

 | DATA SHEET

INSPIRE YOUR WORKFORCE, TRANSFORM YOUR BUSINESS.

TALENTCENTER 7.0

The Next Generation in Comprehensive Talent Management

Talent management has moved to center stage. Businesses are facing new pressures from a growing talent shortage, enterprise compliance, and the need for global agility. As these pressures resonate through the organization, there are new opportunities to drive a unified approach to talent management

Meeting the talent management challenge calls for executives to focus on three key opportunities:

- Delivering value to the organization rapidly
- Engaging the entire enterprise
- Transforming the business

The next generation of comprehensive talent management solutions from Workstream meets these challenges head on.

Delivering faster time to value

Early wins for the organization ensure continued momentum and success. Workstream solutions speed adoption and deployment with three key capabilities:

- Modular and unified web-based solutions delivered on-demand
- Built-in guidance and analytical views to drive ease of use and better decisions
- Easy and flexible administrative tools to reduce technical handoffs and delays.

Engaging the entire enterprise

To achieve the strategic results, Workstream offers a solution for the entire enterprise. These opportunities for an engaged organization include:

- **Pay for Performance** – connecting goals and assessments to compensation
- **Develop to Perform** – integrated employee competencies, performance, development, and succession planning
- **Personalized information for all employees** – engaging tools that offer a holistic view of benefits, rewards, and opportunities for growth.

Transforming your business

The next generation solution needs to empower an organization to pursue its current strategic goals while adapting easily to ongoing change. The Workstream advantage includes:

- Native global support including multiple languages and currencies
- Highly configurable architecture which supports many types of processes and programs
- Web 2.0 user experience and personalization for driving rapid user acceptance

The Next Generation — TalentCenter 7.0

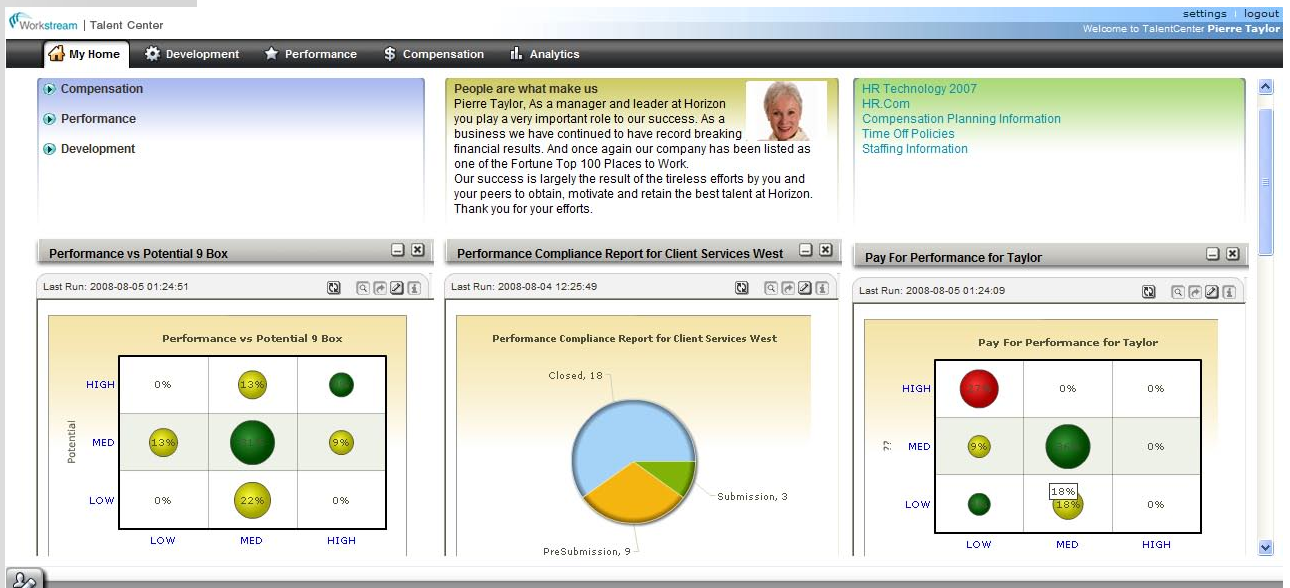
Meet the next generation of talent management solutions that are simple to use, global in scope, easy to deploy on demand. This dramatic change is an entirely new approach to talent management solutions combining business intelligence, global capabilities, and a new paradigm for intelligent user interaction.

The TalentCenter 7.0 Personal Workspace

Workstream's latest release provides ultimate flexibility, allowing customers to deploy only the applications they need, when they need them. This new approach offers a number of key capabilities including:

- **Single, Unified User Experience.** TalentCenter 7.0 provides each user with simple user experience and eliminates the barriers between different applications.
- **Multiple Language Support.** Workstream offers 12 standard languages but can support any language as needed.
- **Integrated Content Management.** Workstream Communicator is the foundation technology for managing and publishing personalized advice and guidance.

The TalentCenter 7.0 Personal Workspace



Integrated Performance and Compensation Planning

TalentCenter 7.0 continues the Workstream tradition of offering the most flexible and globally capable Pay for Performance solution available in the market.

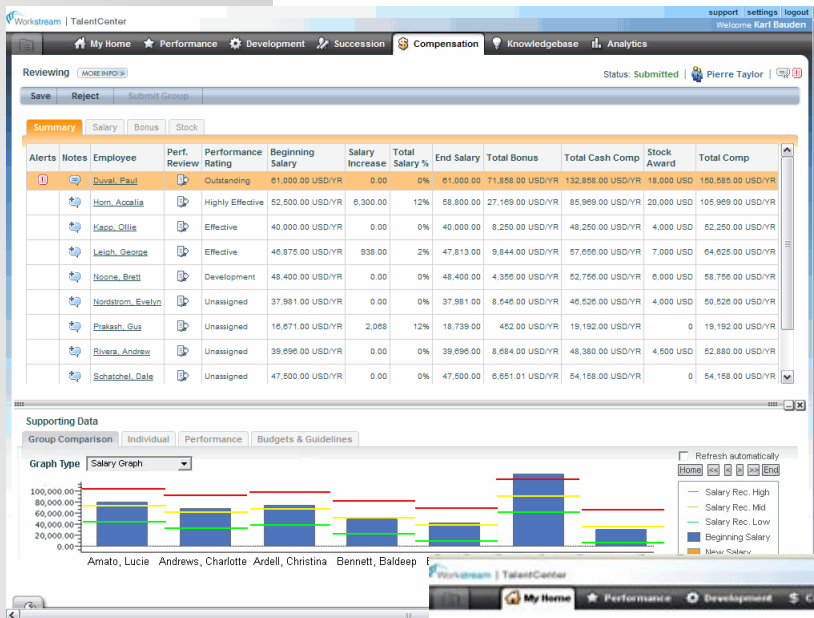
This Pay for Performance solution now offers expanded capabilities for personalized information and situation specific guidance using the global capabilities of Workstream Communicator as well as market leading embedded analytical views.

Integrated Development and Succession Planning

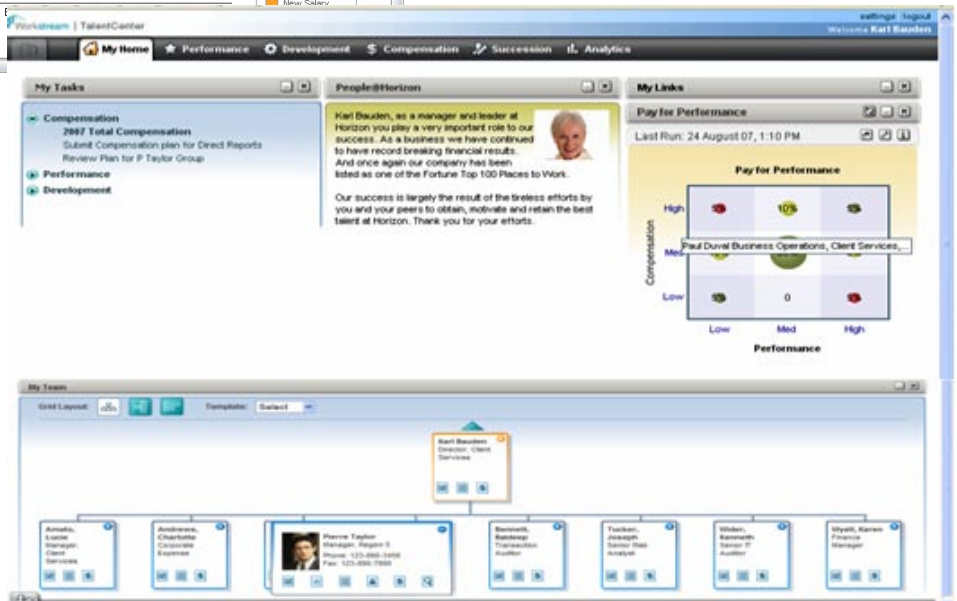
Workstream Performance, Development, and Succession Planning continue to share many common elements including the new cross application user interface. In addition, these new modules include:

- Smart Organizational Chart.** This flexible view offers managers fast access to organizational views including “smart org charts”, embedded information, links, employee photographs, and Nine Box views.

Integrated Performance and Compensation Planning



Integrated Development and Succession Planning



About Workstream

Workstream provides on-demand compensation, performance, and talent management solutions and services that help companies manage the entire employee lifecycle. Workstream's talent management solution provides a unified view of all Workstream products and services including Workstream's dynamic Pay for Performance solution. Beyond mere process automation Workstream's TalentCenter enables strategy execution by providing superior decision support guidance to users to help them align decisions with organizational strategy and vision. Access to Workstream's talent management solution is offered on a subscription basis under an on-demand software delivery model to help companies build high performing workforces, while controlling costs. With offices across North America, Workstream services customers including Kaiser Permanente, Marshfield Clinic, Chevron, The Gap, Nordstrom, and Wells Fargo. For more information visit www.workstreaminc.com or call toll free 1-888-221-4005.

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Personalized Content Authoring and Management

As a stand alone solution, Communicator has long been recognized as the premier technology for managing employee specific content. TalentCenter 7.0 takes full advantage of Communicator as a core technology. This dramatically simplifies the creation, editing and presentation of employee specific information in web based solutions. Communicator now includes:

- **Web Based Authoring.** Communicator offers easy content authoring and deployment in a secure hosted environment.
- **Granular Effective Dating and Versioning.** Communicator allows users to create effective dates and times for specific versions of content and have it go live and expire based on predetermined timeframes.

Cross Application Reporting

TalentCenter 7.0 features a built in, license-free reporting platform. This eliminates the hidden costs of renegotiating 3rd party technology providers as the reporting needs change. Workstream reporting and analytics offer a template-based approach that makes it easy to define standard reports through a point and click web interface. New features include:

- **Role Based Dashboards and Analytics.** Workstream's reporting allows an unlimited number of dashboard views to be easily created and delivered based on the role of the employee.

Workstream External Integration

With TalentCenter 7.0, Workstream now offers a common data interface for importing application data from the customer's systems. By simplifying data exchange, it is now easier than ever to deploy the applications you need and enjoy the synergies of a unified Talent Management Suite.

A New Era in Talent Management Applications

TalentCenter 7.0 marks a dramatic and lasting change in the Talent Management landscape. In the past, applications that were capable of global deployment required extensive customization. Now, customers may control the look and feel, language, and configuration variations required for global roll outs in a standardized environment.

When the solution is deployed, the on-demand advantage becomes clear. There are fewer internal hand-offs, proactive support is much easier to achieve, and global security demands can be accomplished in a simple unified environment.

Inspire your workforce, Transform you business.