



# NETSUITE SUITEPEOPLE

An HR System That Puts People at the Core

SuitePeople is a Human Resources (HR) offering natively built on NetSuite's unified cloud suite. Now businesses have a single platform to manage ERP, CRM, PSA, omnichannel commerce and HR, eliminating the wasted time and frustration that comes from using multiple disconnected, departmental systems resulting in a more effective workforce and ultimately, a more profitable business. SuitePeople supports the needs of HR professionals and goes way beyond that to create a people-based solution within NetSuite empowering everyone in the organization to be more efficient and productive. SuitePeople makes HR integral to the business.

## SuitePeople Features for HR Professionals Include:

- Core HR Functionality:
  - Global employee record and HR reporting
  - Purchase order and expense reporting self-service
  - Company directory and organizational browsing
  - Time-off management
  - Employee self-service
  - Employee Center
  - Health and Safety
  - Job and Position management
  - Employee separation
  - Effective dating
  - Real-time dashboards with key business metrics
  - Compliance management and reporting
  - HR metrics/analytics, HR roles, workflows for terminations and time-off approvals, and more than 50 out-of-the box HR reports

## Redefining the HR Experience for Your People

SuitePeople redefines how HR information is consumed by your most valuable asset, your people. With a focus on employee engagement built into the core of SuitePeople, every interaction adds value and efficiency to your employees' day.

### Time-Off Management

NetSuite SuitePeople's Time-Off Management feature offers self-service work flows for employees, automated accruals and powerful reports, saving valuable time and money for the organization. Human Resources no longer needs to manually track employee time-off accruals. This feature automatically accrues time-off based on rules for eligibility, entitlement,

- Payroll (US):
  - Fully integrated into NetSuite core HR and Accounting modules.
  - Pays all employer and employee payroll taxes.
  - Submits all required forms to tax authorities.
  - Direct deposit included, with printed checks available.
  - Supports all federal and state tax, including over 10,000 local jurisdictions.
  - Monitors tax law changes and provides ongoing updates.
  - Supports state tax reciprocity laws.
  - Applies local tax sharing rules.
  - Provides current and cumulative online pay statements for employees.
  - Year-end W2 generation and ACA reporting.

The screenshot displays the Oracle NetSuite interface for requesting time off. The page title is "Request Time-Off" and the user is identified as "Employee, Emily Acme Inc. - Employee Center". The form includes a "Dates" section with a date range from March 16, 2017, to March 20, 2017. Below this is a table showing the requested days and types of time off:

Day	Date	Type	Duration	Action
THU	MARCH 16	VACATION	All day	[Edit]
FRI	MARCH 17	VACATION	All day	[Edit]
MON	MARCH 20	SICK TIME	All day	[Edit]

A yellow callout box with a warning icon says "Wait! Some of your co-workers will also be away." and lists "Andy Black" for "March 16, 2017". Below the table is a text area for a message: "I need a couple of days off followed by a doctor's appointment. Please approve". A "Summary" box at the bottom states: "You are requesting 2 Vacation days and 1 Sick Time day from March 16th to March 20th 2017." The page has "Submit" and "Cancel" buttons at the top and bottom.

### Time-Off Management Dashboard

accrual frequency and carryover. Rules can be configured to change automatically with the employee's tenure. Submitting, reviewing and approving time-off is a delightfully easy experience for all users, promoting accurate and timely reporting and proactive planning by employees.

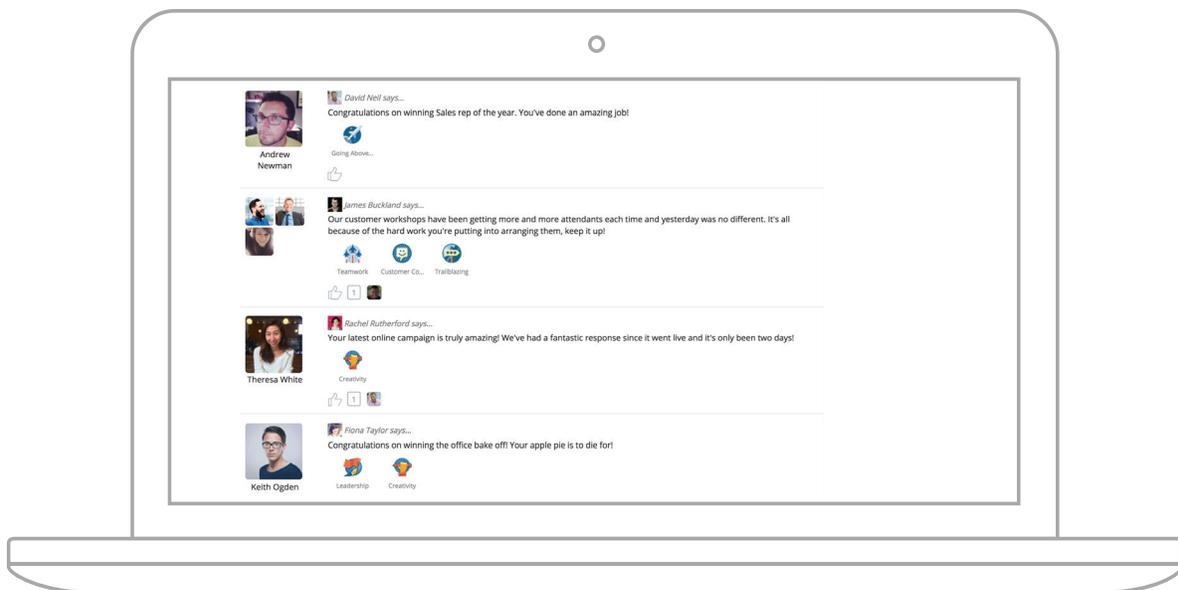
## Kudos

The Kudos feature promotes an “employee-first” experience that makes the feature easily accessible through any NetSuite role within a company. It provides a way for employees to recognize their co-workers for their contributions and achievements.

Kudos provides a way to foster a positive work culture through an active feed, highlighting employee achievements and contributions. It aims to improve employee performance by encouraging employee engagement, positive feedback and recognition.

## SuitePeople is Built on the NetSuite Platform Enabling:

- **SuiteCloud:** Built leveraging the flexible and powerful SuiteCloud platform, SuitePeople can be easily customized and integrated into, and with regular updates, it is always up-to-date.
- **Role-Based Security:** Sophisticated role-based security allows executives, managers, supervisors and employees to simultaneously view information based on their operational and management roles while safeguarding sensitive data.
- **Universal Data:** Like CRM and every other NetSuite module, SuitePeople ensures people information is available throughout the enterprise allowing companies to nurture, protect and develop their talent.
- **Global Reach:** Built on NetSuite's global platform and enhanced with HR localizations, SuitePeople ensures companies can manage global workforces.
- **Unified Access:** The unified data model allows employee information to be seamlessly reported and analyzed from services, to the shop floor and the warehouse.

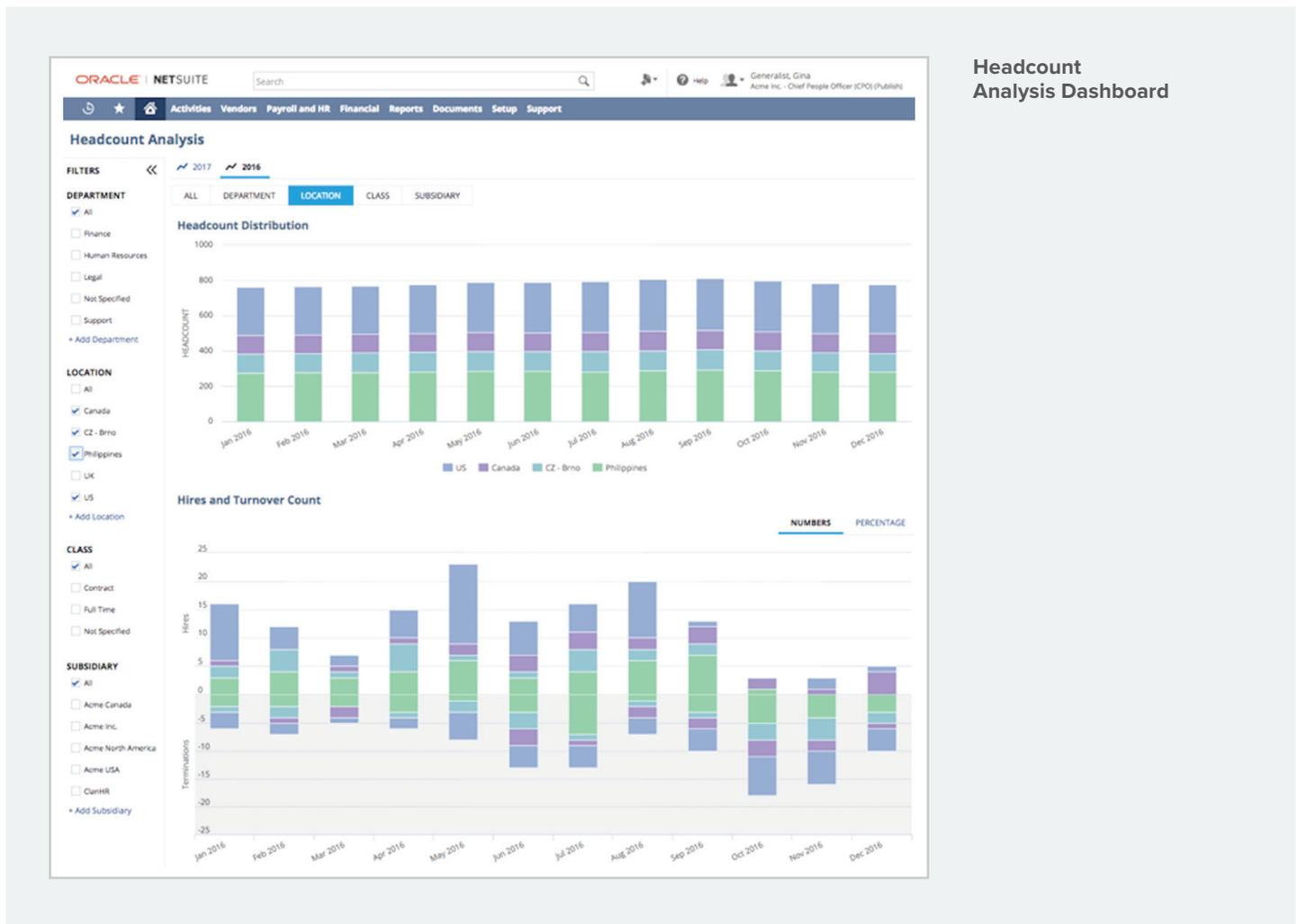


Kudos Dashboard

## HR Analytics

HR Analytics provides organizations with an overview of their head count trends. Human Resource personnel can easily visualize the head count, growth and turnover trends of the organization, segmented by departments, locations, employee class and subsidiaries. HR can also apply filters to view specific groups of employees.

HR often has to compile and update head count trend data by hand. To minimize preparation time, Headcount Analysis automatically aggregates the information most relevant to head count changes (hires, turnovers, trends). HR can now spend more time in understanding the head count trends and performing analysis by drilling down to specific employee segments.

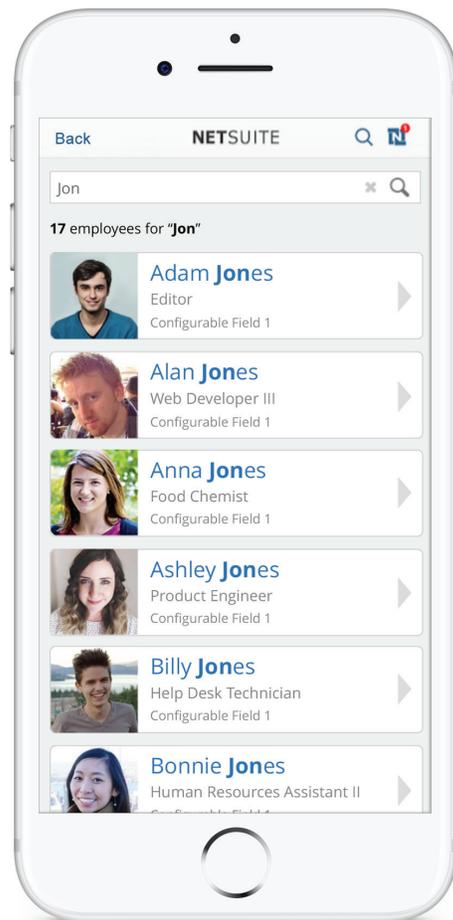


Headcount Analysis Dashboard

## Employee Directory

The Employee Directory allows all employees to quickly find and get in touch with the right people in their organization. Often, employees need to contact co-workers outside of their usual context or try to find ways to communicate directly with someone they do not work with on a regular basis.

Connecting with the right person can be a complicated task, especially in large or geographically distributed organizations. The Employee Directory enables employees to easily obtain the information they need to contact the right person at the right time via their web browser or mobile experience.

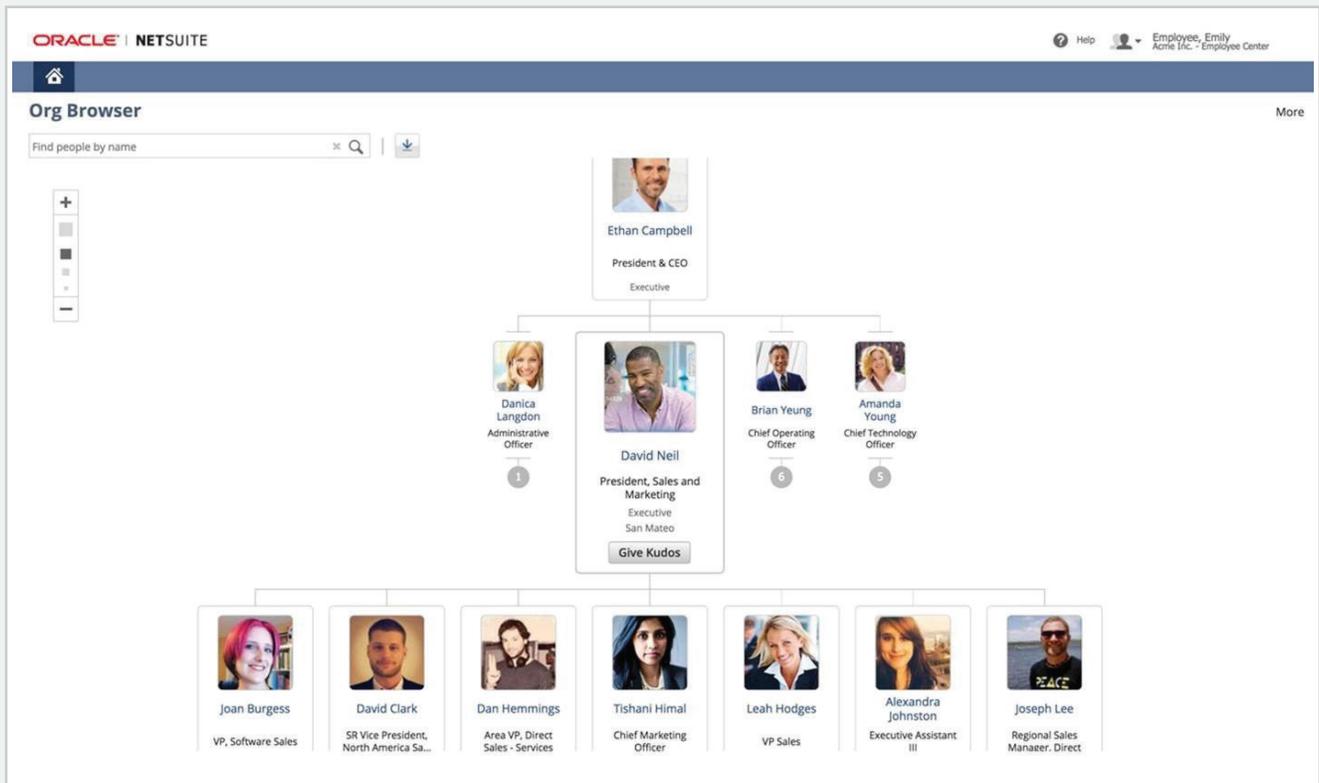


Employee Directory

## Organization Browser

The Organization Browser is more than an org chart. Traditional org charts are updated manually and can very quickly become out-of-date. The Org Browser updates automatically whenever related information is changed.

The Org Browser feature is available to all roles to easily navigate to a person or a team and understand how they fit in the organization. This helps users to find the right person to reach out to, especially in midsized to large organizations where people don't all know each other and it is hard to find the right person to help solve a problem.



Organization Browser Dashboard