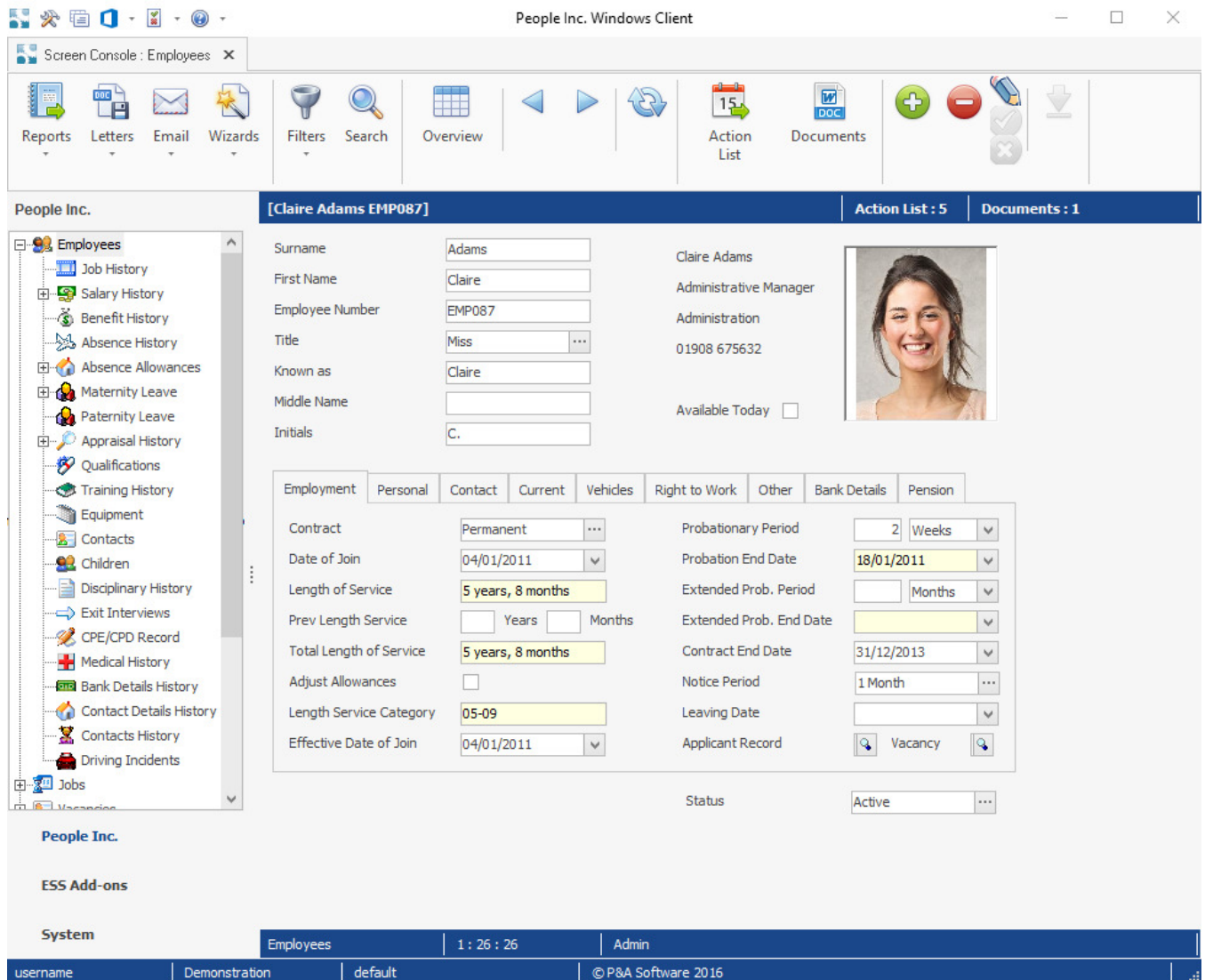


Moving to People Inc. from Personnel Manager/Director.

Personnel Manager and Personnel Director were discontinued in 2009 and you may find Personnel Manager/Director will not work properly on more recent versions of Windows and Office.

People Inc. is the perfect replacement for the Personnel Manager and Personnel Director systems. We chose People Inc. for our customer because it offers far more functionality and flexibility offered by Personnel Manager/Director and many of its competitors whilst remaining cost effective.



The screenshot displays the 'People Inc. Windows Client' interface. The main window shows the profile for Claire Adams (EMP087). The interface includes a navigation pane on the left with categories like Employees, Jobs, and Vacancies. The main content area is divided into sections for personal details, employment history, and contact information. A photo of Claire Adams is visible on the right side of the profile.

Employment	Personal	Contact	Current	Vehicles	Right to Work	Other	Bank Details	Pension
Contract	Permanent	Probationary Period	2 Weeks					
Date of Join	04/01/2011	Probation End Date	18/01/2011					
Length of Service	5 years, 8 months	Extended Prob. Period	Months					
Prev Length Service	Years Months	Extended Prob. End Date						
Total Length of Service	5 years, 8 months	Contract End Date	31/12/2013					
Adjust Allowances	<input type="checkbox"/>	Notice Period	1 Month					
Length Service Category	05-09	Leaving Date						
Effective Date of Join	04/01/2011	Applicant Record	Vacancy					
Status	Active							

What Functionality is provided?

When compared to Personnel Manger or to Personnel Director, the People Inc. system offers users a wealth of new features and benefits. Every area of the People Inc. system has been carefully designed to provide powerful, clearly-focused, functionality.

New and Enhanced Features

People Inc. provides most of the HR system functionality that you currently have in Personnel Manager/Director, however People Inc. also offers a wide range of new and enhanced features and benefits that are not available in Personnel Manager/Director, yet are provided as standard with People Inc. For example:

- Management of full career history records (enabling users to generate headcount reports)
- Automatic recording of absence records at a daily level (providing far greater potential to generate absence management reports)
- Pro-rate absence allowances and enhanced adjustments for in-lieu days
- Automation to manage training needs based on current job and appraisal details (including the generation of course waiting lists, and management of courses that expire)
- People Inc utilises Work Patterns which are used to accurately calculate Absence. This means People Inc will automatically handle part time employees' absence allowances based upon their work pattern which PD currently will not do.
- Managing recruitment (and the generation of employee records from candidates)
- Managing organisational structure, multiple companies and job definitions (enabling users to have vacant posts and the concept of a budgeted establishment)
- Improved management reporting (enhanced report writing overcomes significant restrictions in older report writers)
- Enhanced letter and e-Mail generation (letters and e-mails can be generated from any screen and can include any information from the system)
- Enhance screen designer (enables users to link any screen with any other screen, add further 'main' screens, and 'detail' screens associated with normal history screens).
- Enhanced security, based on independently defined access profiles
- Compatibility with Windows Vista, Windows 7, Windows 8, Windows 10, Office 2016, SQL2012, Terminal Services (with an ongoing commitment to maintain compatibility).

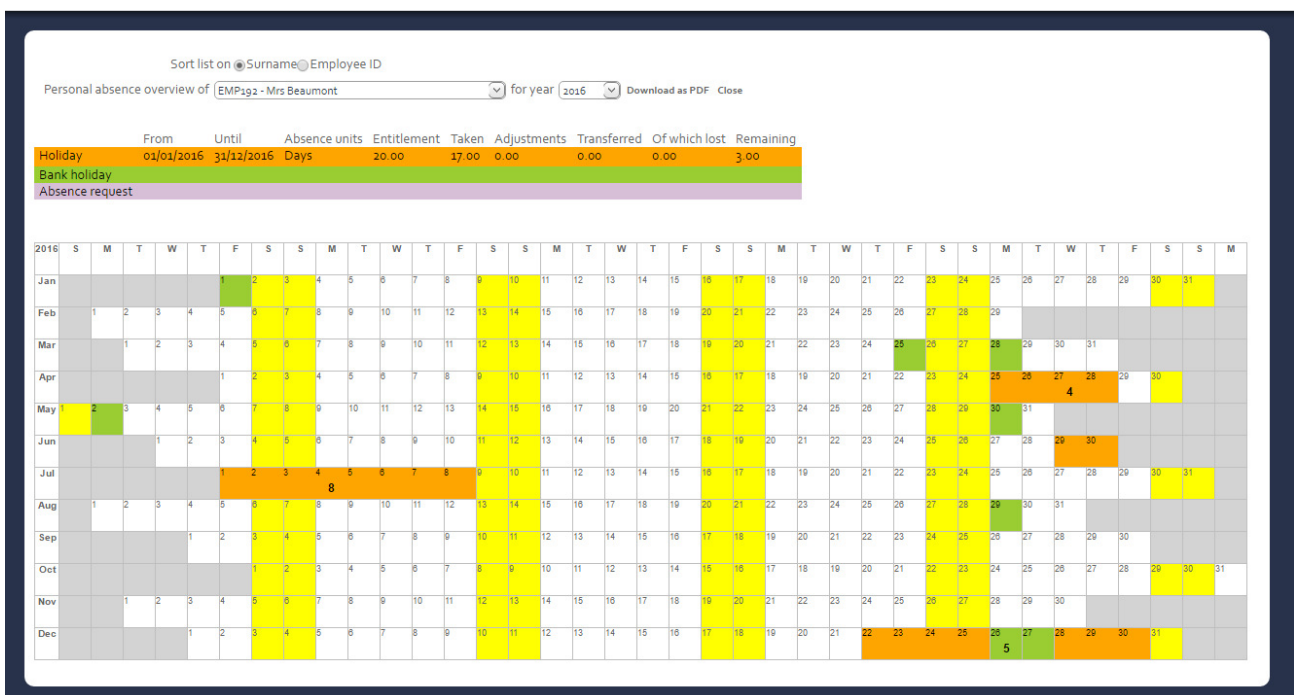
PeopleInc®		Staff Turnover				
<p>This report shows staff turnover between two specified dates. Starters must have a Job history record with a start date matching that of the employee record date of join. Leavers must have a Job history record with an end date matching that of the employee record leaving date. Internal transfers from one department to another may skew results.</p>						
Department	Head Count on 01/01/2014	Starters	Percentage of head count on 31/12/2014	Leavers	Percentage of head count on 31/12/2014	Head Count on 31/12/2014
Administration	15	17	53.13 %	2	6.25 %	32
Customer Care	19	6	23.08 %	1	3.85 %	26
Design	17	3	15.00 %		0.00 %	20
Despatch	15	21	53.85 %	2	5.13 %	39
Information Technology	13	7	36.84 %	1	5.26 %	19
Management	2		0.00 %		0.00 %	2
Marketing	18	9	31.03 %	1	3.45 %	29
Production	22	5	18.52 %		0.00 %	27
Research & Development	15	2	12.50 %	1	6.25 %	16
Sales	15	2	11.76 %		0.00 %	17
Totals	151	72	31.72 %	8	3.52 %	227

Enhanced reports include % Staff Turnover statistics

Additional Modules

In addition to the above standard features and benefits, People Inc. offers a wide range of additional time saving functionality through its add-on modules (these are not included as standard as part of the Personnel Manager/Director Upgrade):

- Employee Self Service module that enables employees to request holidays and update personal contact details via a web browser
- Manager portal providing managers with ability to authorise holiday requests, book sickness for their team and view actions relating to their team (via the Employee Self Service module).
- Active Telephone Directory – providing contact details and availability for employees within the company
- Web Recruitment (Publish Vacancies directly to you company website and feed applications automatically in to People Inc. via the Web Recruitment Add-on Module
- Additional Employee Self Service modules include online Expenses, online Appraisals and online timesheet modules.



Manage absence via the Employee Self Service Add-on Module

The Upgrade

When upgrading from Personnel Manager or Personnel Director to People Inc a day is required to migrate the screens and data into the new system. The Upgrade consists of:

- All data (including data associated with archived employees if required) is transferred into People Inc. (by default, attached documents are not transferred).
- Custom screens and changes to standard screens are migrated to People Inc.
- The upgrade may provide the opportunity to work through historical data and rationalise this where appropriate (or desirable).
- Personnel Manager to People Inc. Basic User Training. (Report Writer and System Administrator course also available).

NOTE: Letter templates and report templates are not transferred to People Inc. However, this is an opportunity to review existing letters and reports and only create the useful ones.

Comparing Personnel Manager/Director and People Inc. at a Glance

	Personnel Manager	Personnel Director	People Inc
Number of employee records	250	3000	Unlimited
Number of users	1, 3	5, 10, 15	Add users as required
Database	Paradox	SQL2000 only	SQL (all versions)
Windows 7, Windows 8, Windows 10	No	No	Yes
Web based access	No	Additional module	Additional module
Last Upgrade	2005	2005	2016

	Personnel Manager	Personnel Director	People Inc
Screen Design	Basic (Add-on)	Basic	Advanced
Multi-Lingual	No	No	Yes
Automation using Triggers	No	No	Yes
Wizards (providing workflow)	2	2	12+
Custom Automation and Wizards	No	No	Yes
Global updates to Security Profiles	No	No	Yes

	Personnel Manager	Personnel Director	People Inc
Employee Details	Yes	Yes	Yes
Holiday & Absence	Yes	Yes	Yes
Remuneration	Yes	Yes	Yes
Learning & Development	Yes	Yes	Yes
Multiple Companies	No	Yes	Yes
Jobs (posts)	No	No	Yes
Recruitment Management	No	No	Yes
Training Course Management	No	No	Yes
Payroll Change Log	No	No	Yes
Company Statistics Screen	No	No	Yes
Vehicles	Yes	Yes	Yes

	Personnel Manager	Personnel Director	People Inc
Generate Letters from any screen	No	No	Yes
Generate e-Mail from any screen	No	No	Yes
Auto-attached Generated Letters	No	No	Yes
Advanced Report (graph, sub-report)	No	No	Yes
Export Reports (Word, Excel, PDF)	No	No	Yes

	Personnel Manager	Personnel Director	People Inc
Employee/Manager Access (ESS)	No	Additional module	Additional module
Web Recruitment	No	No	Additional Module
Active Telephone Directory	No	No	Additional Module
Fully integrated Time & Attendance	No	No	Additional module