

March 17, 2016

Re: [HRsoft Software Release Notes](#) | [Software Version 9.2](#) | March 2016

Dear Colleague,

We are pleased to inform you that the latest version – v9.2 - 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 v9.2 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 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

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1 COMPview Compensation Planning and Management



Enhancements

1 Added a recalculation mode that allows for efficient nightly recalculations of values associated with all employees who have changes

- ✓ A new mode was added that recalculates values connected with employees affected by a data feed or HR Console data changes, without recalculating the entire hierarchy. This is especially useful for clients with a large employee population, where a full recalculation would not be desired.

2 Improved Performance and Resource Consumption of Calculation Engine

- ✓ The calculation engine was optimized to handle even the largest employee populations and complex configurations, while reducing calculation time and resource requirements.

3 Added "Eligible EEs" Column. The reviewing screen now shows the number of eligible employees in a group

- ✓ In addition to the total number of employees per group, the reviewing screen now also shows the number of employees in a group that are eligible for at least one program or award.

Reviewing > Bauden, Karl Grp

% Remaining	Amount Spent	% Spent	Budget Amount	EEs	Status	Group	Notes	Groups	Reviewed	Eligible EEs
-74.192 %	44,272.60 USD	174.192 %	25,415.94 USD	11	Unopened	Andrews, Charlotte Grp		1	<input type="checkbox"/>	11
-220.773 %	84,992.40 USD	320.773 %	26,496.12 USD	11	Unopened	Ardell, Christina Grp		1	<input type="checkbox"/>	11
93.173 %	24,100.17 USD	6.827 %	353,023.56 USD	8	Planning	Bauden, Karl Grp		1	<input type="checkbox"/>	8
-221.721 %	89,320.80 USD	321.721 %	27,763.44 USD	11	Unopened	Bennett, Baldeep Grp		1	<input type="checkbox"/>	11
-197.721 %	79,601.20 USD	297.721 %	26,736.84 USD	11	Unopened	Evans, Jean Grp		1	<input type="checkbox"/>	11
-1.848 %	49,000.00 USD	101.848 %	48,110.90 USD	25	Planning	Taylor-Harding, Pierre Grp		2	<input type="checkbox"/>	25

- 4** Allow to use a planning results as history for subsequent Focal plans
 - ✓ When a Focal plan has been closed and is archived, its awards can now be automatically converted into history data for display in subsequent Focal plans. This eliminates the need for a client to manually compile and import history data for this purpose.

- 5** Improved Performance of the Compensation Planning and Reviewing application
 - ✓ Compared to the previous release, this version guarantees the same or lower response times to user actions while supporting about four times as much load (concurrent users actively using the application at the same time).


2 STAYview Stay Interviews



Enhancements

- 1 Managers can now schedule Stay Interviews with their employees for up to one year in advance. This will allow managers to schedule Stay Interviews at desired intervals for new hires/long term/specific department employees. For example, second Stay Interview for new hires to be setup 90 days after the First Stay Interview is completed. Reminder notifications will be sent accordingly.

Schedule Stay Interview for Gerald Schoenberg



Schedule St

Mar 2016

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Current Status: _____

Start Date: _____

Start Time: _____

Duration: 30 mins

Location: _____

Remind Me: Day(s) Before

- 2 A new report on Escalation Issues from employee Stay Interviews is now available. This will allow the managers to view all the escalation issues from the employee Stay Interviews in their hierarchy. This report is titled "STAYview Escalations".

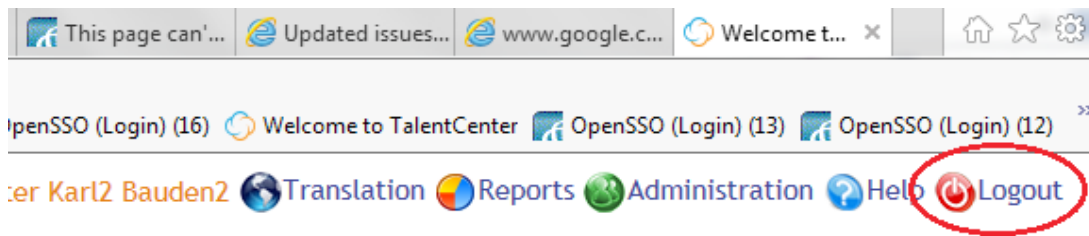
3 Contentview HR Content Management System



Enhancements

1 Enhancements on logout pages with client overlay.

- ✓ Gives ability to create client specific logout pages easily. We have created a copy of Logout pages in CONTENTview from Open SSO. With this new functionality Logout pages are content objects inside CONTENTview which can be edited by Services on customer request.

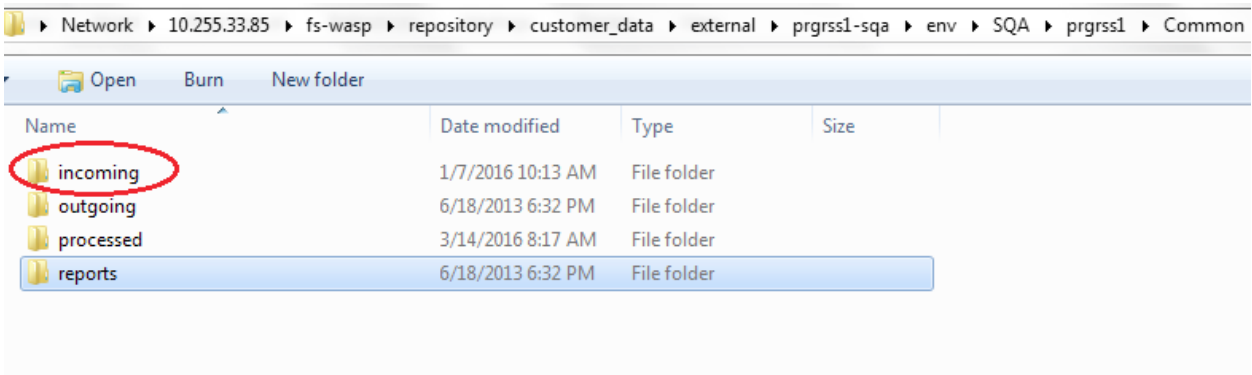


Status	Group	Notes	Groups	Reviewed	Eligible EEs
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4 UMEI User Management/External Integration

Enhancements

- Enhanced UMEI (User Management And External Integration) Import module to pick Common and Compensation feeds from a common location. This enables clients to upload Common and Compensation feeds to a common ftp location.



- Enhanced UMEI scheduled job's Notification framework for following:

- ✓ allow sending notifications on error/success/always
- ✓ allow to configure separate success or failure recipient lists
- ✓ add customer and job status in notification subject

