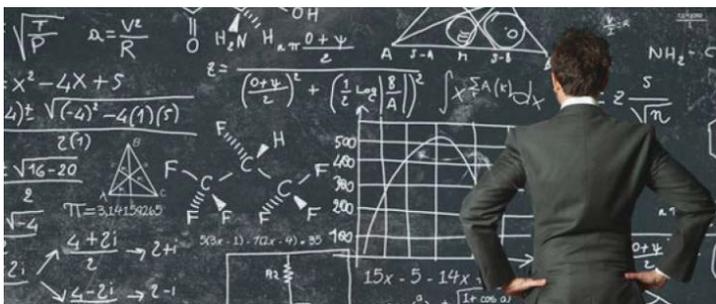


Company Profile



Insightsoftware.com is known for Hubble, its integrated suite of business performance management applications for JD Edwards and Oracle E-Business Suite. It offers reporting, analytics and planning in a single real-time solution that fully understands ERP. Hubble integrates critical business systems so that users at all levels have access to live data extraordinarily fast. With this type of visibility, all its customers can easily understand, manage and predict the business. Insightsoftware.com’s solutions include those for Manufacturing and Distribution, Construction and Engineering, HCM, Customer excellence, Financial excellence, Real Estate, among others. In 2008, Insightsoftware.com was named Gartner Cool Vendor in finance and procurement, and listed on Tech Track 100 Fastest Growing Companies index.

Business Challenges and Needs



Insightsoftware.com wanted to quickly deploy an applicant tracking system.

They also wanted to have a salesforce solution for tracking expenses. They had started writing custom code but very soon the demands from a homegrown system started causing failures and they decided to go for a more secure Salesforce based HRMSSoft application

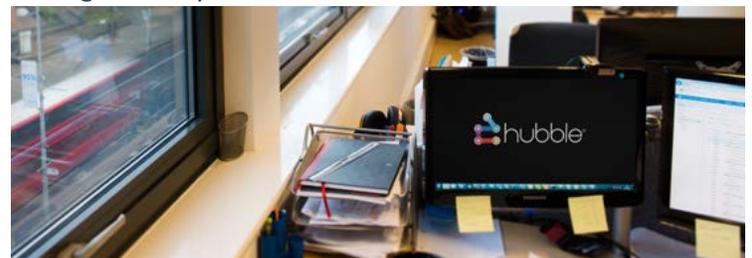
Some of the other needs were around managing Time offs, integrating with GSA, Benefits Management, which were also addressed by the HRMSSoft implementation.

How HRMSSoft helped in fast growth?

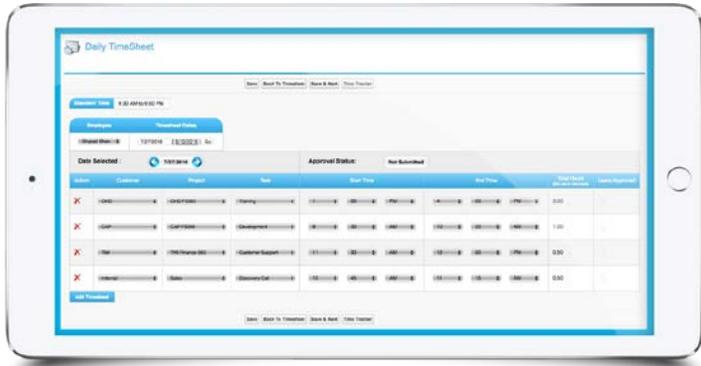


Often, when you have a solid roadmap and more importantly a strong demand for your solutions by prospects, the next obvious step is to hire more people and hire them fast. And that should be easy – right? However, in real life, it is not. Add to that the challenge of organizing employee expenses of a growing firm.

BiznusSoft started this engagement with a commitment to deliver value fast to aid growth. As a quick win, Insightsoftware.com implemented a Time and Expense system, without disrupting business operations and increased employee accountability for expenses. In addition, the BiznusSoft team replaced the existing paper based Application Tracking system and benefits management system with HRMSSoft.

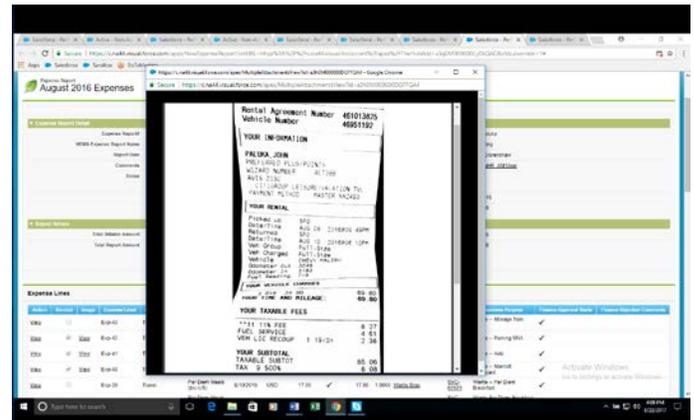


HRMSSoft Solution Benefits for Insightsoftware.com



Time and Expense- As a result of the HRMSSoftTime and Expense implementation, Insightsoftware.com engaged better with their employees. The key advantages included:

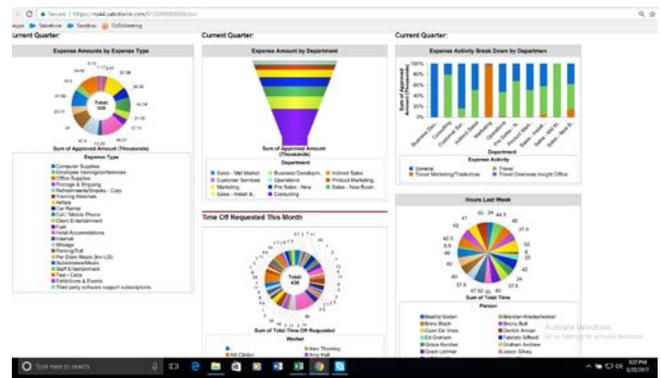
- ✓ InsightSoftware.com got a central repository for all time logs and ease of access using a mobile app. It did not require any software installation or maintenance
- ✓ Insightsoftware.com could access precise job costing and resource allocation figures.
- ✓ Insightsoftware.com was able to visualize employee activity patterns in real time.
- ✓ HRMSSoft allowed for employees to submit logged hours for approval to supervisors remotely.
- ✓ Insightsoftware.com supervisors now could approve expense reports, time-off's and timesheets
- ✓ Insightsoftware.com employees could seamlessly submit timesheets, log hours under projects they were working on, submit expense reports and time-off requests, track previous timesheets



- ✓ Employees could create and track expenses through a user-friendly interface on both desktop and mobile.
- ✓ Single expense report can have multiple line entries
- ✓ View total billable amount and/or total report amount



Dashboards/Reporting—Insightsoftware.com could analyze employee activity patterns through capturing time data from a mobile phones, tablets, PC's and by leveraging HRMSSoft's real time reporting. This ensured each team member had access to organize wide data analytics as well as individual performance indicator metrics to better plan their work.



Applicant Tracking – HRMSSoft’s Applicant Tracking module automated the recruitment process for Insightsoftware.com. The HR could share new job openings internally, externally, and on the most popular job searching websites all from a single page. HRMSSoft also provided Insightsoftware.com with a detailed 360-degree view of applications for tracking all candidates.

Applications

Search By Candidate: [Go] Search Applications By Job Openings: [None] [Go]

Candidate	Job Name	Application Date	Status	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected	Pres	Next
Rebecca Lauber	Technical Support Representative	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Tom Kelly	Head of Marketing	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
John Rock	Costodian	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Ken Kaneki	Software Programmer	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Ken Kaneki	Project Manager	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Jessica Adams	Costodian	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Marcelon goldberg	Head Accountant	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Mike Joans	Head Accountant	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Jack Odeel	Operations Manager	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Mike Joans	Operations Manager	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Daam Mathren	Customer Service Representative	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Daam Mathren	Technical Support Representative	3/11/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Sara McDonald	Secretary	3/14/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Taranice Sary	Software Programmer	3/16/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Taranice Sary	Sales Representative	3/16/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			
Sofia Ia	Sales Representative	6/14/2016	Application	Interview	Other	Onboarding	Hired	Not Hired	Rejected			

Some of the other highlights include:

Job Requisitioning

Once submitted for approval by authorized individuals HR managers can quickly validate the information to approve the job listing.

Tracking

Insightsoftware.com recruiters benefit from an efficient overview of each stage. Not only does it facilitate monitoring the status of all candidates but it also makes applications easily accessible. Besides tracking applications, the system allows for candidates to be placed on hold, rejected and even reset candidates, who have been rejected.

Onboarding

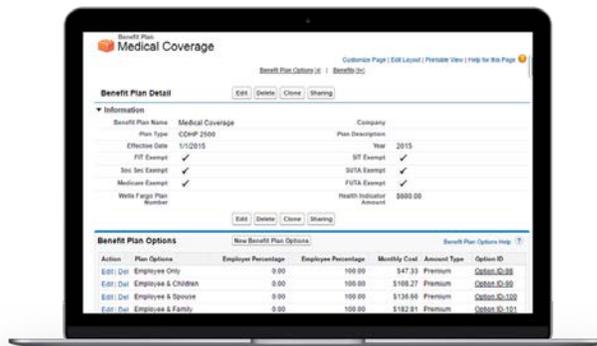
Insightsoftware.com HR personnel can onboard the candidate or reject them if need be.

Job Request Approval Center

Our Job Requisition Approval Center is designed to provide HR personnel an overall view of any requests.

Security

Throughout the system, Insightsoftware.com has firm data validation and logical checks in place to ensure that inputs are accurate and any attempt to by-pass the system is prohibited.



Benefits Management

For Human Resource Department -HRMSSoft Benefits Management module eliminated the need of going through multiple pages to create a benefit listing. From a single page Insightsoftware HR could enter key benefit plan details and options to generate a new benefit listing. Other advantages that HRMSSoft brought to the Insightsoftware.com HR included:

- It accommodated a variety of benefits (retirement plans, medical coverage, dental & vision, perks such as a company car etc.)
- It could view State contribution percentage by employee and by company
- It tied in employee health indicators (tobacco users, wellness participation etc.)
- HR could track every employee’s health record
- It interfaced with payroll deductions and taxes
- Reports could be generated to provide a list of employees and the benefits they’re enrolled in.

For Employees - Enrolling in benefits can be a tedious process and extremely confusing for employees. Insightsoftware.com employees could easily select a benefit plan along with their preferred plan option from a list offered by the company. Once enrolled, they could view all information pertaining to the benefit and how their paycheck would be impacted. Among other advantages the employee could:

- See summary of benefits and coverage
- View payroll deductions
- Add beneficiaries
- Keep track of health indicators and their effect on pay