



Extend Technologies' HCM Group

A key division of Extend Technologies is the HCM (Human Capital Management) Group. Established in 2005, this core business unit represents fast, repeatable, affordable, HCM solutions and services backed by Extend's skilled consulting team in all SAP disciplines.

Growing at a rapid pace, this team began by identifying a major gap in the market, *nearly 50% of SAP's Install Base had not implemented HR Payroll because it was too expensive and too lengthy to implement.*

With the goal in mind to make SAP HCM more affordable, Extend Technologies built a repeatable HR/Payroll tool set, slashing traditional implementation costs by up to 50% and enabling clients to achieve a greater level of self sufficiency.

Achieving certification by SAP in 2006 for our X10.HCM/Payroll Express solution, the Extend HCM Group have continued to grow, now providing solutions and services in all areas of HCM. Their client portfolio is a testament to their success including companies such as; United Group, Apparel Group, Mackay Sugar, Queensland Cotton, Rawson Homes and Tricom.

The key objective of Extend's HCM Group remains the same: to provide clients with a cost effective, fast start to fundamental HR/Payroll, allowing customers to invest in value add functionality, servicing the wider business.



Partnerships/Alliances/
Complementary Services
Business Intelligence
HCM Consulting
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Recruitment

Products
X10.HCM Payroll Express
X10.HCM Plus
X10.HCM Self Service

Maintenance of Data

Products
X10.HCM Self Service



Differentiators of Extend's HCM Group

In an increasingly competitive labour market, the effective management of human resource related processes is critical to ensure that an organisation realises its strategic objectives.

Having developed an affordable, low risk method of implementing SAP for HR/Payroll, Extend's HCM group allows companies of any size to harness the benefits provided by an integrated breadth of functionality not available with other systems.



The Extend HCM group continues to stand out in the market due to:

- **Team Composition:** The team consists of a balance between technical and business specialists with numerous years of experience. This allows us to provide both SAP functionality as well as HR and Payroll business resources to our projects.
- **Low Cost, Low Risk:** Rapid deployment of core functionality; Organisation Management, Personnel Administration, Payroll and Time Management, provides a viable, low cost, low risk alternative to inferior products.
- **Increasing ROI (Return on Investment) Through Integration:** Our focus is on the improvement of your HR processes. Leveraging your existing SAP system through tools such as Enterprise Portal (ESS, MSS) and Business Intelligence (BI) enables managers to reduce administrative overheads and allow their teams to focus on more strategic, value adding tasks.
- **One Stop Shop:** Extend Technologies provides our customers with the ability to source all their SAP related services with one provider, including:
 - SAP licences
 - Consulting Services; BI, FICO, ABAP, MM, SD, Basis, etc
 - HCM Staffing; Skilled business resources
 - Web and Portal services (using .Net and Netweaver development tools)
 - Helpdesk and Support
- **Strategic Partnerships:** Through a range of strategic partnerships, supplementary products and services can be provided, such as:
 - SpinifexIT: An Australian company with an international solution for HR Payroll reporting.
 - EpiUse: Specialists in test and verification software with international presence.
 - COSOL: Specialists in the international resources sector.
 - Prosper Business Partners: Change management specialists.

Partnerships/Alliances/ Complementary Services

Business Intelligence
HCM Consulting
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Career/Succession planning/ Performance Management

Products
X10.HCM Express Plus
X10.HCM Self Service

Employee Development & Retention

Products
X10.HCM Plus
X10.HCM Self Service

Pay/Time/ Leave Management

Products
X10.HCM Payroll Express
X10.HCM Express Plus
X10.HCM Self Service
SpinifexIT Reporting
Services
X10.HCM Staffing

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Our Solutions and Services

Extend's HCM group continues to grow and address client needs for affordable, low risk methods of implementing SAP HCM solutions. The following provide a quick snap shot of each of the solutions and services currently available through Extend Technologies:

X10.HCM Payroll Express

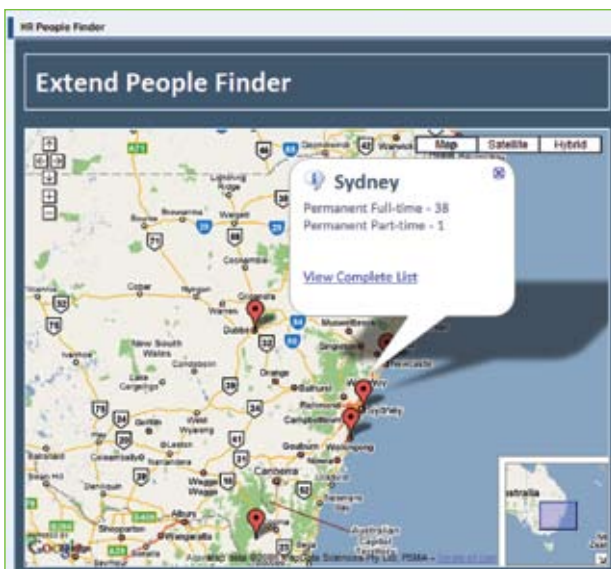
This SAP certified solution consists of core pre-configured functionality; Organisation Management, Personnel Administration, Time Management and Payroll. It allows rapid, low cost implementation timeframes, and immediate ROI to customers. This approach also includes a range of implementation accelerators for project planning, data conversion and user training.

It is important to note that this pre-configured solution is scalable, allowing you to implement advanced functionality as and when required.

X10.HCM Plus

This services offering will typically involve implementing additional SAP functionality within the already owned SAP licence. This functionality tends to include processes and content, specific to individual customers such as; Learning Solution and Personnel Development. A number of areas in X10.HCM Plus will soon be offered in pre-configured or 'packaged services' modes.

This pre-configured solution is scalable, allowing you to implement advanced functionality as and when required.



X10.HCM Self-Service

Self-services for employees and managers empowers staff to maintain their own personal information and control many of the transactions and processes once handled by your HR staff. In addition, Extend's HCM Group provides standard management reports during a self-service implementation. However, when bundled with tools like Business Intelligence you are able to leverage a greater depth of data for company wide decision making and visibility.

Environmental Health
and Safety

Products
X10.EH&S

Departure

Products
X10.HCM Payroll Express

Partnerships/Alliances/
Complementary Services
Business Intelligence
HCM Consulting
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X10.HCM EH&S

EH&S is inclusive of both environmental and occupational incident recording, monitoring, risk assessment and corrective action. The X10.HCM EH&S solution leverages standard, legislative set content, as well as proprietary web development to enable customers to implement EH&S in a rapid timeframe.

Extend Technologies has developed an add-on injury risk management solution to extend EH&S further. Built by industry specialists this product supplements SAP's functionality and enables better management of employee injury, risk and claims.

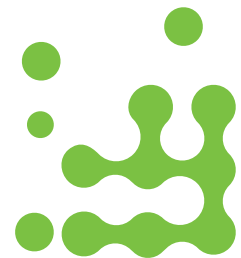
X10.HCM Consulting

The Extend HCM Group has both system and business subject matter experts. Therefore the group carries out consulting engagements related to SAP best practice including;

- Technical system reviews
- Project QA
- Post-implementation review and process improvement
- Upgrade and support pack application services
- SAP functional and process training
- Audits
- Implementation
- System selection

X10.HCM Staffing

X10.HCM Staffing is a service offered to address client short-term HCM workload peaks. Extend Technologies has a pool of skilled HCM resources who are available to fill customers' short-term processing shortfalls (e.g. Maternity leave cover, long term absences etc), as well as to support post-implementation roll-outs in a change management 'system champion' type of role.





Our focus is to ensure that the system design addresses customers' strategic goals as well as immediate process pain points.

Implementation Approach

Keeping in approach with Extend's mid-market focus, the HCM group have adopted the philosophy of 'Crawl, Walk, Run'. That is, only implement as much functionality as a customer needs and can comfortably manage initially. Further functionality is added in subsequent phases. This allows even the smallest of organisations to adopt SAP with minimal impact on the implementation team's daily 'business as usual' life.

Fast implementation of the core functionality, is facilitated by using Extend's X10.HCM Payroll Express. It delivers quick wins and accelerates ROI to the business as a whole; not just to the HR department.

Our focus is to ensure that the system design addresses the customer's strategic goals as well as immediate process pain points. We aim to reduce the administrative workload that swamps many HR departments through streamlining and redesigning information flows as well as leveraging employee and manager self-service workflow based process solutions.

We strive to deliver a system which will provide our customers with new insights into their business and enable them to use those insights to make continual improvements to their processes.

As an SAP Gold Channel Partner, we are also our customers' first port of call for system issues and queries. Should a customer have a support requirement, this can be logged with the Extend Technologies support desk. In the event that Extend Technologies requires the assistance of SAP, Extend will log and manage the support issue with SAP on behalf of our customer.

Extend Technologies also provides access to partner products and technologies (such as SpinifexIT's Reporting Toolkits), as well as a number of complementary in-house services, such as the Business Intelligence team. All functionality has been configured, installed and tested on internal systems to ensure a complete end-to-end solution can be provided by consultants.

Looking for More Information

Finding out more about Extend's HCM solutions and services is easy. We have a number of documents and tools available to help you take the next step in your investigation.

Starting a HCM Project

1. Scoping Questionnaire - To determine if pre-configured solutions (such as X10.HCM Payroll Express) is a fit for your organisation fill out one of our scoping questionnaires. This will also allow us to provide an indicative price for your project.

2. Functionality Outline - We are happy to provide documentation listing all the functionality in our pre-configured X10.HCM Payroll Express solution. This gives you a thorough insight into the value Extend Technologies delivers.

3. Request a Quote - We will be able to provide you an indicative price once we know more about your project goals and scope. Contact one of our Business Development Managers today.

4. Business Benefits - Understanding the business benefits received from your HCM solutions and services, as well as what will be available to you in the future as you grow is important. We can provide this to you at your request.

Advance Your Company's HCM

1. Meet with a HCM Consultant - Who better to answer your questions than a representative from our HCM team who has implemented numerous HR/Payroll projects. Set up a meeting today.

2. Brochures - Detailed datasheets on solutions and services are available, just tell us which ones you are interested in and we will send them to you.

3. Request a Demonstration - Often seeing what technology can do for you enables you to decide on the direction of your project. Contact us to arrange a demonstration of features you are looking to implement.

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