



## EPAY's Human Capital Management Analytics is a breakthrough for employers with an hourly, distributed workforce

No longer do you have to guess as to “what” or “who” may be causing your turnover issues or your non-compliant activities. EPAY's HCM Analytics dishes up interactive visualizations allowing you to drill down and identify what's going on in your business to make the necessary changes.

### Compare Workforce Trends Across Sites and Supervisors

The Workforce Overview allows you to look for troubled geographies on the heat map and drill down on problem areas. See your headcount, hire and turnover rates, labor costs— even overtime costs—at a glance.

Compare to last year's, quarter's, or month's metrics. Green and red numbers show how you're trending across all of your worksites.

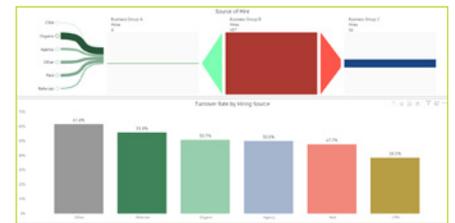


### Boost Recruiting Efforts

Our Recruiting Dashboard identifies the weak points in your hiring process and helps you forecast future hiring trends based on past hiring and termination data.

- Identify best hiring sources
- Improve your hiring funnel
- Manage your future hiring demands proactively

Open positions cost you contracts—the Recruiting Dashboard tracks unfilled positions by worksite so you can make sure to jump on it and fill the positions using your best hiring sources for that location.



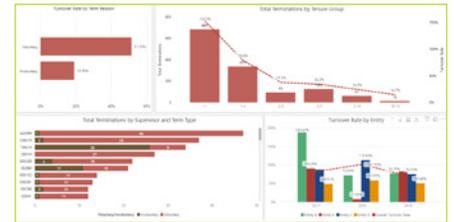
### EPAY HCM Analytics

- Bring your Payroll, Hiring, and Time & Labor data all under one umbrella
- Manage your distributed hourly workforce effectively
- Foresee the future trends of your workforce
- Benchmark your performance against competitors
- Gauge impact of your human capital on your finances



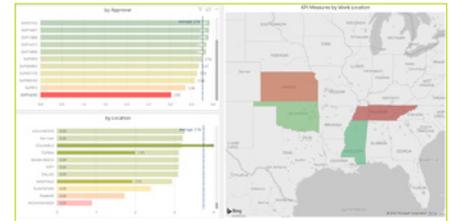
## Spot Turnover Trends and Make Changes

Reducing turnover starts with knowing what and where your problems are. Our Turnover Dashboard details turnover rates and average tenure by worksite and supervisor. See why people are leaving or analyze turnover by a supervisor or a worksite to see where you need to focus your attention and resources.



## Score and Compare Time-Tracking Performance Across Worksites

The Time & Labor Management Dashboard helps you spot where you can save labor dollars by cracking down on time theft, non-compliant time-tracking practices and overtime. EPAY tracks and captures KPIs like manual punches and changed time punches, pinpointing symptoms of operational challenges. We then calculate a weighted KPI “score” for each site or supervisor so improvement plans can be implemented.



## Identify Managers that Must Be Coached Up... or Coached Out

The Management Overview Dashboard gives you a birds-eye view of your operations. Look to see a supervisor’s workforce management performance—from time-tracking compliance to hiring and termination trends.



## Capture the Return on Investment on Your Human Capital

There’s no doubt—your CFO will love this. Our Workforce Productivity Dashboard translates the effectiveness of your workforce management into real revenue dollars. Combined with our other metrics, you can identify which sites could be hiring, training or managing your employees better.



## Drive Real Change

EPAY’s HCM Analytics solution can give you the intelligence you need to drive real change in the management of your workforce as it relates to creating more revenue and less cost per FTE. Our data and interactive visualizations help you quickly identify problem areas and potential causes so that plans can be executed to improve underlying problems.

## We don't stop there.

EPAY also predicts your future workforce trends so you can run a proactive operation rather than one that's only looking back. With EPAY’s HCM Analytics and our Workforce Management KPIs, you will get business intelligence tools you won't find anywhere else.

**Request a demo today!**

877.800.3729 | sales@EPAYsystems.com | www.EPAYsystems.com