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Jun 04, 2015

Re: HRsoft Software Release Notes – Software Version 9.0 - June 2015

Dear Colleague,

We are pleased to inform you that the latest version – v9.0 - of the HRsoft Talent Center Software is now available. The new release has been published, and is ready to be reviewed in your User Acceptance Testing (UAT) site. Once reviewed, the new release will be promoted to your Production sites.

The following pages are Release Notes containing a description of the enhancements contained in v9.0 and organized by specific product.

At HRsoft it is our goal to constantly improve the software you use based on client feedback and suggestions. With routine quarterly releases we continue to bring valuable enhancements to clients.

Kindly share this information with others in your organization. And please do not hesitate to call us with your questions or suggestions.

As always, we deeply value the relationship with you and appreciate your loyalty and support.

Sincerely,

Ezra Schneier

Ezra Schneier, Client Success Manager

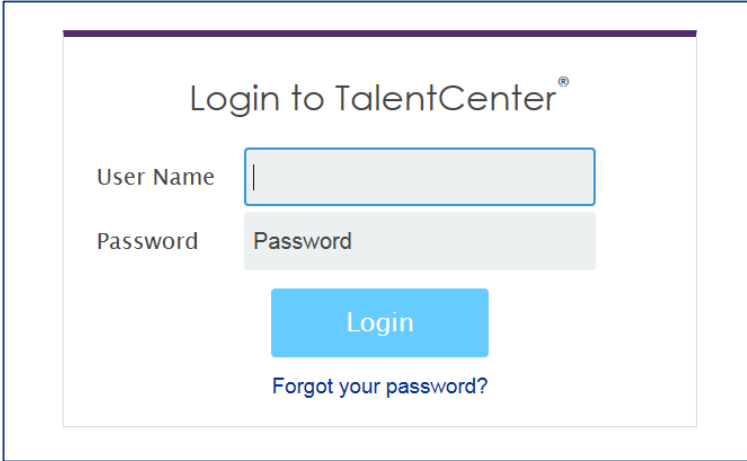
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1. CONTENTview – HR Content Management System

#	Enhancements
1	<p>Enhancements on login pages with client overlay.</p> <ul style="list-style-type: none"> • Gives ability to create client specific login pages easily. We have created a copy of Login pages in CONTENTview from Open SSO. With this new functionality Login pages are content objects inside CONTENTview which can be edited by Services on customer request. 
2	<p>Improved Spreadsheet Console.</p> <ul style="list-style-type: none"> • Using F5 as shortcut for refreshing. By pressing F5 now spreadsheet data can be reloaded from database.
3	<p>Public area created in CONTENTview which can now be used to create publically accessible pages for clients.</p> <ul style="list-style-type: none"> • A special folder was created in CONTENTview Talent center project, called “public”. This folder can host publically accessible pages without anyone to login to the site. With URL like “https://prgrss1-sqa.tc.workstreaminc.com/public/test.htm”, all login pages are also part of Public folder. This provides the capability to create content pages and exposed to outside world without Login requirements.

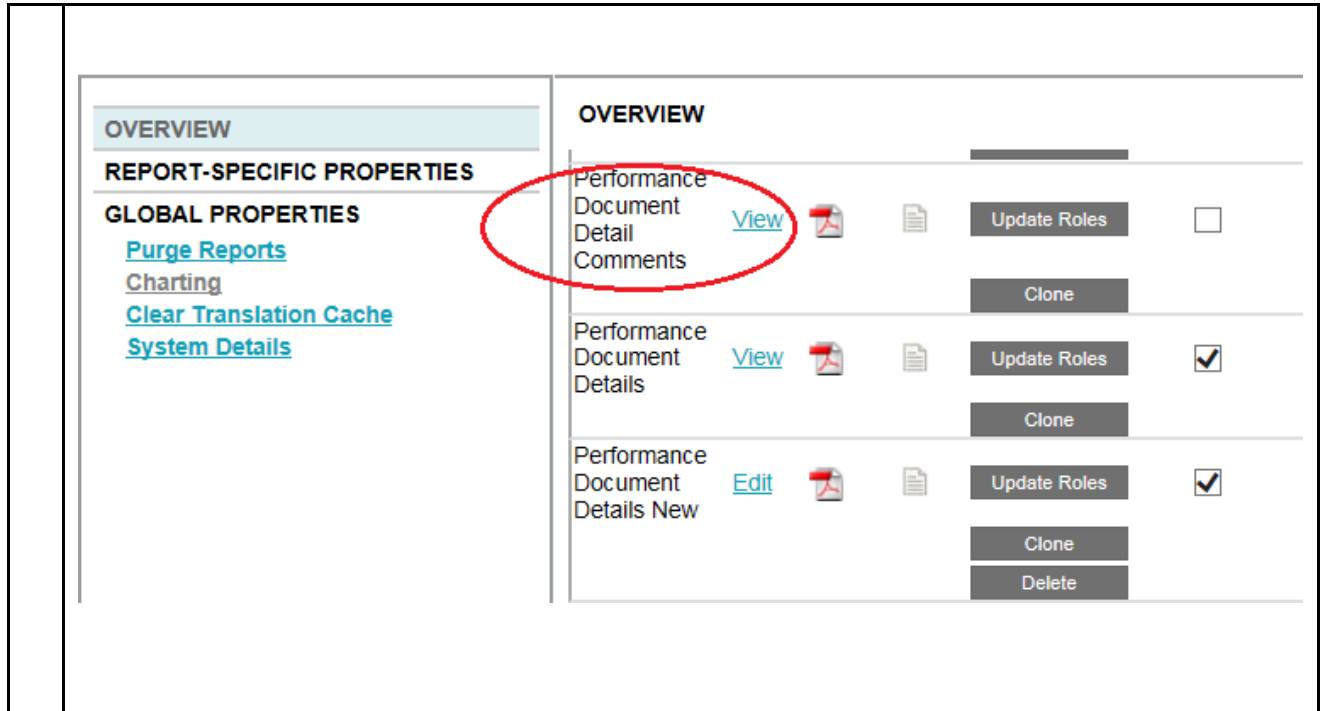
#	Other Improvements
1	<p>Enhancements on Document Manager.</p> <ul style="list-style-type: none"> • Allows all bracket types in file names to be uploaded. • A vertical scroll bar is now displayed to scroll down to see all documents.
2	<p>Allows more symbols in the Object title property.</p> <ul style="list-style-type: none"> • Now “&” Symbol is allowed in the Object title property.

2. REWARDview–Total Rewards Communication

#	Enhancements
1	<p>Enhancements on Internationalization for REWARDview.</p> <ul style="list-style-type: none"> • Client can now have content pages in different languages using overlay. Overlay is in when a content object is created under the default client folder. If the client needs its own copy then a copy of that object is created in client folder and going forward that copy will be used for client instead of default object.

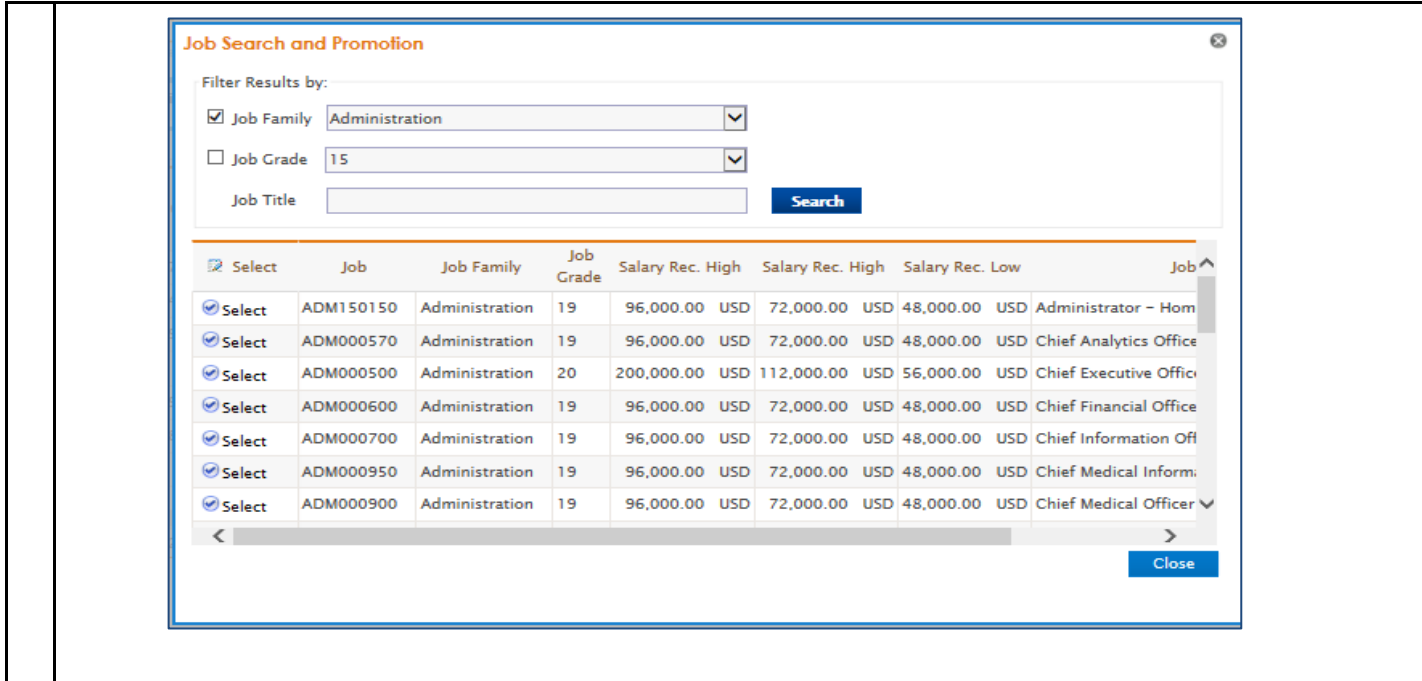
3. PERFORMview – Performance Management System

#	Enhancements																																																			
1	<p>A new level of configurability for Performance goals has been added. This allows the client to make certain fields absolutely required, preventing a user from creating a goal without having completed that field.</p> <div style="border: 1px solid #ccc; padding: 10px; margin: 10px 0;"> <p>Employee Goals</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Field</th> <th rowspan="2">Supported</th> <th rowspan="2">In Print</th> <th colspan="2">Self</th> <th rowspan="2">Warning Level</th> <th rowspan="2">Warning Message</th> </tr> <tr> <th>Show in Self Grid</th> <th>Show in Self Detail View</th> </tr> </thead> <tbody> <tr> <td>Name</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td></td> <td><input type="text"/></td> </tr> <tr> <td>Description</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td>Optional / No warning ▼</td> <td><input type="text"/></td> </tr> <tr> <td>Start Date</td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Optional / No warning ▼</td> <td><input type="text"/></td> </tr> <tr> <td>Target Date</td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td>Optional / No warning ▼</td> <td><input type="text"/></td> </tr> <tr> <td>Goal Completion Date</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td>Optional / No warning ▼ Recommended Required</td> <td><input type="text" value="recommend field"/></td> </tr> <tr> <td>Current Level – self assess</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="border: 2px solid red;">Absolute Must</td> <td><input type="text" value="must field"/></td> </tr> </tbody> </table> </div>	Field	Supported	In Print	Self		Warning Level	Warning Message	Show in Self Grid	Show in Self Detail View	Name	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="text"/>	Description	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Optional / No warning ▼	<input type="text"/>	Start Date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Optional / No warning ▼	<input type="text"/>	Target Date	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Optional / No warning ▼	<input type="text"/>	Goal Completion Date	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Optional / No warning ▼ Recommended Required	<input type="text" value="recommend field"/>	Current Level – self assess	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Absolute Must	<input type="text" value="must field"/>
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2	<p>Added two new comment reports that allow a user with appropriate authority, to run reports on comments.</p> <ul style="list-style-type: none"> “Performance Document Detail Comments” report allows the user to see comments made at a section level (competency section, goal section, key job responsibility section and overall comment section). “Performance Competency Comments” report allows the user to see comments that are specifically associated with a competency. 																																																			



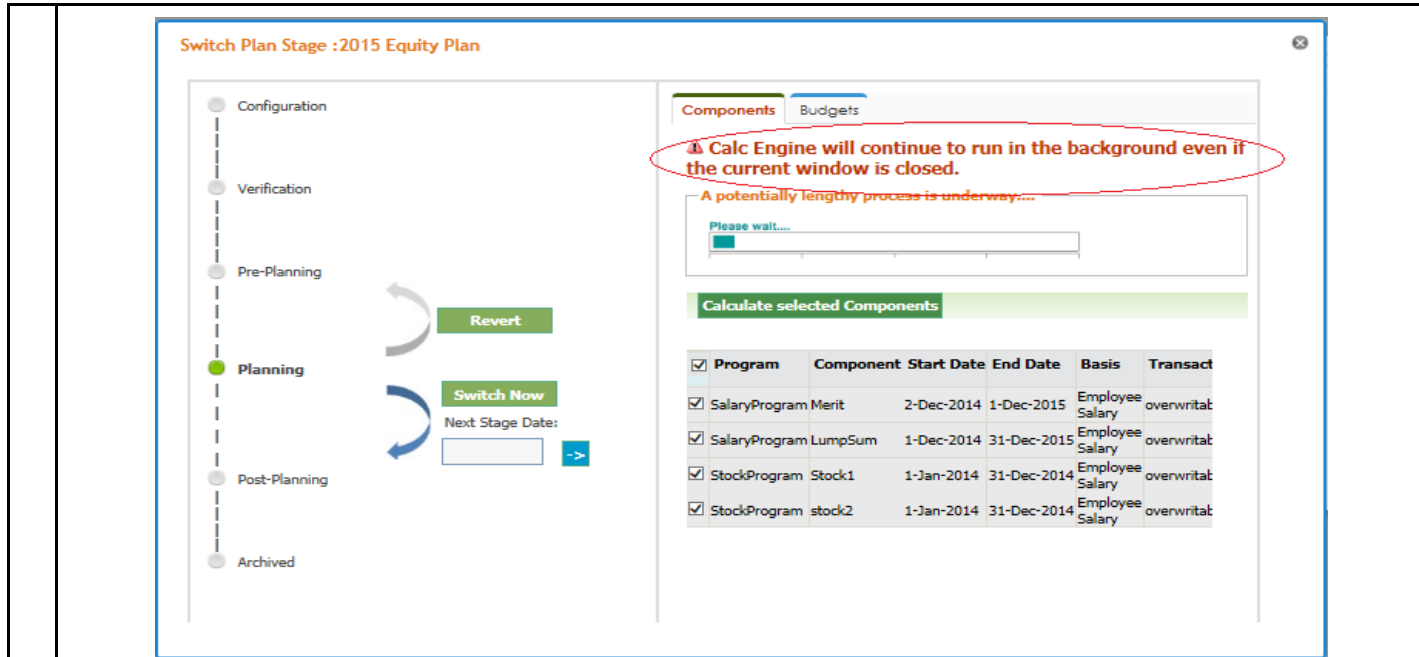
4. COMPview – Compensation Planning and Management

#	Enhancements
1	<p>Enhancements with the Promotion/Job-search dialog.</p> <ul style="list-style-type: none"> Removed the marker data min and max filter from the Promotion/Job-search dialog. Added the option to search for jobs by Job Title.



2 Enhancements with calculation.

- Stock components can be handled in amounts or units. For those handled in units, the rounding configuration of the stock component now only applies to the units. For example, the nearest full unit. The respective amounts will then be displayed and rounded according to the Compensation Plan configuration, e.g. USD with 2 decimals.
- Changed the calculation of the "Current Compa-Ratio" and "Current Range-Pos" values to be based on the current job instead of the new job (for promoted employees).
- A warning message was added to the calculation engine screen to remind users that the calculation will not be terminated by closing the dialog.

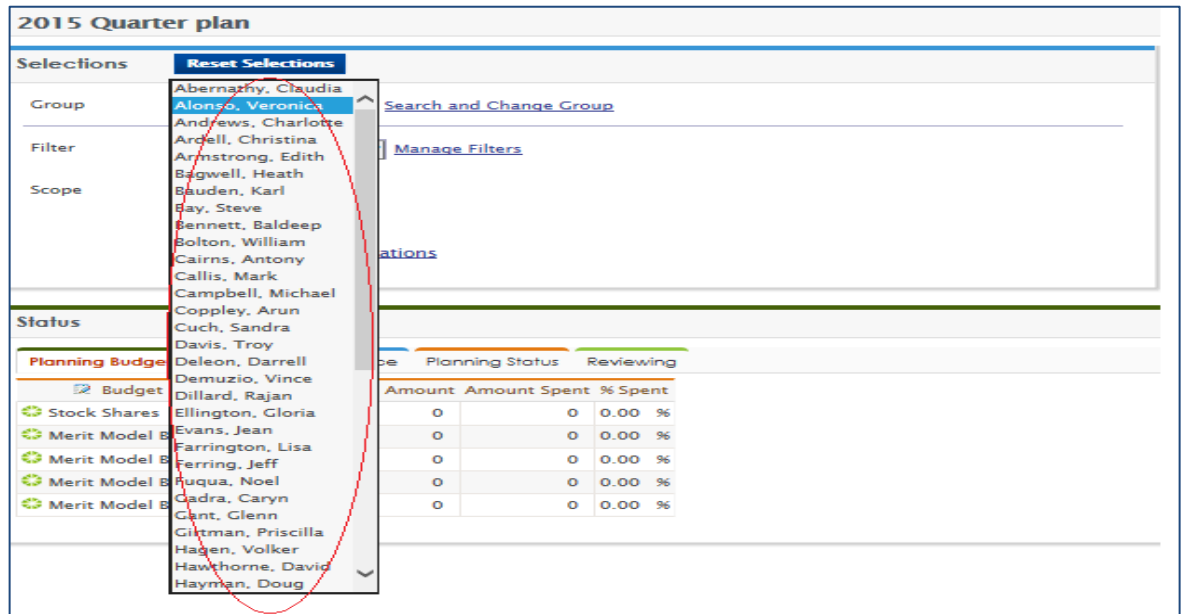


- 3 Enhancements with budget.
- Extend the cascaded budget to allow for "top-only budgets" that track spending across the hierarchy but only show available and spent budget at the hierarchy's top rollup group level (in the Reviewing screen). These budgets don't require budget contribution by each employee in the configuration. Instead, an org-wide budget is defined as a single amount.
 - Added an option to the Budget configuration that allows for configuration of the number of display rounding decimal digits of "Budget Spent %" and "Budget Available %" values.

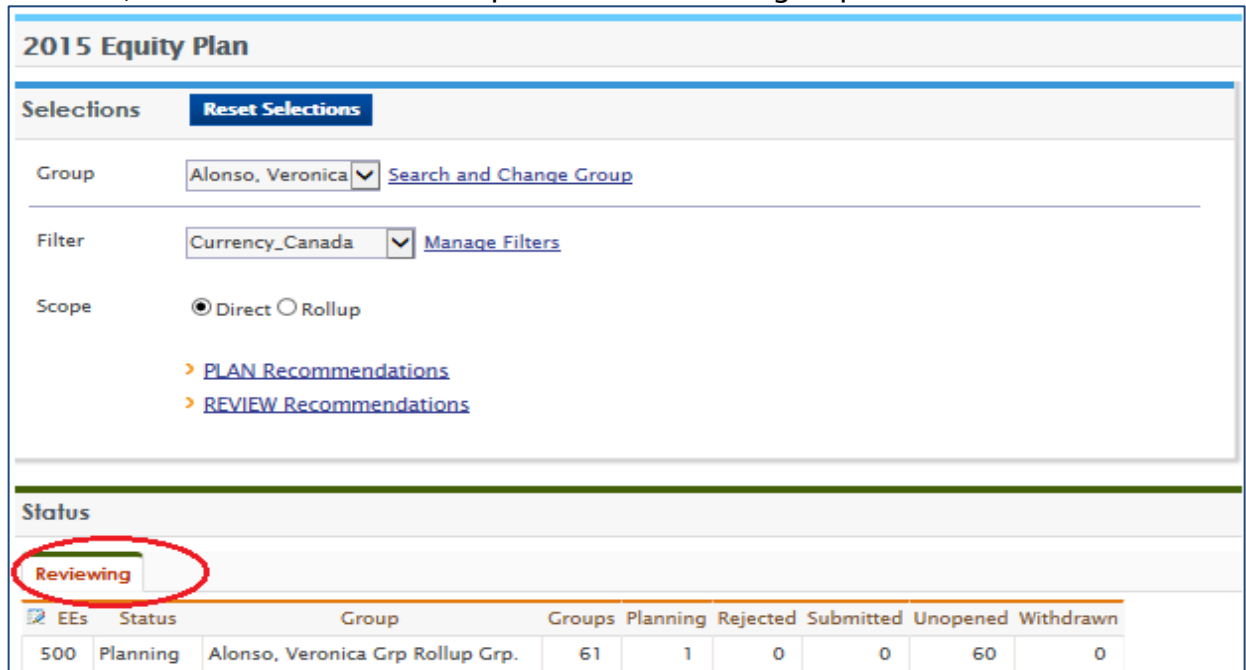
- 4 Enhancements with email and tasks.
- Added an option to have the system automatically email managers reminders about upcoming tasks such as "Submit your Plan", "Distribute your Funds", etc. These are sent a few days (the number of days is configurable) before the task must be completed. Typically the date configured for the Plan to auto-switch to the next Stage, e.g. from Planning to Post-Planning.
 - These notifications can be enabled in the Notification section of the "Compensation Plan Configuration" wizard.
 - Previously, the Reviewing task fired only when all groups of managers below a Reviewer had been submitted. This was adjusted to fire the task when at least one group was submitted.

- 5 Enhancements on Plan Overview screen.

- In the list of available groups on the Plan Overview screen, list (and sort) the groups by the managers display name, not by group name.



- On the Plan Overview screen, hide the budget summary section when a filter was selected, as the numbers didn't represent the filtered group.



6 New configuration option to Salary program.

- Added a configuration option to Salary programs to choose whether Total Cash Comp

	<p>and Total Direct Comp include the salary increase (and lump sum awards) or not.</p> <ul style="list-style-type: none"> This configuration option is available in the “Plan” section of the “Compensation Plan Configuration” wizard.
7	<p>Added a new type of employee spare fields.</p> <ul style="list-style-type: none"> A formula can be entered to pre-populate (and automatically re-evaluate) the value of the spare field with the result of the formula. This is an alternative to the spare fields populated by clients’ data feeds. This can be used, for example, to define a custom “Total Cash Comp” amount to display in the Planning screen Summary tab, which can be configured to use a customer-defined formula to calculate this amount based on an employee’s salary, increase, etc.
8	<p>Changed the display of the Marker data quartile from a number (0...5) to a quartile name (Below 1st / 1st ... / 4th / Above 4th).</p>

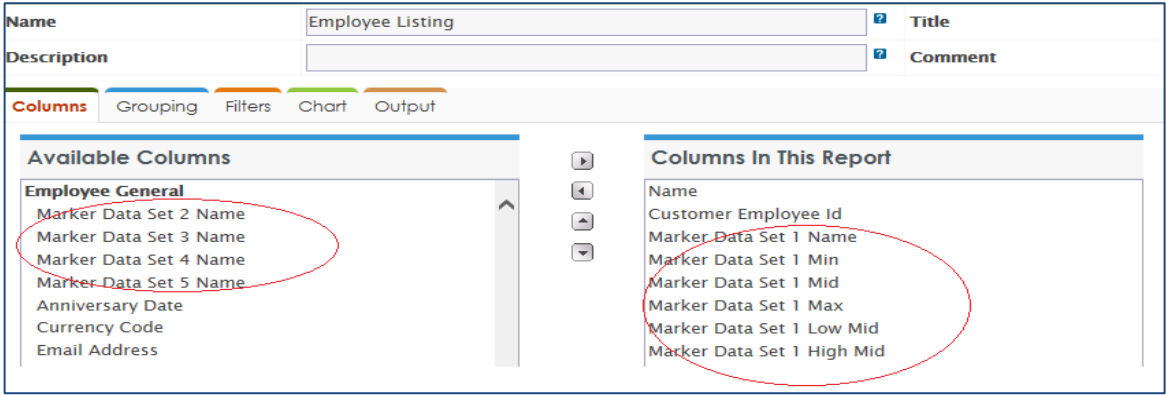
5. STAYview – Stay Interviews

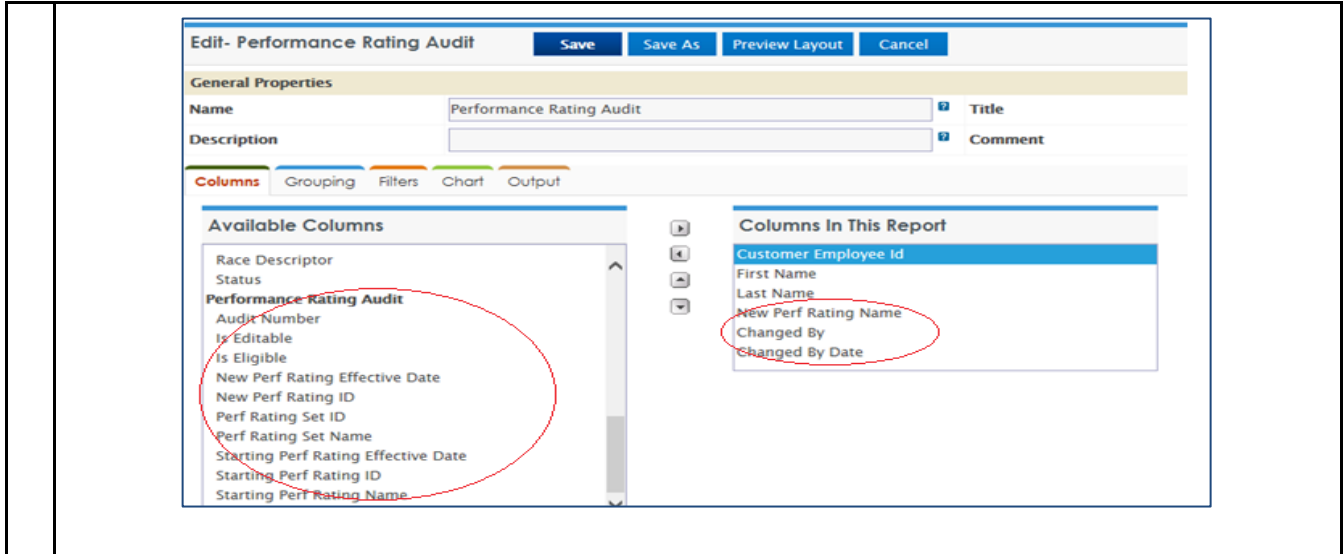
#	Enhancements
1	Ability to download reports in Excel. This feature allows downloading STAYview reports in Excel format.

	<div style="border: 1px solid black; padding: 5px;"> <h3 style="text-align: center; margin: 0;">Stay Forecast: Red/Yellow/Green</h3> <div style="display: flex; justify-content: space-between; align-items: center; margin-bottom: 10px;"> Select Column ▾ <input style="width: 100px;" type="text"/> 🔍 ✕ Actions ▾ 🖨️ Print 📄 Excel 📄 PDF </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #e6f2e6;"> <th>Department</th> <th>Emp Name</th> <th>Hire Date</th> <th>Location</th> <th>Manager</th> <th>Performance</th> </tr> </thead> <tbody> <tr> <td colspan="6">Retention Forecast: Green</td> </tr> <tr> <td>#117 SANDUSKY BULK PLANT</td> <td>Carl Biller</td> <td>08/08/1977</td> <td>Sandusky</td> <td>Keith Zimmerman</td> <td>Unassigned</td> </tr> <tr> <td>#0403 SALES AND MARKETING</td> <td>Jeffrey Puffenberger</td> <td>12/01/2010</td> <td>Fremont</td> <td>Russell Lewis</td> <td>Unassigned</td> </tr> <tr> <td>#0403 SALES AND MARKETING</td> <td>Justin Trapp</td> <td>08/15/2011</td> <td>Fremont</td> <td>Russell Lewis</td> <td>Unassigned</td> </tr> <tr> <td>#0404 OPERATIONS</td> <td>Keith Zimmerman</td> <td>04/14/2014</td> <td>Fremont</td> <td>Russell Lewis</td> <td>Unassigned</td> </tr> <tr> <td>#0403 SALES AND MARKETING</td> <td>Kelly Bordner</td> <td>01/27/1997</td> <td>Fremont</td> <td>Russell Lewis</td> <td>Unassigned</td> </tr> <tr> <td>#100 TRANSPORT DRIVERS</td> <td>Robert Booher III</td> <td>04/22/1996</td> <td>Fremont</td> <td>Russell Lewis</td> <td>Unassigned</td> </tr> <tr> <td colspan="6">Retention Forecast: Red</td> </tr> <tr> <td>#0403 SALES AND MARKETING</td> <td>Sheena Arent</td> <td>06/13/2013</td> <td>Fremont</td> <td>Russell Lewis</td> <td>Unassigned</td> </tr> </tbody> </table> </div>	Department	Emp Name	Hire Date	Location	Manager	Performance	Retention Forecast: Green						#117 SANDUSKY BULK PLANT	Carl Biller	08/08/1977	Sandusky	Keith Zimmerman	Unassigned	#0403 SALES AND MARKETING	Jeffrey Puffenberger	12/01/2010	Fremont	Russell Lewis	Unassigned	#0403 SALES AND MARKETING	Justin Trapp	08/15/2011	Fremont	Russell Lewis	Unassigned	#0404 OPERATIONS	Keith Zimmerman	04/14/2014	Fremont	Russell Lewis	Unassigned	#0403 SALES AND MARKETING	Kelly Bordner	01/27/1997	Fremont	Russell Lewis	Unassigned	#100 TRANSPORT DRIVERS	Robert Booher III	04/22/1996	Fremont	Russell Lewis	Unassigned	Retention Forecast: Red						#0403 SALES AND MARKETING	Sheena Arent	06/13/2013	Fremont	Russell Lewis	Unassigned
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2	<p>Added following leave reasons to the existing list, based on client feedback.</p> <ol style="list-style-type: none"> 1. Relocation 2. Return to School 3. Retirement 4. Family 5. Health 6. No reason to leave <p>Leave reasons are chosen by a leader when using STAYview to indicate the reason an employee may separate from employment or “leave”. These newly added reasons will reduce the probability of managers checking the “other” box for leave reasons</p>																																																												
3	<p>“Specify other reason” field in Stay and Leave reasons are now mandatory when “Other” is checked as the employee’s stay or leave reason in the Forecast tab. Without specifying the other reason managers will not be able to complete the Stay Interviews</p>																																																												
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1	<p>“Proxy As” feature now loads the proxy profile 200% faster.</p>																																																												

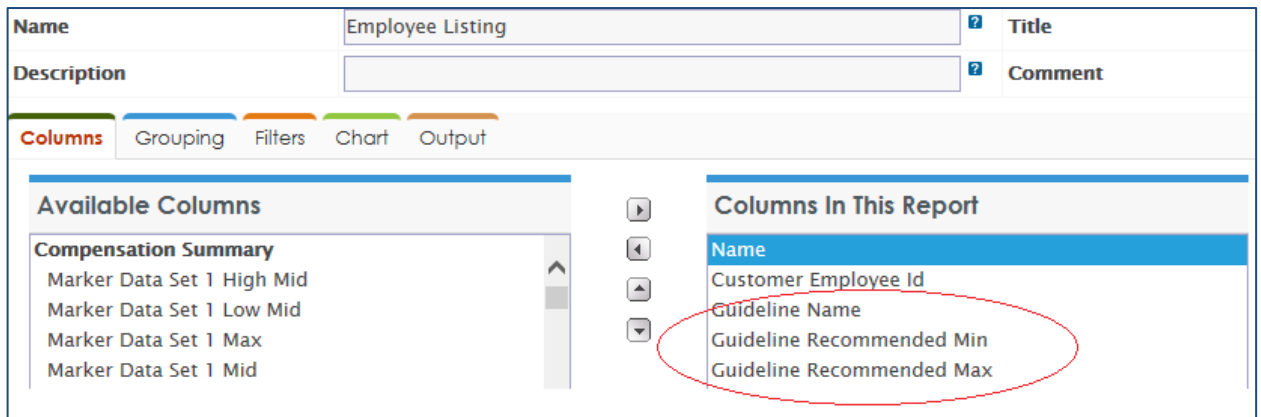
2 Our Professional Serve team now has the capability to make custom Login page changes based on client requests

6. REPORTING

#	Enhancements
1	<p>Added ability to report on all compensation marker data.</p>  <p>The screenshot shows a reporting configuration window for 'Employee Listing'. It features a 'Columns' tab and two panels: 'Available Columns' and 'Columns In This Report'. In the 'Available Columns' panel, 'Marker Data Set 2 Name', 'Marker Data Set 3 Name', 'Marker Data Set 4 Name', and 'Marker Data Set 5 Name' are circled in red. In the 'Columns In This Report' panel, 'Marker Data Set 1 Name', 'Marker Data Set 1 Min', 'Marker Data Set 1 Mid', 'Marker Data Set 1 Max', 'Marker Data Set 1 Low Mid', and 'Marker Data Set 1 High Mid' are circled in red.</p>
2	<p>Added compensation performance rating audit report.</p> <ul style="list-style-type: none"> The new Performance Rating Audit report provides an audit trail of performance rating changes in the Compensation tool, in the same way as the current Transaction Audit report provides an audit trail for compensation planning.



3 Added ability to report on compensation guidelines.



7. UMEI - User Management/External Integration

#	Enhancements
1	<p>Data Import: Enhanced FULL Mode for REWARDView (Total Rewards).</p> <ul style="list-style-type: none"> The FULL mode for REWARDView files deletes the old records before

	<p>importing the new records from the latest files. An alert message will be displayed to user while importing any files with FULL mode to inform the user that existing data will be deleted.</p>
2	<p>Enhanced UMEI to support multi-tenant architecture.</p> <ul style="list-style-type: none"> Enhanced HRsoft Cloud automation for faster implementation of User management and External Integration for multi-tenant clients.
3	<p>Enhanced demographic data transformations and seamless integration for use by RECRUITview (ATS) and COMPview (Compensation) product within the HRsoft cloud.</p>
4	<p>Import CDF (Common Demographic File) in Partial mode.</p> <ul style="list-style-type: none"> This feature would allow client to import a CDF file including just Employee Id field and the fields with changes. Rest of the unchanged fields can be left empty.
5	<p>Enhanced CDF (Common Demographic File) Preview.</p> <ul style="list-style-type: none"> This new feature would enable user to preview the CDF file transformed using a HRMerge Transformation (HR Mapping using Extensible Reliable Graphical ETL toolkit). This would enable user to preview the actual file before importing it when using manual import method.