

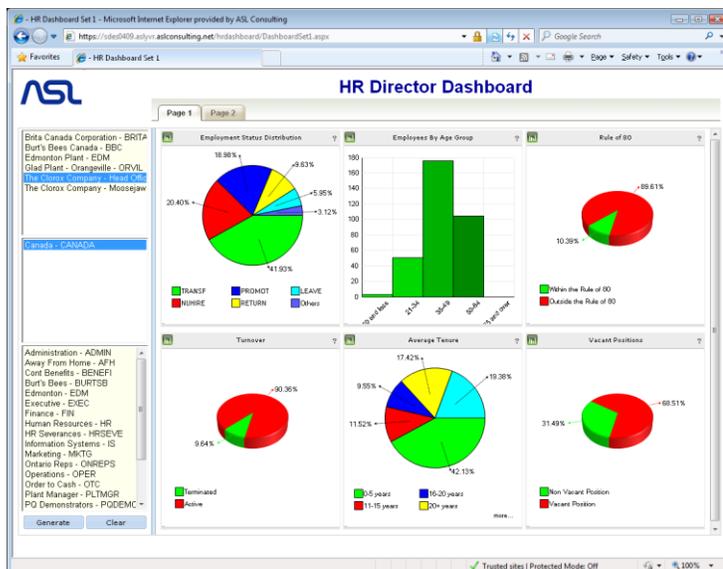


### Flexible Tools For Analytics

ASL's HR Analytics includes a combination of tools that work seamlessly together to help companies analyze Human Resources information. HR information contained in solutions that make up the ASL HRMS Suite is combined with other important sources of data throughout the enterprise to provide a consolidated view of HR and overall organizational performance. Regardless of their role in the organization, employees can get meaningful, timely information via digital dashboards, a comprehensive question and answer tool that answers questions asked in plain, everyday language and a guided report writing tool. Supplementing these tools are predictive and proactive automated alerts that deliver real-time information to allow personnel to take preventative action and maintain business performance.

### Digital Dashboards

Using ASL's HR Dashboard allows HR, executives, middle managers, line managers and employees to visualize how their actions are impacting overall business performance on demand. By understanding the linkage between their objectives, measures and the organization's strategy, employees can take immediate corrective action before it is too late. ASL's HR Dashboard includes pre-built metrics with the ability to define acceptable, warning and unacceptable ranges. At anytime users can choose whether they would like to drill-down to see the details of any metric.



### Natural Language Interface

ASL's WikiView is a comprehensive, on demand, Q&A tool that responds to questions asked in plain, everyday language and requires no knowledge of HR, IT or databases. These questions are interpreted and WikiView provides a knowledgeable answer or set of answers. The system is adaptive and learns from questions asked so the more it is used the better it becomes. WikiView comes pre-populated with an HR and Payroll-specific dictionary so that organizations start to benefit immediately. Because WikiView is fully secured, it may be used by anyone within the organization and is particularly useful for employees and line managers.

### Web-based Report Writer

The Web-based Report Writer is intended for users who want complete freedom and power to create their own reports and analyses. Using a guided approach, the report writer guides users through the process of creating analytic reports. These reports can be saved for future use or edited and used as many time as required.

### Transform Data into Knowledge

The sheer volume and breadth of data available through myriad enterprise systems such as HR, Payroll, Financials, Manufacturing and CRM makes it difficult for human resources, executives, middle managers and employees to get timely knowledge on factors affecting them and the organization. In addition, existing BI tools require significant and costly development by IT and are too inflexible to be effectively delivered to all of the users within the organization. ASL's HR Analytics makes this happen twice as fast at half the cost using standard libraries of metrics.

### Improve Business Performance

It has been said that you can't improve what you can't measure. Determining what to measure can also be a challenge since business performance is driven by so many related and interdependent factors. Using HR Analytics allows you to monitor the impact of a variety of factors. Users can drill down at the location, division, department, position and individual employee levels to understand the underlying reasons and decide on corrective actions to re-align individual and departmental objectives with those of the organization.

<b>Integrated Tools</b>	Authorized users see integrated organizational performance spanning multiple systems and data sources.
<b>Digital Dashboards</b>	Graphical data visualization for better insight using a familiar and easy-to-comprehend interface.
<b>Natural Language Q&amp;A Tool</b>	Employees and managers can ask questions in plain everyday language without any knowledge of HR, Payroll, Time & Attendance and more.
<b>Ease of Use</b>	Browser-based user interface coupled with step-by-step guidance means that minimal or no employee or supervisor training is required.
<b>Guided Report Writer</b>	Users can create complex analyses from scratch using a wizard-based approach that guides them through the process.
<b>Pre-built Metrics</b>	Save time, money and risky software development with older Business Intelligence Tools.
<b>Multi-level Security</b>	Assign the required access levels to employees and supervisors to enable time entry, expense tracking, access to specific projects & tasks and the ability to review and approve timesheets.
<b>Proactive Alerts</b>	Provide users with insight and knowledge to maintain performance throughout the enterprise.
<b>Predictive Analytics</b>	Utilize historical data from many systems to provide knowledge on a predictive basis.
<b>On-Demand Tools</b>	Immediate visibility of factors affecting workforce performance including drill-down to focus immediately on urgent and actionable business issues.

## RECOMMENDED SYSTEM REQUIREMENTS

<b>SOFTWARE</b>	<b>Client</b>	Windows XP/Vista/7.0/8.0/8.1 with IE 8.0 or later
	<b>Web/Database Server</b>	Windows 2003/2008/2008R2 with IIS 7.0 or later MS SQL Server 2005 or later
<b>HARDWARE</b>	<b>Client</b>	PC with CPU Pentium or better with 512Mb RAM; 500Mb+ of available disk space
	<b>Web Server</b>	PC with CPU Pentium or better with 2Gb RAM; 100Gb+ of available disk space
	<b>Database Server</b>	PC with CPU Pentium or better with 2Gb RAM; 100Gb+ of available disk space per 200 employees; RAID storage; Backup device

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