



## e-HR

### Energize your Talent Management Capabilities

#### Human Resource Management Center

- 360 Degree View Of HR Operations
- Personalized KPI's Dashboard
- Real-time Analytics
- Drill-down to Detail
- Key Date & Anniversary Reminders
- Compliance Management

#### Applicant Tracking

- Accept Online Applications
- Requisition Management
- Applicant Process Workflow
- Simplified New Employee Capture
- Ensure Compliance (EEO)
- Track No-Hire Candidates
- Available as a stand-alone solution

#### Performance Management

- Goal Management
- Performance Reviews
- Compensation Tracking
- Corrective Action/Performance Improvement

#### Benefits Tracking

- Vacation
- Sick Leave
- Insurance Benefits

#### Enhanced Employee Data for NetSuite

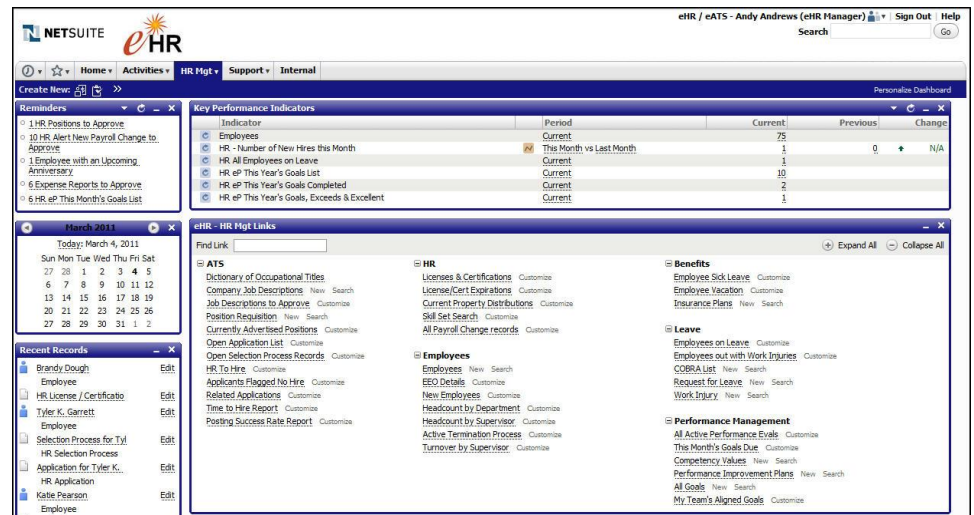
- Extends NetSuite Employee Record
- Background Checks
- Work Injury
- Payroll Changes
- Certifications/Licenses
- Property Distribution
- Separation

e-HR is a powerful on-demand talent management solution that energizes your organization's ability to maximize return on employee investments.

Seamlessly integrate your recruitment, performance management and employee administration processes to deliver untapped talent management productivity.

e-HR's dashboard-driven management approach delivers powerful visibility and insight to proactively manage all aspects of your workforce .

Developed 100% in NetSuite's SuiteCloud development platform, e-HR harnesses the power of the leading Cloud-based ERP/Financial management suite. e-HR leverages NetSuite's role-based access to provide your administrators, recruiters, and hiring managers with timely and accurate information to make effective talent decisions.



e-HR is a robust, yet simple and efficient talent management solution that provides Applicant Tracking, Performance Management, Leave Management, Benefits Tracking and enhanced Employee Data for NetSuite.

*“84% of HR organizations still spend time transferring data between multiple disparate systems”*



## Human Resource Management Center

*Real-time visibility across your talent management operations*

<b>Business Benefits</b>	<b>Features</b>
<p>Obtain a 360 degree view of HR operations via immediate insight into sourcing, recruiting, performance management and compensation.</p> <p>e-HR Management Center allows you to:</p> <ul style="list-style-type: none"> <li>✓ Actively monitor key HR processes</li> <li>✓ Ensure HR compliance</li> <li>✓ Track key dates such as reviews &amp; anniversaries</li> <li>✓ Proactively manage leave requests</li> </ul>	<ul style="list-style-type: none"> <li>• Interactive HR management Dashboard</li> <li>• Track related metrics and Key Performance Indicators (KPI's)</li> <li>• Easy-to-use personalization capabilities (click-not-code)</li> <li>• Real-time analytics</li> <li>• Drill-down to detail for further analysis</li> <li>• Comprehensive reporting capabilities</li> <li>• Role-based access and security</li> </ul>



## Applicant Tracking

*Streamlined recruitment from start to finish*

<b>Business Benefits</b>	<b>Features</b>
<p>Increase productivity by automating the applicant tracking process. Eliminate file cabinets full of resumes, faxes and e-mail applications. Automate the recruit to pay process and hire more effectively with customized workflow and process visibility.</p> <p>e-HR Applicant Tracking empowers you to:</p> <ul style="list-style-type: none"> <li>✓ Enhance your company's image</li> <li>✓ Manage and collaborate on open postings</li> <li>✓ Proactively manage the interview process</li> <li>✓ Shorten the recruit to hire process</li> </ul>	<ul style="list-style-type: none"> <li>• Create, manage, and approve job descriptions</li> <li>• Streamlined requisition request and approval process</li> <li>• Post online job openings</li> <li>• Accept applications online</li> <li>• Schedule and route applicants to multiple supervisors</li> <li>• Monitor the interview process in real-time</li> <li>• Automatically convert applicant to employee</li> <li>• Track no-hire applicants</li> </ul> <p><b>Applicant Tracking is available as a stand-alone solution.</b></p>

## Performance Management

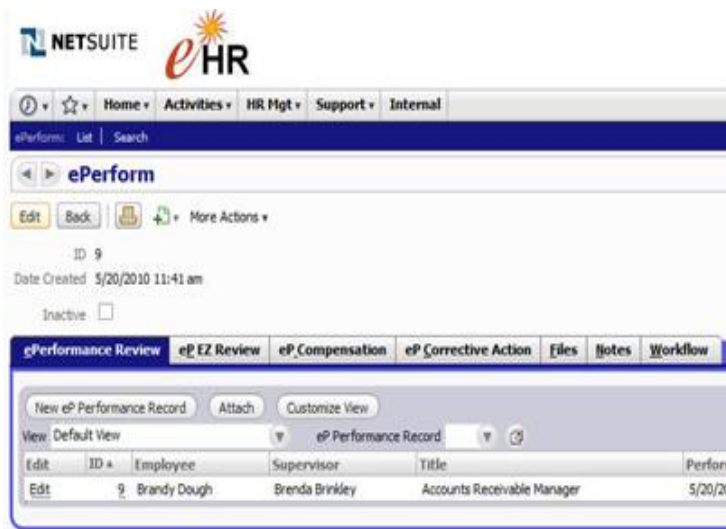
*Align individual and corporate goals for maximum performance*

<p><b>Business Benefits</b></p> <p>Develop a high-performance environment through effective employee goal setting and evaluation.</p> <p>e-HR Performance Management rapid ROI includes :</p> <ul style="list-style-type: none"> <li>✓ Elimination of ad-hoc and manual performance evaluation processes</li> <li>✓ Reduction in time spent on conducting and documenting performance reviews</li> <li>✓ Improved employee performance</li> <li>✓ Proactive identification of skills and performance gaps</li> </ul>	<p><b>Features</b></p> <ul style="list-style-type: none"> <li>• Goal Management</li> <li>• Performance Reviews</li> <li>• Collaborative employee/manager feedback</li> <li>• Link associated goals from Supervisor to Subordinate</li> <li>• Corrective Action/Performance Improvement</li> <li>• Compensation Tracking</li> </ul>
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## Benefits Tracking

*Effectively manage employee entitlements*

<p><b>Business Benefits</b></p> <p>Replace manual processes and spreadsheets and centralize employee benefits tracking:</p> <p>e-HR Benefits Tracking provides you:</p> <ul style="list-style-type: none"> <li>✓ 360 degree visibility of benefits status</li> <li>✓ Real-time updating of usage and liability</li> </ul>	<p><b>Features</b></p> <ul style="list-style-type: none"> <li>• Effectively monitor vacation entitlements</li> <li>• Track multiple insurance coverage types</li> <li>• Track leave accrual information and total accrued hours</li> <li>• Multiple leave policy options</li> <li>• Auto-calculation of sick leave</li> </ul>
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Founded in 2002, Epiphany has provided NetSuite services and solutions to hundreds of companies using NetSuite locally and internationally.

Epiphany is a NetSuite Solution Provider and member of the SuiteCloud Developer Network and NetSuite Product Council.

Our portfolio of industry solutions allow companies to manage essential business processes while leveraging the power of NetSuite.

**We make it YOUR Cloud!**

NETSUITE  
**SuiteCloud**  
DEVELOPER NETWORK