



What's New — Sage Accpac HRMS 8.3

Sage Accpac HRMS increases efficiency in every aspect of HR administration—HR, benefits, employee self-service, attendance, recruiting, and training. Take a look at the chart below to see how the latest features in Sage Accpac HRMS 8.3 can help you save time, make better decisions, and improve employee satisfaction.

What's New in Sage Accpac HRMS 8.3:

| Feature | Description | Benefit |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Integration with Sage Accpac Payroll: Improved Data Transfer Between Sage Accpac HRMS and Sage Accpac Payroll | <ul style="list-style-type: none"> Employee's address is transferred in the format that supports W2 electronic filing (U.S. payroll) and T4 electronic filing (Canadian payroll). Employment status from HRMS can be mapped to Payroll employment status (active, inactive, terminated, dependent, COBRA). Shift differential schedules in Payroll can be mapped to user-defined fields or to the shift differential code table in HRMS. Individual cost center segments in Payroll can be mapped to HRMS organization codes or to user-defined tables. Employee type for part-time workers is now user defined. Improved benefits mapping and transferring. | Reduction of duplicate data entry. |
| Compliance Management: EEO-1 Reporting | EEO-1 reporting has been updated to collect and report on job categories and employee ethnicity as needed to support the U.S. Equal Employment Opportunity Commission (EEOC) 2007 category changes. | Compliance with EEOC regulations. |
| Benefits Enrollment: Enrollment Selection Date and Time Stamp | Enrollment selections are date- and time-stamped when approved by the employee. | Streamlined enrollment process. |
| eRecruiter: Resume Keyword Search | In addition to structured searches, eRecruiter now provides unstructured resume keyword search capabilities, allowing users to search by groups of keywords and view the occurrence of the key words within resumes. eRecruiter also provides a listing of the key words (or groups) found for each applicant. | Conduct more precise, less time-consuming resume searches. |
| eRecruiter: SSN/SIN Masking | U.S. social security numbers and Canadian social insurance numbers are now masked from the view of those not set up as recruiters. | Enhanced privacy protection. |

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| eRecruiter: Archived Profile Access | Applicants who have been previously archived can now log in to the system using their e-mail address. The system will reactivate their profile and the Applicant History will be updated to show that the applicant was activated by the system. | Improved experience for job applicants. |
| eRecruiter: Improved Workflow | Hiring managers can now receive multiple applications and resumes from recruiters and search for applicants "by requisition." They can also send applicant selections and rejections to the recruiter through the eRecruiter message center. | Improved workflow between hiring managers and recruiters. |
| eRecruiter: E-mail Templates and Automated Distribution | E-mail functionality introduced includes e-mail templates, bulk e-mail delivery capabilities, and e-mail history tracking. Sample uses include acknowledgement letter, interview invitations, offer letters, and rejection letters. | Time saved through the automation of e-mail creation and distribution. |
| eRecruiter: Employee Transfers/Promotions | When an existing employee accepts a transfer offer or is promoted through eRecruiter, the core HRMS system will recognize this information. | Reduction of duplicate data entry. |
| Attendance: Track FMLA Absences on 12-Month Rolling Basis | Users can track FMLA absences on a 12-month rolling basis in addition to calculating for plan types which accrue forward (fiscal, annual, and anniversary). | Eliminate the need to manually track and calculate rolling 12-month absences. |
| OrgPlus: Automatic E-mail Distribution | Users can define e-mail distribution groups and send up-to-date organization charts to a designated list of recipients on a scheduled or ad hoc basis. | Eliminate the need to manually notify stakeholders when organization charts change. |
| OrgPlus: Comments | Users can annotate organization charts with comments that relate to a box, a branch, or an entire chart. | Better facilitation of contextual feedback. |
| OrgPlus: Enhanced HTML Publishing | Improved HTML publishing including more sophisticated toolbars, a new search function, better print controls, and the ability to create .opx (OrgPlus) files directly from an HTML page. | Simplified sharing of organization charts; better print quality; and better user experience. |
| OrgPlus: Enhanced Chart Printing | Improved chart printing, including better control over the scaling of master page elements—resulting in the perfect sizing of logos and titles. | Better print quality. |
| OrgPlus: Template and Sample Chart Business Package | New ready-to-use chart templates including financial summary, headcount report by department, succession plan, gender ratio, span of control, and much more. | Workforce intelligence to drive better decisions. |
| OrgPlus: Tree Panel Reorganization | New tree panel controls allow you to change your organization structure by dragging and dropping controls—without having to navigate the organization chart. | Time saved when adding, deleting, editing, promoting, and deleting records, especially for mass changes like reorganizations, mergers, or acquisitions. |

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| OrgPlus: More Powerful Profile Views | OrgPlus profile views support field editing and chart navigation. Use the profile views to easily change positions in the chart and update the chart information. Conditional formatting in profile views allow you to dynamically format your data to bring attention to certain employee information. Combine multiple profile views into a single, composite profile view and define rules to hide and show individual profile views based on the selected box (manager, director, or individual contributor). | A more complete view of organizational data. |
| OrgPlus: Merge Charts | Users may automatically merge two organizational plans into a single chart, marking the records that have been changed and the author responsible for making the change. | Company reorganizations that normally took days can be done in just minutes. |
| OrgPlus: Improved Multiple Reporting Management | Users may automatically detect alternate managers and include them as a list in the box of an employee with multiple managers. Users may also navigate directly to a specific occurrence of an employee that appears multiple times in a chart. | Stakeholders can see "true" organizational structure by visualizing multiple reporting relationships. |
| System Level: Support for Complex Passwords | Users may create and accept complex passwords up to 10 characters in length, including uppercase and lowercase characters, alpha, numeric, and some special characters. | Increased system security. |
| System Level: Microsoft Windows Vista Compatibility | Sage Accpac HRMS 8.3 is compatible with Microsoft Windows Vista. Note: earlier versions of Sage Accpac HRMS are not compatible with Vista and are not supported as such. | Ability to use the latest operating system from Microsoft. |
| System Level: Crystal Reports v10® | Sage Accpac HRMS v8.3 fully supports Crystal Reports v10. | Updated Crystal Reports compatibility. |



For more information about the Sage Accpac HRMS software, please contact your local business partner, call us toll-free directly at 800-873-7282, or visit our Web site at www.sageaccpac.com



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