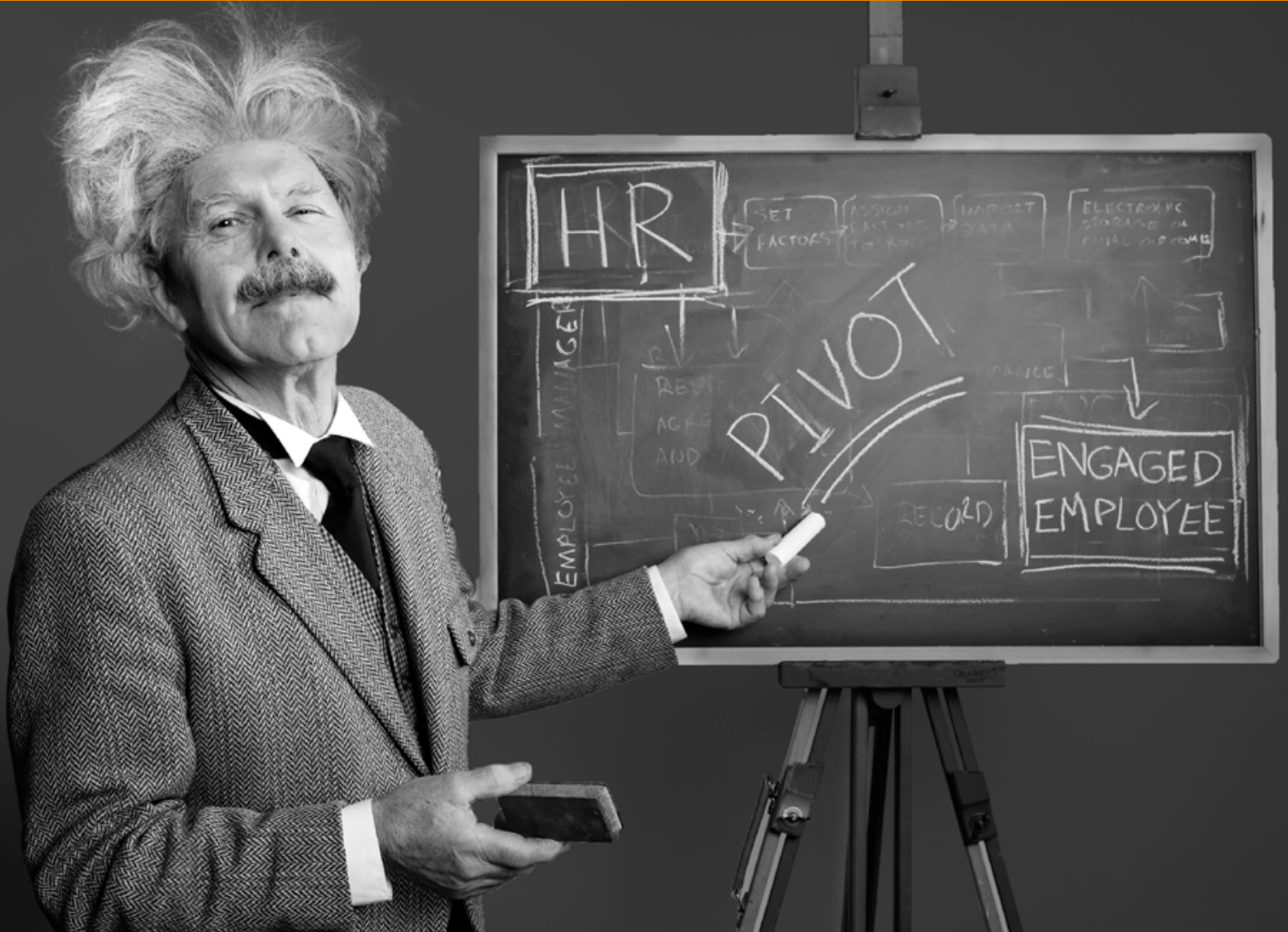


*You don't need to be an Einstein
to work smarter with remuneration*



REMUNERATION ALLY HELPS YOU GO WITH THE FLOW

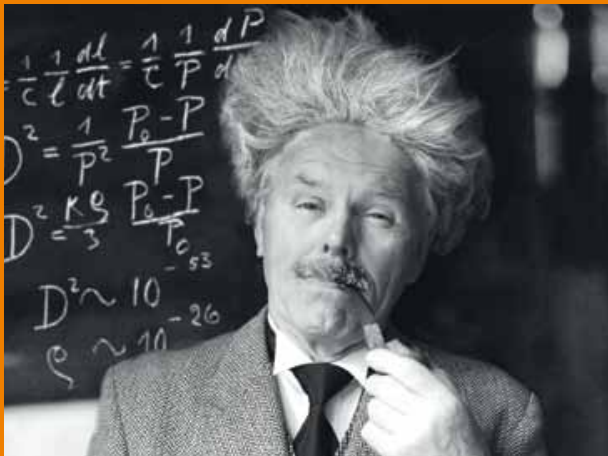
Software that puts you in control
of the remuneration process

Salary review transactions are a ‘moment of truth’ in any organisation. They are closely connected with the productivity, efficiency and morale of any labour force, but the complexity of this process in many large organisations means it is not as effective as you know it could be.

Pivot Software can help with our product Remuneration Ally - software enabling you to improve your organisation’s remuneration decisions by automating time-consuming tasks, gaining visibility across the entire process and empowering line managers. *You’ll feel more in control with a good ally.*

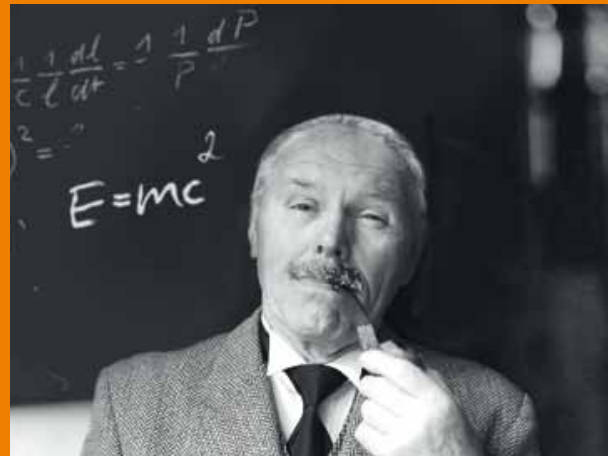
Remuneration, like hair, can be very hard to control *(Even for very smart people)*

BEFORE REMUNERATION ALLY



- **Staff:** upset with inequitable decisions and poor communication
- **HR:** working long hours getting and correcting data, frustration at managers ignoring policy
- **Managers:** find they have the wrong team data and have to wait for new spreadsheets
- **Finance:** have no idea how the budgets are being spent until it is all over, and too late
- **Payroll:** receive files in formats that make it difficult to update the payroll data
- **IT:** grappling with the security and logistics of numerous large, sensitive spreadsheets being sent throughout the network
- **CEO/Senior management:** waiting weeks before the HR department has been able to analyse all of the data

AFTER REMUNERATION ALLY



- **Staff:** feel remuneration review is well controlled (clear, fair, process-oriented)
- **HR/Payroll:** know policy is being followed properly, can easily set budgets at company, department or manager level and can monitor the process in real time
- **Finance:** can keep a track on budget vs spend during and after the review, and monitor this in real time with customised reports
- **IT:** require no management of the application and it fits safely and easily into any corporate IT infrastructure
- **Line management:** know exactly what their budget is. Traffic lights allow for overspend within reason
- **CEO/Senior management:** see the business strategy controlling outcomes for remuneration (e.g. performance pay, cost control)

DELIVERING FOR COMPLEX ENTERPRISES

“ In the first 12 months we saw a 26% increase in people reviewed, so with the reduced administrative burden alone, the direct return on investment for AECOM is significant. ”

Peter Richards, People & Performance Manager, Australia & New Zealand.



A global engineering services firm, AECOM employs over 3,800 professionals working in over 25 offices in Australia and New Zealand.

“ It gives all parties in the review process more control over remuneration. It sets quite clear rules around both the review and approval process, and by having it online, we don't get version inconsistency issues that we used to get with multiple spreadsheets. ”

Doug Marsh, Remuneration and Reporting Manager, The Warehouse.

New Zealand's largest retailer, with 8,500 staff.



“ It is an easy system to administer, is very flexible in its design and managers find it easy to use. Pivot does not require our team to have any technical expertise in order to use the product. ”

Anna Sefuiva, Manager of Workforce Solutions, IAG NZ.

IAG NZ is a subsidiary of Insurance Australia Group, with 2,000 staff throughout the country, servicing a network of eight call centres, 29 sales centres and 10 branches.



“ Pivot was able to articulate what we needed. Knowing that they had a background in HR and they understood the issues we were facing really helped. That experience really meant that they were informed, and rather than dealing with a software company, we really were dealing with HR experts who have software capabilities. ”

Carrie Luzar, Group Remuneration & Global Mobility Manager, SKM.

SKM is a global engineering services firm with 6,500 staff across 13 different countries.



“ Our wider Human Resource team has been able to be involved in a process previously managed centrally within the Remuneration team. Everyone is now much more engaged in the process and as a result Human Resources has achieved more credibility with its internal customers - the People Managers within our business. ”

Paul Louis, Head of Remuneration and Performance Management, Westpac NZ.



One of New Zealand's largest banks, Westpac has 5,320 employees.

IN CONTROL OF THE REMUNERATION PROCESS

Remuneration Ally is a software product designed for large organisations with complex remuneration requirements. Delivered as software-as-a-service, Remuneration Ally gives you:

- Workflow that drives processes efficiently and effectively, aligning managers with correct procedures
- Visibility of the entire process and all those involved, including ability to identify any bottlenecks and clarity around remuneration decisions against budgets
- Automation of key processes, including the production of final letters
- A seamless fit into any corporate IT infrastructure and integration with mainstream HRIS/payroll systems

PIVOT SOFTWARE

Since 2001 Pivot Software has been providing advice and software solutions that enable large organisations to improve the effectiveness of their remuneration and performance management processes. We are human resource professionals who understand how well-managed remuneration and performance management contributes to employee engagement.

Pivot software solutions are used by organisations with workforces ranging from 400 to more than 6,000 in sectors like banking, insurance, professional engineering, utilities, retail and government.

Headquartered in New Zealand, Pivot also has offices in Australia, and partners with global advisory firms like Hewitt to deliver our services.



TECHNICAL INFORMATION

Remuneration Ally is delivered as software-as-a-service. Pivot hosts your Remuneration Ally application which you access through a secure internet connection.

MINIMUM SYSTEM REQUIREMENTS

Browser: Internet Explorer 6
Adobe Acrobat Reader v7 or higher
Internet access
800 x 600 screen resolution

RECOMMENDED SYSTEM REQUIREMENTS

Browser: Internet Explorer 7 or higher
Adobe Acrobat Reader v7 or higher
Internet access (high speed)
1024 x 768 screen resolution

CONFIGURED APPLICATION

- Remuneration Ally is configured to your requirements following a user-needs analysis process.
- Screens and processes are configured (incorporating your own corporate branding) to ensure the system fits your organisation.
- Full training is provided to the client's subject matter experts (SME).
- All software updates and new features are automatic and available next time you log in.
- Remuneration Ally can co-exist with your existing payroll or HRIS system.

BEST IN CLASS HOSTING PROVIDER

- Pivot applications are hosted in Tier 3 rated data centres in Auckland and Wellington, NZ.
- Our hosting partner is one of the country's largest providers of hosting services, who also manage systems for major government departments and corporations.
- This facility offers 99.98% availability, 24x7 monitoring and a high level of server access control.

HIGH LEVEL SECURITY

As your application stores sensitive employee data Pivot implements high levels of security:

- Application traffic is subject to a Thawte 128bit security certificate renewed on a regular basis.
- Remuneration data is further protected with a SHA-1 algorithm.
- Sophisticated password control is in place.
- Full audit logs are kept to track any access and data changes.
- Access is restricted to authorised users i.e. your IT staff cannot access the application without approved access.
- Connections are via HTTPS, but can be limited further to identified IP addresses.

BACKUP STRATEGIES IN PLACE

- Pivot's hosting providers have a standard backup strategy in place.
- Data is available instantly for the last five days.
- Older data is stored offsite and can be accessed with 24-48 hours.
- Disaster recovery sites are available to ensure continuity.

CONTACT US:

New Zealand office

PO Box 20 348, Bishopdale
Christchurch 8543
+64 3 359 1707
info@pivotsoftware.co.nz

Australian office

Level 20, Tower A, Zenith Centre,
821 Pacific Highway, Chatswood,
NSW 2067
+61 2 8448 2095
info@pivotpeople.com.au

www.pivotsoftware.co.nz
www.pivotpeople.com.au