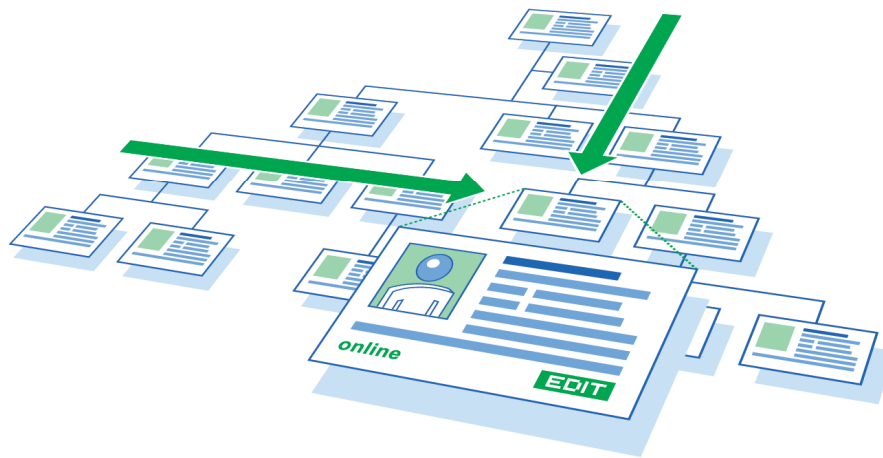


Employee Pages

Corporate Transparency

Global markets are increasingly creating volatile and hostile environments in which businesses are under constant pressure to adjust to ever changing conditions. Active portfolio management, as well as in- and outsourcing, can lead to the integration or separation of functions within a business. Employees change positions, departments, buildings and offices at a faster pace than ever. National and regional borders are no longer the boundaries they used to be. Organizational structures become increasingly more complex - often times with multidimensional matrix relations between branches, departments and regions. Project organization, job rotation, temporary employment, and labour turnover result in a constant reorganization, which make employees feel disorientated and even lost.

Map Your Company!



Simple questions require time-consuming and unproductive detective work from the coworkers:

- Who works where?
- Who is reporting to whom?
- Who's standing-in for whom?
- Who does what?
- Who has which abilities?
- Who can help?
- Who is responsible for an area area?
- Where is the colleague now?
- What did s/he look like again?
- Do we have anyone who speaks Hindi?

Often companies have do not have a single source of information, but rather multiple address books or organization directories in various systems. Another common problem is the fact that these different sources have inconsistent and unreliable data. Employees have to use different applications with little or no corporate design and ergonomics.

Employees need a user-interface that easily grants access to all relevant and accurate information.

TIMETOACT's Employee Pages make a company more comprehensible, more transparent and more personal and thus enables people to collaborate better accross branches, departments and regions.

TIMETOACT's Employee Pages is a comprehensive directory of organizational units and staff with a rich complement of research and maintenance features.

What can EmployeePages do for you?

EmployeePages solution addresses different aspects:

- Corporate transparency:
 - Mapping of the organizational structure (hierarchical view), allowing visitors to browse the organization along reporting lines

Web Your
Business >>>

Employee Pages

Corporate Transparency

- Mapping of the functional responsibilities (matrix organization), allowing visitors to browse the organization along functional descriptions (who does what)
- Listing of teams and project groups, allowing visitors to identify contact persons
- Knowledge management:
Creating of person and department profiles, with keywords interlinked
- Skill management:
Recording of hard & soft skills, allowing visitors to identify people with special skills
- Data consolidation / synchronization:
The EmployeePages offer multiple options and interfaces for data synchronization with other data sources, e.g. address books or organization directories and therefore help to prevent inconsistent and out dated information.

All of our reference projects emphasize different aspects of the EmployeePages. Over time additional business value will be generated through the realization of the other aspects.

The key benefit of the EmployeePages is an easy identification of departments, teams and colleagues. It delivers a unique overview of the multitude of employee data, promotes interdepartmental transparency; disseminate knowledge that was previously inaccessible, and thereby enriching the intellectual and intangible wealth of the company. TIMETOACT EmployeePages reduces time an employee needs to find a contact or person related information and information regarding the company's organizational structure and hierarchies.

TIMETOACT has comprehensive experience with the deployment of EmployeePages projects in larger corporate settings.

How do EmployeePages work?

TIMETOACT's EmployeePages is a comprehensive directory of organizational units and staff with a rich complement of research and maintenance features.

The employees are allocated in an organizational and cross-functional structure. All the collected information is displayed via business cards. Every possible data can be collected: contact details, photo, current projects, stand-ins, favorite URLs, special knowledge and skills, or even a brief personal history.

Employeeprofiles and Departmentprofiles

All relevant data to employees and departments will be displayed on a separate site.

Employeeprofiles

Employees are assigned to organization units and cross-functional structures. Personal information is displayed in a detailsview. The detailsview contains all stored data, e.g.

- contactdetails
- photo
- department
- position
- tasks
- experiences
- interests
- education and certifications



Employee Pages

Corporate Transparency

- ongoing projects
- ...

The reporting-line of every employee will be displayed as a treeview on the detailspage. The activityindex shows the completeness and actuality of every profile. You can export the whole person data as a business-card (vCard).

Departmentprofiles

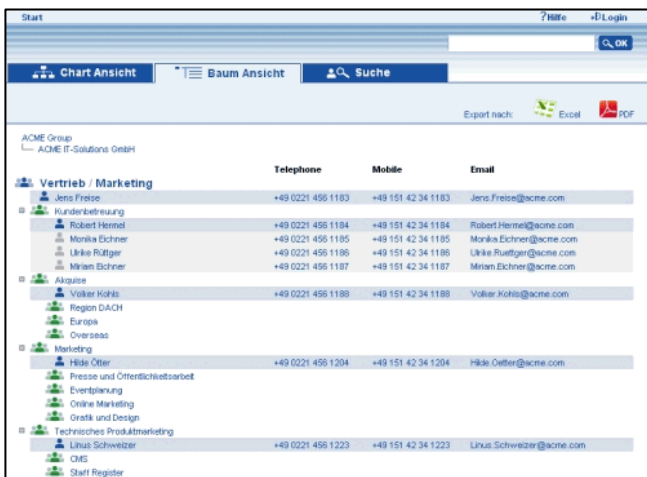
These profiles contain next to general information about departments the exact area of responsibility. Also it gives an overview of all ongoing projects in the department.

All members of the department just like subdivisions are shown on this page as a treeview. So you can get a quick overview of all department members and subdivisions in a small treeview.

Creation and maintenance

Existing employee directories can be integrated. Synchronization with Domino Directory, SAP HR (via Web Services) and CSV-files has already been realized. Employees have the ability to create and maintain additional information about themselves. For example: upload a photo, current projects, stand-ins, favourite URLs, special knowledge or skills could be added.

Self-Editing options and rights management allow the creation and maintenance of data in the most flexible way. Editing can be done using the web browser, with web 2.0 technology an easy and intuitive maintenance is possible.



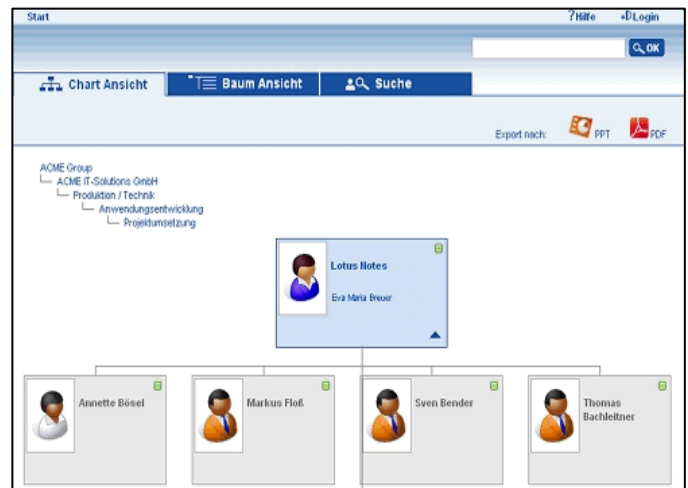
	Telephone	Mobile	Email
ACME Group ACME IT-Solutions GmbH			
Vertrieb / Marketing			
Jens Freise	+49 0221 496 1183	+49 151 42 34 1183	Jens.Freise@acme.com
Kundenbetreuung			
Robert Herndl	+49 0221 496 1184	+49 151 42 34 1184	Robert.Herndl@acme.com
Monika Eichner	+49 0221 496 1185	+49 151 42 34 1185	Monika.Eichner@acme.com
Ulrike Rüttger	+49 0221 496 1186	+49 151 42 34 1186	Ulrike.Ruettger@acme.com
Miriam Eichner	+49 0221 496 1187	+49 151 42 34 1187	Miriam.Eichner@acme.com
Alaposte			
Volker Kichis	+49 0221 496 1188	+49 151 42 34 1188	Volker.Kichis@acme.com
Region DACH			
Europa			
Overseas			
Marketing			
Hilke Oeffler	+49 0221 496 1204	+49 151 42 34 1204	Hilke.Oeffler@acme.com
Presse und Öffentlichkeitsarbeit			
Eventplanung			
Online Marketing			
Grafik und Design			
Technisches Produktmarketing			
Linus Schweizer	+49 0221 496 1223	+49 151 42 34 1223	Linus.Schweizer@acme.com
CMS			
Staff Register			

Organizational view

“Surfing” through the corporate organizational structure is a snap. Superordinate corporate functions can be accessed directly through path (“breadcrumb trail”) navigation. Subordinate functional areas can be “unfolded” (stepping through the various levels) or be displayed independently as individual sites. This allows a quick overview about affiliation of persons and departments. The current view can be exported as a Excel- or PDF -file.

Organization charts

The organization chart module makes the visualization of your company easy and comfortable. Your employees get access to up-to-date organization charts and information about persons, positions and organizations. No more manual, time-consuming drawing of organization charts with Visio, PowerPoint or Word! On the basis of the organization data within the EmployeePages and using web 2.0 technologies, organization charts are created automatically within your browser. No plug-ins, applets or



Employee Pages

Corporate Transparency

additional software is required! The generated organization charts can be printed, viewed with any browser and meet web-standards through valid HTML code. With the ability of exporting the organization charts to Microsoft Powerpoint your presentations will always contain up-to-date information about the company structure. For easy navigation large organizations are wrapped into sub-charts. The smart caching feature facilitates the navigation. Need more information about a person? Use the business cards to get additional information e.g. contact details, CV and reporting line. All elements within the organization chart are customizable: To comply with the corporate identity and other existing organization charts within your company, line colors, shading effects, border style and backgrounds are all adjustable to your requirements.

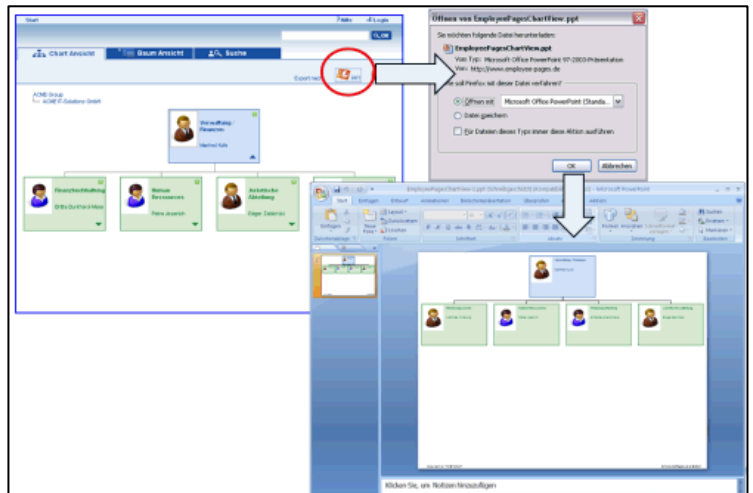
Finding people

EmployeePages provide various search options. From every view you can start a search with the quicksearch field. Within the searchform the results can be expand with different filters. So complex searches are possible. Large search results can also be filtered afterwards. To estimate the given search result it will be displayed in which attribute the search entry was found. Additionally the system gives suggestions for search entries, during typing. With EmployeePages all criteria for a comfortable and quick search in enterprises is given.

Try the se

Export

In the different views in the EmployeePages various export possibilities are given. Organization charts can be exported as PowerPoint- or PDF -file. Treeviews and search results can be exported as Excel- or PDF-file. For Employee-profiles an export for the personal address book as business card (vCard) is possible. So all data can be used in presentations, phone and department lists, without manually maintain Excel-sheets or PowerPoint presentations.



EmployeePages Architecture

TIMETOACT offers EmployeePages as a Lotus Domino and a Java and open standards based version. So EmployeePages is usable in variety of different environments.

Architecture Java Version

As runtime environment a Java application server and a relational database is needed. The using of approved frameworks like Hibernate or Spring a wide range of products is supported, e.g. DB-server: Oracle, DB2, Microsoft SQL Server 2000, MySQL, PostgreSQL, HypersonicSQL or as application server BEA WebLogic, IBM Websphere Application Server, JBoss, JonAS, Geronimo, SAP Web Application Server, GlassFish.

Standardized data base

Person- and organization data is managed by the **HR-XML** and **HR-OCI** standard. A wide range of producers offer interfaces to the standard, e.g. SAP and Peoplesoft. So data synchronization between other systems and EmployeePages is easier.

HR-XML

Employee Pages

Corporate Transparency

HR-XML offers a standardized and well-defined XML structure for displaying person data in enterprises. HR-XML is defined by the **HR-XML Consortium** and will be coordinated and standardized from one instance.

HR-OCI

EmployeePages not only display person data, also organization data can be visualized. The data base is also build up of the HR-OCI Standard. These XML data describes the organization structure as a tree. Connections between persons and organisation units can be displayed in flexible and powerful way. HR-OCI is in the current version 6.0 developed by SAP and is used for the presentation interface of the organisation structure.

So the data model supports the classical, hierarchical way of relationships (e.g. reports to, managed by) and also relationships between persons (e.g. is colleague, is assistant, is friend). Also the description of groups, e.g. project teams or workgroups and concerning relationships to persons and organisation units is supported.

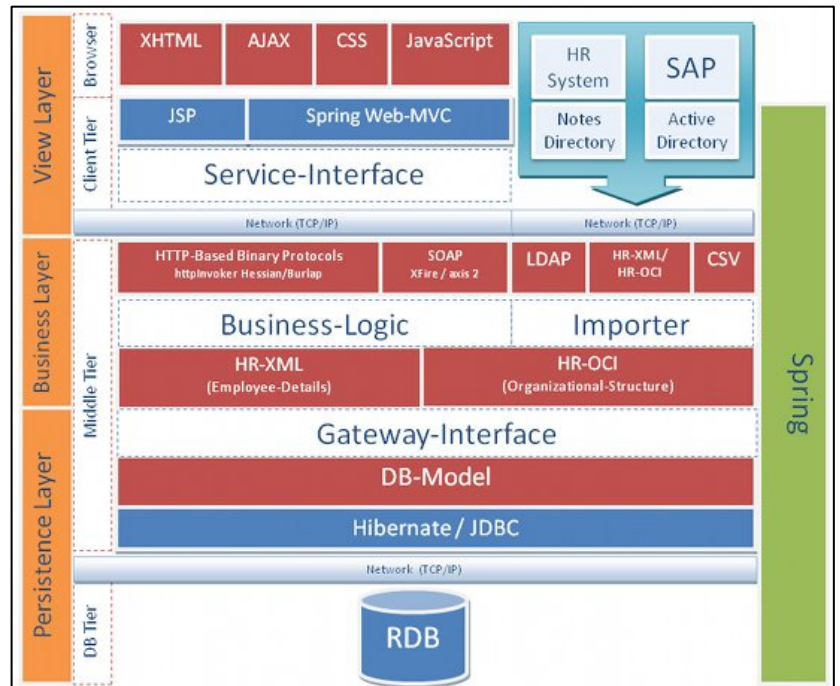
Architecture

To ensure high stability and flexibility, EmployeePages is a classical Multi-Tier-Application. The three application layer are as far as possible uncoupled, to enable a logical and a physical division. In terms of a linear architecture the three layer only grab unidirectional and linear to other layer, no layer will be 'skipped'.

The decoupling concerns not only to the communication between the layers, also to the used data model in every layer (Java class hierarchy), Exceptions and Resources. The wiring of the tiers will be done decentralized by the spring application context, that injects all used services (Dependencies).

Client Tier

The Client Tier is based on the Web-MVC project from Spring. Next to the possibility to develop the Web-Frontend with the Model-View-Control Concept, Web-MVC from Spring offers different options of the Spring framework, e.g. the Spring Security Project is integrated and functionalities from other layers, e.g. caching, is usable through the interfaces.



Standards like HTML and CSS allow the flexible integration of the layout to the requirements of the corporate design of the enterprise. Additionally technologies like AJAX and JavaScript are used to enhance the layout and functionality with Web 2.0 features. Data will be loaded in the backend and prepared for user actions. This ensures high performance for the user-interface.

Business Layer

The Business Layer contains all functional logic of the application, e.g. the quicksearch or the extended search of all attributes like surname, prename etc., but also queries for organizational data. The Business Tier provides these logic with a well-defined interface.

Employee Pages

Corporate Transparency

The functional logic contains complete business transaction, that should execute in one transaction. The transactionsecurity is guaranteed by the service-implementation.

Internal the Business Tier works with an HR-XML compatible Java-Class-Structure for person data and with HR-OCI for organizational data. So the EmployeePages provide a native interface to these standards.

Another task of the Business Tier is the correct transformation of the data from the Data Tier into the Business Model (HR-XML / HR-OCI).

Persistence Layer

The Persistence Layer contains all persistence logic, that means all know how about grabbing the data from datasource. This layer provides his own specialized methods based on his own database model. So the Persistence Layer doesn't need any knowledge about the Business Model /HR-XML and the concrete methods.

Interfaces

EmployeePages provide different possibilities to connect to other datasources or to synchronize data. CSV-files can be used for data comparison, also a directory server can be used. EmployeePages are also compatible with the HR-OCI Interface from SAP.

LDAP Connection

An existing LDAP-Connection can be used for authentication and authorization. Also an exchange of person data and organization data with this interface is possible.

SAP-Connection

The Connection with SAP can be done with the HR-OCI 6.0 interface. This also allows the description of organizational data with the EmployeePages. HR-OCI exhausts in the SAP-System the functionalities from the Object and Data Providers (OADP) and SAP-Query and extracts data from the Organizationmanagement and the SAP HR System. With the new HR-OCI 6.0 Interface the compatibility to SAP System for longer time is given.

List- and Detailexport

The Client offers the possibility to export the current view to a file, e.g. Excel Sheet or vCard file. So lists of business units or search results are easily created. With the vCard also a synchronization with a local address book like outlook is possible.

Online Demo: www.employee-pages.com