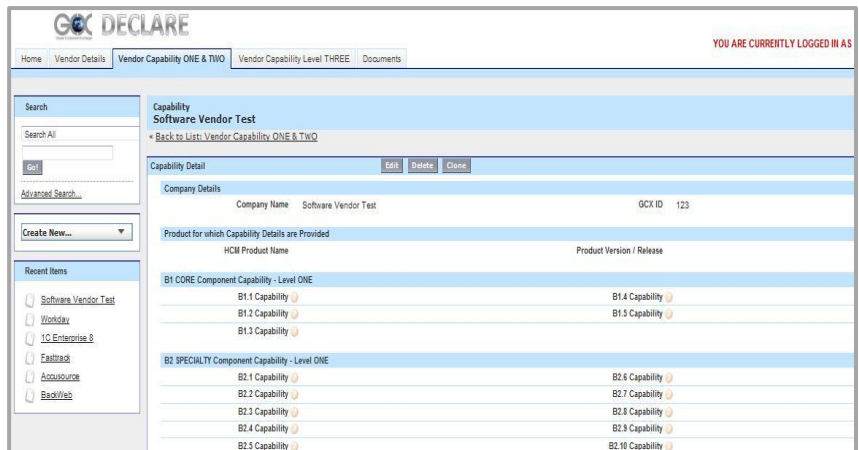
For many years companies implementing business applications have struggled with integration solutions. There is no easy fix. Different techniques have been used but all have failed to deliver fully integrated data with absolute integrity and without data redundancy and duplicated maintenance. Most companies have resorted to periodic file transfers using APIs (Application Programming Interfaces) and data conversion tables. Standard defined protocols for exchanging data have made the transportation process easier but not solved the problem. The only solution is a common database and that requires a common model. The HR-CSAS based Component Assembly Model solves the problem.

Input to the Best Fit Analyzer

Clients specify their HCM component requirements using the GCX Select portal.



HCM software vendors use the Force.com application portal to declare the capability of their product.



About HR Cloud Solutions



HR Cloud Solutions is a registered business entity owned and operated by privately held Competitive Edge Technology (CET) Pty Ltd.

CET has made all its' intellectual property and products available to HR Cloud Solutions to support their consulting service and provision of information to their clients.

About CET Competitive Edge Technology

CET was established in 1994 to help clients define their HR business requirements and select the most appropriate product in the marketplace. Clients include some of the world's best known companies.

In 2002 CET produced a draft Human Resource Component Software Application Standard (HR-CSAS) for HR software design and development and requested vendor input.

In 2005 CET first published the HR-CSAS in a series of books describing the composition of HR systems and the component attributes needed for reusable code and interchangeable objects. HR-CSAS structure is now used by a Component Assembly Model to develop an HCM component application platform.

In 2006 CET set up the Global Component Exchange (GCX) and collected functional capability information on over 700 HCM products for Best Fit comparison.

In 2007 CET set up the Commercial Component Registry (CCR) to record component software product information. HR Cloud Solutions now has unrestricted access to CET's repository of information and databases.

Output from the Best Fit Analyzer

Online real-time best fit analysis - products listed in order of percentage best fit

Action	GCX ID	Supplier Name	Core Total	Specialty Total	Admin Total	Overall Total
Edit Del	31	PSG International	20.00	30.00	50.00	100.00
Edit Del	70	NuView Systems	20.00	30.00	50.00	100.00
Edit Del	104	Aurion Corporation (Austl)	20.00	30.00	50.00	100.00
Edit Del	154	Humanc Design Corp	20.00	30.00	50.00	100.00
Edit Del	165	Vantage Point	20.00	30.00	50.00	100.00
Edit Del	196	Employee Based Systems	20.00	30.00	50.00	100.00
Edit Del	207	Opus One (Ternus-fugit)	20.00	30.00	50.00	100.00
Edit Del	223	Workac	20.00	30.00	50.00	100.00
Edit Del	344	Enterprise Support	20.00	30.00	50.00	100.00
Edit Del	354	Oracle Corporation	20.00	30.00	50.00	100.00
Edit Del	84	NorthgateArmsco	20.00	30.00	45.00	95.00
Edit Del	93	PaSystems	20.00	30.00	45.00	95.00
Edit Del	276	Ramco Systems	20.00	30.00	45.00	95.00

Gap analysis to identify functional gaps and determine possible solutions

Company Name	GCX ID
PeopleSoft Inc.	348

Overall GAP (Out of 100% - after Level ONE & TWO Weightings Applied)	
Core Total	20.00
Specialty Total	30.00
Admin Total	30.00
Overall Total	80.00

Level ONE Gap - CORE COMPONENTS (Adjusted to Align with Overall Score)	
B1.1 Organization	5.80
B1.2 Positions	3.60
B1.3 Employee	4.80
B1.4 Benefits	5.80
B1.5 Payroll	0.00
Core Total	0.00

COMPONENT ASSEMBLY MAP for CUSTOM APPLICATION DEVELOPMENT

For clients wishing to specify requirements down to Level THREE, Best Fit Analyzer is able to produce a Component Assembly Map from the GCX database. Information about what components are required is produced on a list to act as a blueprint for component development and assembly.

ASSEMBLE your HCM SOLUTION using the COMPONENT ASSEMBLY MAP & HCM MASHUP BUILDER

The Best Fit Analyzer produces a Component Assembly Map that can be used as a blueprint to assemble all of the business process and data requirements to build a fully operational, 100% functional fit, fully integrated HCM solution. Ready for the HCM Mashup Builder. The HCM Mashup Builder is built on the Force.com platform and uses the development toolset delivered as part of a Salesforce.com subscription. The Mashup Builder contains :

Over 100 custom objects	Functionality for over 30 HR business functions
Over 2,500 custom fields	Transactions, views and reports for over 200 HR processes
Custom reports	Data import facility to enable integration with incumbent HCM
Database & data views	A supporting ecosystem to define data elements, provide copy & paste business rules, formulas & picklists



BUILD your Own DATA REPOSITORY

For clients wishing to build their own HCM solution HR Cloud Solutions provide a service to clone information from the HR Cloud Solutions Wiki and install it on the clients own development environment

www.hrcloudsolutions.com

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