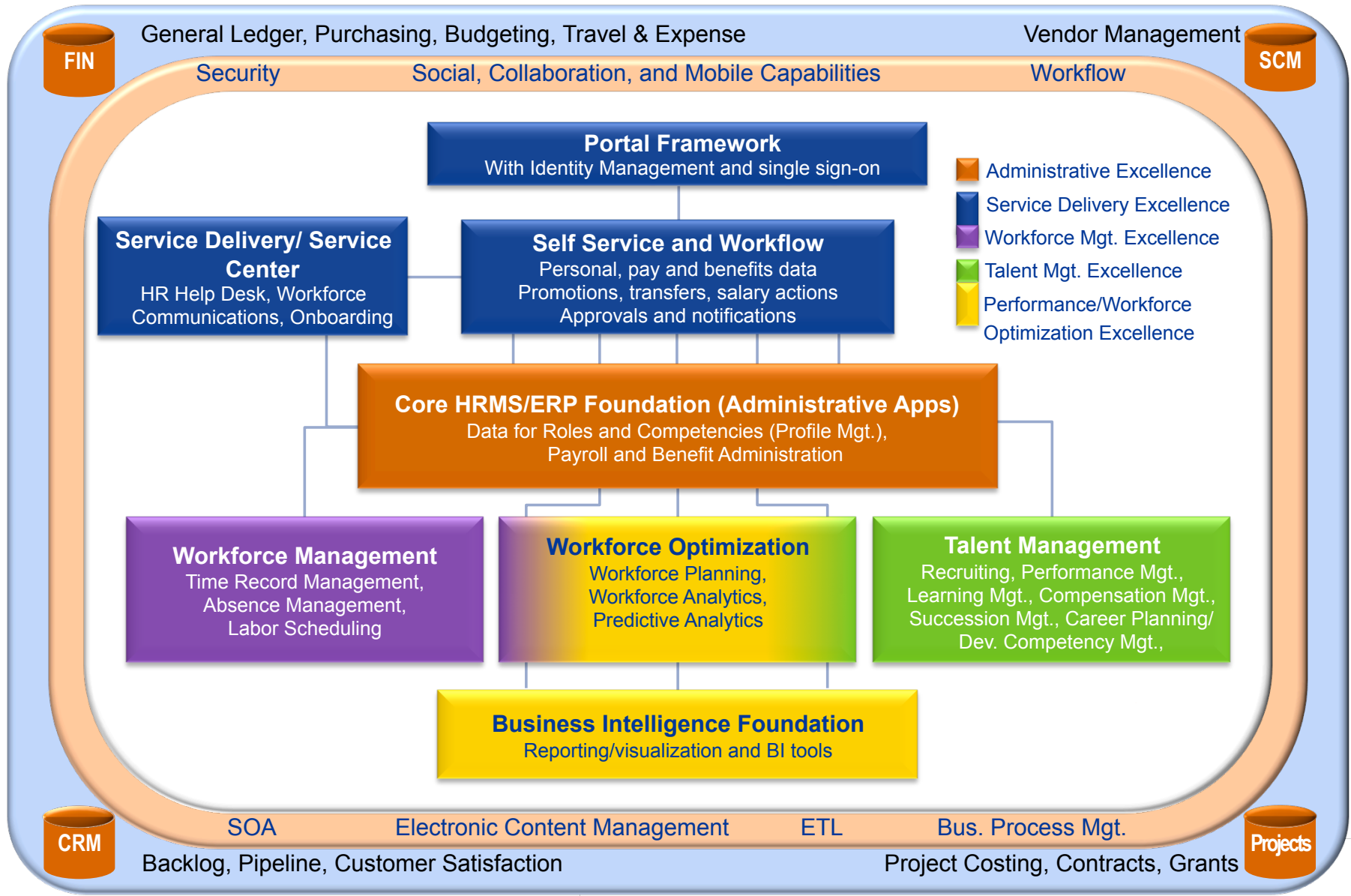


CedarCrestone Unified and Integrated HCM Application Blueprint

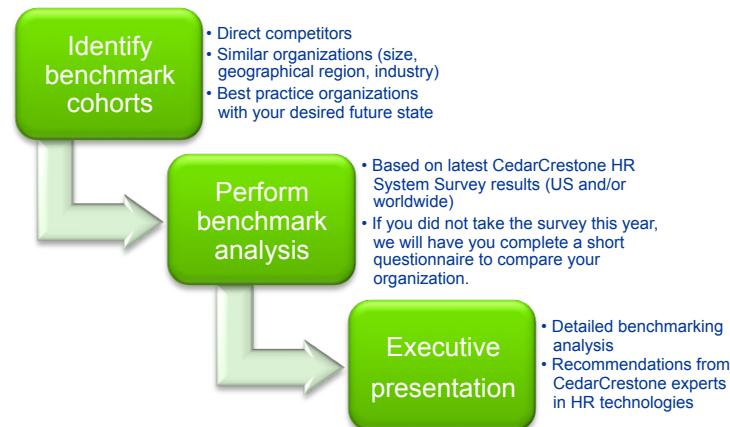


CedarCrestone Benchmark Service

Why benchmark?



How does it work?



Sample Customer Benchmark Analysis

Benchmark Analysis 2010-2011 HR Systems Survey	Overall Market Maturity	Client	Direct Competitors	Similar Size & Industry	Best Practice	Client Notes
Administrative Applications						
HR management system		In Use	Lags	Lags	Lags	Too many customizations, not on latest release
Benefits administration		In Use	At market	At market	At market	
Payroll		In Use	At market	At market	At market	
Service Delivery Applications						
Employee self service		In Use	At market	At market	At market	
Manager self service		In Use	Leads	At market	Lags	Well adopted in the organization but highly customized
Role-based portal		12 months	Lags	Lags	Lags	Plans for rolling out but no assigned resources
HR-oriented help desk		36 Months	Lags	Lags	Lags	For excellent service delivery, will need to move to shared services first
Workforce lifecycle management		In Use	Leads	At market	Lags	Early adopter and well accepted. Will need continued resources

Sample dashboard that compares your organizations to direct competitors, similar organizations, and “best practice” organizations. Make it the starting place of any update to your HR systems strategy. Contact HRSystemsSurvey@CedarCrestone.com.