



Align. Develop. Reward. Retain.

emPerform makes it easy for companies of all types and sizes to Align, Develop, Reward, and Retain a top-performing workforce. emPerform's all-inclusive solution offers the powerful functionality needed to administer and track performance initiatives across the entire organization.



All-Inclusive Performance Management Software

Why should companies invest in their performance management strategies?

- At least 1/3 of organizational costs are allocated to employee compensation and development and yet few organizations are properly measuring the return on this investment.
- The traditional company structure is transitioning and HR is playing a more strategic role in business decision making. This is forcing HR professionals to implement solutions that will measure and develop employee performance and eliminate the time spent on administrative tasks.
- Compliance regulations are forcing some industries to adopt automated solutions to facilitate reporting & documentation of accreditation body requirements. Leadership planning and development is becoming a top-priority as businesses realize the substantial costs associated with Succession gaps.
- It is becoming increasingly difficult to keep employees engaged in goal planning and development and to evaluate geographically dispersed workers.
- Research shows that there is a direct correlation between employee performance and customer satisfaction. Building a workforce of top-performers gives organizations a competitive advantage.

emPerform can help you to quickly and easily automate and streamline employee performance management processes.

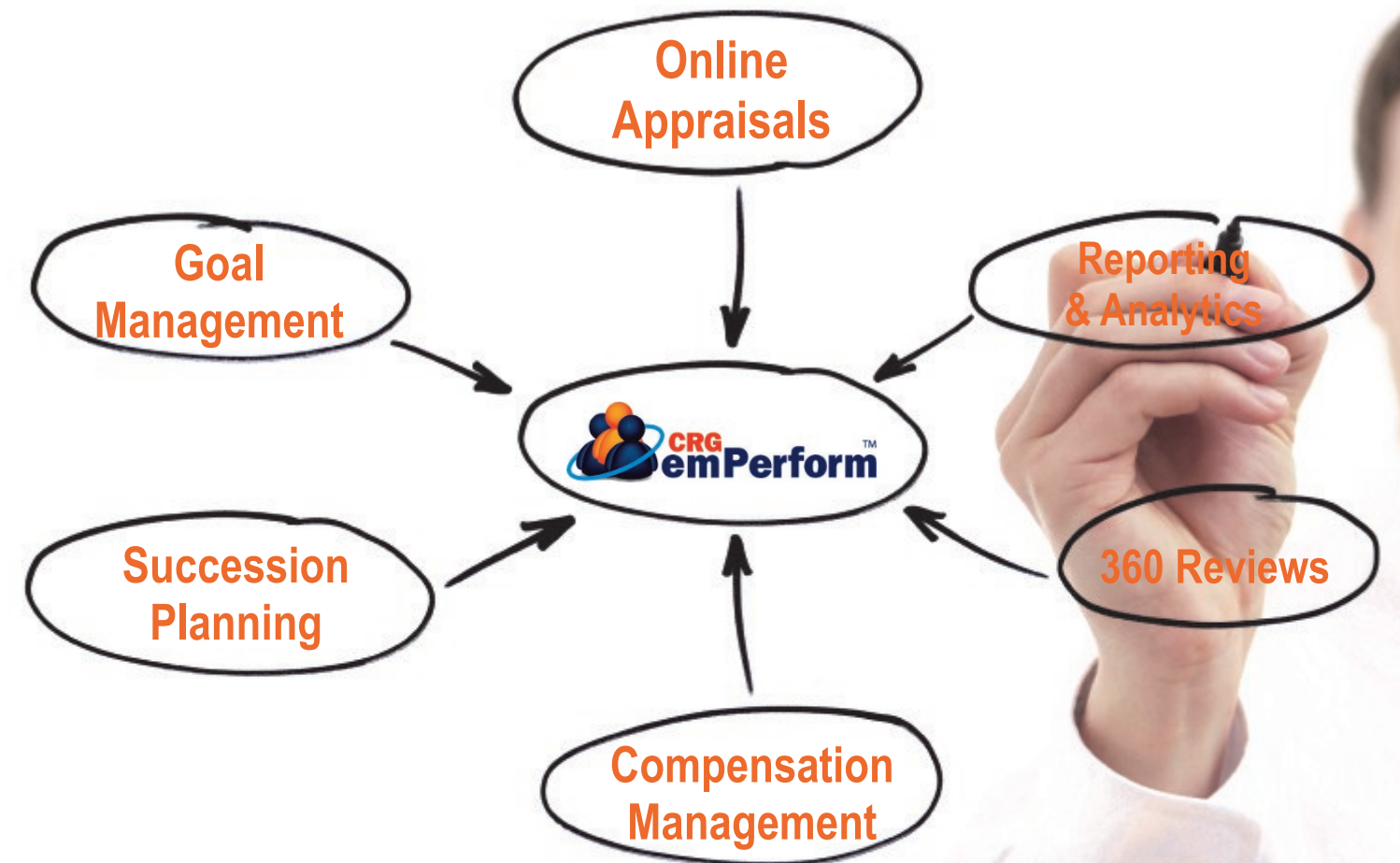
Best of all—our **Best-Value Guarantee** means that you won't have to break the bank to see results.



About Us:

CRG emPerform is an all-inclusive Performance and Talent Management solution. This all-in-one suite includes robust functionality to simplify and automate core talent management processes, including: performance appraisals, compensation management, 360 degree multi-rater feedback, succession planning, and reporting.

Visit www.employee-performance.com for a FREE trial or to request pricing.



Talent Management Simplified.

ONE PRODUCT. ONE PRICE.

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Talent Management Simplified.

emPerform makes it easy for companies of all types and sizes to **Align, Develop, Reward,** and **Retain** a top-performing workforce. emPerform's all-inclusive solution offers the powerful functionality needed to administer and track performance initiatives across the entire organization.

Best of all—emPerform is fully configurable, easy-to-use and offers the

Best-Value Guaranteed!

"When I saw the product demonstration it was almost as if someone had waved a magic wand and said 'here you are, we know what you are looking for' and it was brilliant!"
Dee Denholm, HR Manager, APUC Ltd.

EMPERFORM INCLUDES

- Configurable online appraisals
- Off-line synchronization
- Single sign-on
- User-defined content
- Open workflows, unlimited approval levels
- Goal management and goal cascading
- Succession planning
- 360 multi-rater reviews
- Hosted or on-site deployment
- Online surveys
- Compensation management
- Multilingual capabilities
- Email and task integration
- HR and business system integration
- Flexible reporting
- Powerful analytics
- Multi-user admin
- + more!



Align...

PERFORMANCE APPRAISALS

Performance appraisals are the most important part of any good talent management strategy because the data collected is used for important decision making. emPerform's customizable, online forms are easy to complete and ensure appraisals are consistent across the organization and completed on-time. With emPerform's online appraisals, organizations can **align goals with business strategy**; practice competency-based assessments and behavioral observations; and target learning and development initiatives.



- Use the rating scales you choose.
- Easily design and maintain an unlimited number of forms.
- Content libraries and writing assistant tools guide managers and employees.
- Sign-off functionality ensures employees have read the appraisal.
- Status reports show the progress at every stage.
- Email and task notifications ensure appraisals are submitted on time!
- Results can be used for succession, compensation decisions and development planning.

Develop...

SUCCESSION PLANNING

Do you know who your future leaders are? Succession planning ensures that the right people with the right skills are in the right place at the right time. Incorporated directly into emPerform, **Succession Manager** allows HR and managers to draw from the performance and potential history of employees to readily identify the individuals that have the performance and potential to meet new challenges.



"CRG emPerform provides us with a great deal of flexibility in designing our forms along with out of the box workflow integration. The solution is cost effective. We see real benefits for employees, their managers and HR."

Frank Nemeth, Director of Human Resources, DALSA.

ONLINE SURVEYS

Included within emPerform is eSurvey, an online survey tool that makes it quick and easy to gather feedback and turn insight into action. eSurvey includes an extensive library of categorized questions and rating scales to help you to create meaningful surveys.

- ⇒ engagement surveys
- ⇒ customer satisfaction surveys
- ⇒ anonymous surveys
- ⇒ 360 Multi-rater reviews
- ⇒ 30-60-90 day surveys

Reward...

COMPENSATION MANAGEMENT

emPerform's Compensation Manager feature **automates compensation decisions** by providing a structured and consistent pay-for-performance process. Salary, variable compensation and other adjustments can be correlated against any emPerform-based performance score, including; appraisals, 360 scores or survey results. Once approved, administrators can export the compensation changes for upload to their HRIS, payroll or Enterprise Resource Planning (ERP) solution.



emPerform is dedicated to **providing industry-leading support and services**. Our proven methodology enables customers to realize and surpass the return on their investment. Our experienced **team of professionals works with you from the very beginning** to ensure that you are able to take full advantage of what emPerform can deliver.

Retain...

POWERFUL REPORTING & ANALYTICS

emPerform boasts one the **most flexible reporting tool available in the talent management market**. Analyze employee performance data and create Performance Metrics that reflect what is important in your organization and determine what is driving corporate success.

emPerform comes standard with almost **100 out-of-the-box reports and also includes limitless ad-hoc reporting capabilities**. Reports can be scheduled and delivered to selected groups or individuals—ensuring that information is in the hands of those who need it.



*"We selected emPerform for its **excellent reputation**, great value, and **powerful functionality**. The reporting functionality, multi-lingual capabilities, and direct integration with Microsoft Dynamics GP were especially appealing and will allow us to improve our processes a great deal."*

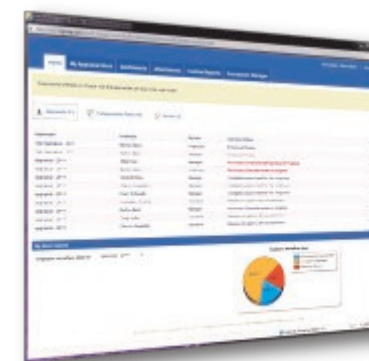
Joanna Quart - Manager of Business Support. Forensic Technology

*"Implementing the latest in performance management technology will not only reduce the time and money spent on administrative tasks, it will also automate and **streamline our entire talent management process** - ensuring that our front line is developed and retained".*

Mike Shea, Director of Compensation and Benefits, Palomar Pomerado Health

*"Managers and employees need the **right tools** to make responsible decisions about performance, talent management, and progression ladders. Employees want to be empowered to do more within their career and **emPerform enables us to establish the benchmarks and progressions we need.**"*

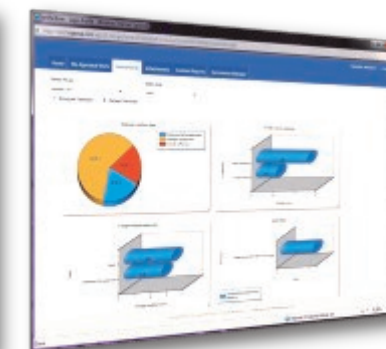
Andrea Bunch, Vice President, JK Moving Services



Complete appraisals on time! Managers and HR can view the status of all appraisals quickly and easily from the homepage.



emPerform comes bundled with the popular nine box talent matrix. Easily view your top performers by viewing performance and potential data.



Conduct powerful multi-dimensional analysis and ad hoc reporting. Use dashboards to keep track of what matters.

Get Started Now. Visit
www.employee-performance.com
for a **FREE** trial or to request pricing.

