

CCH Tagetik Smart NOW Workforce Planning

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Wolters Kluwer | CCH® *Tagetik*

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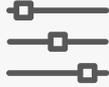
Challenges for Finance

Accurately Projecting Workforce Data



- Payroll expenses represent a significant portion of the profit and loss.
- It's very difficult to project workforce costs accurately because there are so many changing assumptions.

Changing Requirements



- Life happens. People move on. Budgets change. Business models shift.
- The parameters of a workforce are constantly in flux. Again: assumptions are constantly changing.

Security



- Employee data is sensitive. Often, only the HR department or each entity owner is allowed to see employee data.
- Workforce planning needs a secure environment.

Containing Costs & Saving Time



- As always, Finance is looking to contain costs and reduce inefficiencies in processes to streamline operations and reduce costs.

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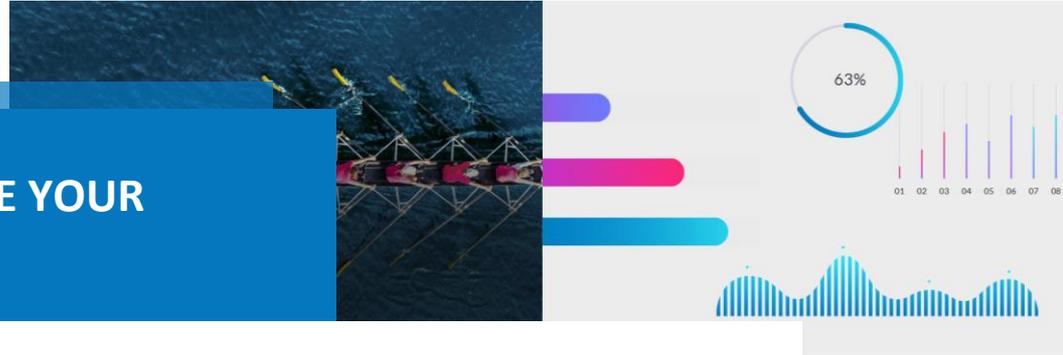
Optimize Your Human Capital By Putting Your Workforce Data to ... Work.

ASSESS BUSINESS IMPACT AND OPTIMIZE YOUR WORKFORCE NEEDS

Optimize your human capital and manage workforce needs. Quickly plan compensation, determine employee costs, and track employee movements throughout the organization. See how workforce decisions can impact operations, finance, cost centers, and profitability, with all your departments aligned in a single solution.

Use CCH Tagetik to model and play out what-ifs to view how changes to headcount, salaries, benefits, incentives, impact your HR plans and fully-burdened labor costs.

- ✓ Quickly plan compensation, determine employee costs, and track employee movements throughout the organization.
- ✓ Pre-configured using best practices to ensure a consistent standardized approach
- ✓ Calculation rules, data validation and reporting tools you need to make workforce decisions – fast.
- ✓ Align finance, operations and HR with detail-level insights



CCH Tagetik Smart NOW Workforce Planning

Optimize Your Human Capital By Putting Your Workforce Data to ... Work.

3 REASONS WHY CCH TAGETIK WORKFORCE PLANNING
LET'S YOU FOCUS ON YOUR BUSINESS

FAST AND ACCURATE PLANNING

Project compensation precisely. Leverage our powerful data engine to plan salary and benefits at the employee and department level, future develop compensational models and adjust to changing human variables.

PRE-DEFINED REPORT TEMPLATES

This pre-configured solution comes complete with a suite of standard reports specific to workforce planning needs. With the click of a button, they automatically refresh with your latest results.

IMPLEMENT BEST PRACTICES

Save time with pre-built logic using consistent standards developed from over 10 years of implementing workforce solutions for our customers.

Key Benefits

IMPLEMENT QUICKLY



- Expert solution is pre-built for fast implementation and fast time-to-value
- Specifically built for workforce needs

FAST & ACCURATE PLANNING



- Project payroll expenses quickly and precisely
- Plan wages, project payroll expenses, determine employee costs, develop compensational models
- Easily adjust to changing human variables

PRE-DEFINED REPORTING TEMPLATES



- Solution provides a suite of standard reports specific to workflow planning needs
- Automatically refresh workforce plans with your employee data

EXISTING EMPLOYEES & NEW HIRES



- Employee and global level
- Promotions, terminations, new hires, salary models, benefits, or taxes
- Day-to-day needs, plan for the future and respond to the unexpected with the full picture of impacts

Key Benefits

FLEXIBILITY & CONTROL



- Out-of-the-box calculation logic, data validation, reporting tools and workflow that are easy to extend to meet your needs
- Owned and maintained by Finance

INTEGRATED PLANNING



- Unified solution for all your planning needs (strategic, financial, operational) that automatically validates projected data

IMPLEMENT BEST PRACTICES



- Best practice methodology for workforce planning
- Created from over 10 years' experience implementing workforce solutions for customers

CLOUD SOLUTION



- Quick and easy setup with no hardware and reduced IT needs
- 99.5% uptime guaranteed and 24-7 monitoring
- Best in class security certifications

Key Functionality



Wage and Salary
Planning



Agile Time
Horizons



Payment Plans



Merit and Bonus
Logic



Compensation Items



Employee FTE
Management



Reporting



P&L Integration



What-if Scenarios



Finance
Transformation
Platform

Customer Success





CHALLENGES

- **Inefficient process that's too time consuming and error-prone with Excel spreadsheets**
- **Desire to lessen time collecting data** and shift to an automated process with time for in-depth analysis and insight
- **Centralized and manual process** with only a few resources able to access and use
- **Lots of data quality challenges** and lack of visibility to data and insights



DIFFERENTIATORS

- **Annual budgeting and forecasting cycles**, including financial and non-financial data and metrics
- **Rolling forecast** with flexibility to choose how many years to include
- **Decentralized collection** with users across the business units, beyond finance, are now able to access the system
- **Pre-packaged starter kick for Workforce planning** for detailed payroll planning with data from Workday
- **Employee-based payroll planning at the FTE level** for salary, bonus, long term incentive compensation



ACHIEVEMENTS

- **Streamlined budget, planning and forecast processes** with 50% faster cycles
- **Increased access to business users and visibility/transparency** of data across the organization
- **Flexible solution** able to accommodate individual business unit requirements
- **Fast implementation and standardized process** with pre-packaged starter kit for Workforce planning
- **Increased stakeholder confidence** with improved management reporting including key KPI's, intuitive dashboards and drill-down to transaction level data

Configuration

- Admin Configuration: Planning Years

Year & Payment type

Status	Planning Years	Year
	N0	2019
	N1	2020

- Payment plan

PP	Year	January	February	March	April
Equal Monthly	2019	1	1	1	1
	2020	1	1	1	1
Paychecks	2019	2	2	3	2
	2020	2	2	3	2
4-4-5	2019	4	4	5	4
	2020	4	4	5	4

Configuration

- Admin Configuration: Merit Increase & Bonus

Merit increase	Dimension 1	Dimension 2	Dimension 3
Merit Increase 1	Entity	State	
Merit Increase 2	Entity	Position	Year

Status	Merit increase	Level	Dimension 1	Dimension 2	Dimension 3	Merit Increase 1	Merit increase 1 Date	Merit Increase 2	Merit Increase 2 Date
	Merit Increase 1	1	EN_00 New York			2.2%	03 March		
	Merit Increase 1	1	EN_10 Los Angeles			3.0%	07 July		
	Merit Increase 1	1	EN_15 Toronto			4.0%	04 April		
	Merit Increase 1	1	EN_30 North East - US			7.0%	05 May		
	Merit Increase 1	2	EN_30 North East - US	CT Connecticut		4.0%	05 May		
	Merit Increase 1	1	EN_50 Munich			3.1%	04 April		
	Merit Increase 1	1	EN_90 Holding	CT Connecticut		5.0%	04 April		
	Merit Increase 2	1	EN_30 North East - US	DIRECTOR Director	2019 2019 Calendar year			7.0%	07 July
	Merit Increase 2	1	EN_30 North East - US	DIRECTOR Director	2020 2020 Calendar year			6.0%	07 July
	Merit Increase 2	1	EN_30 North East - US	PROJ_LEAD Project Lead	2019 2019 Calendar year			5.1%	04 April
	Merit Increase 2	1	EN_30 North East - US	PROJ_LEAD Project Lead	2020 2020 Calendar year			5.0%	04 April

Configuration

- Admin Configuration: Compensation Items

Status	Compensation Item	Dimension 1	Dimension 2	Dimension 3	CI Sort	Compensation Item calc type	Fixed value	%	Cap
	Social security			1		% W/ Cap		6.2%	132,900
	SUTA	State		2		% W/ Cap			
	FUTA			3		% W/ Cap		0.8%	7,000
	Medicare			4		Fixed	3,000		
	Health			5		%		5.0%	
	Dental	Entity		6		%			
	International taxes			7		%			

- Employee categories

Status	Employee Type	Payment Plan	SALARY	Bonus 1	Bonus 2	Item 1	Item 2	Item 3
	Exempt US	Paychecks	Yes	Yes	Yes	FUTA	SUTA	Medicare
	Exempt Europe	Paychecks	Yes			Medicare		
	Exempt International	Equal Monthly	Yes	Yes		Health		
	Non exempt US	Paychecks	Yes	Yes		FUTA	SUTA	

THANK YOU



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Optimize your human capital and manage workforce needs. Quickly plan compensation, determine employee costs, and track employee movements throughout the organization. See how workforce decisions can impact operations, finance, cost centers, and profitability, with all your departments aligned in a single solution.

IDEAL FOR:

- CFO
- FP&A Dept
- HR Planner



KEY BENEFITS

CCH Tagetik aligns detailed employee information with financial and operational data, bringing together employee data sources to one centralized place.

- Quickly plan compensation, determine employee costs, and track employee movements throughout the organization.
- Pre-configured using best practices to ensure a consistent standardized approach
- Calculation rules, data validation and reporting tools you need to make workforce decisions – fast.
- Align finance, operations and HR with detail-level insights

KEY CAPABILITIES



Use CCH Tagetik to model and play out what-ifs to view how changes to headcount, salaries, benefits, incentives, impact your HR plans and fully-burdened labor costs.

- Plan wages and compensation (benefits, taxes) at the individual employee level
- Manage existing roster, employee transfers and define new hires
- Define assumptions on merit increase & bonus
- Flexible configuration of the compensation items
- What-if Scenario Analysis (i.e. Snapshot, assumptions update, plan for terminations etc.)
- Standard set of reports
- Collaboration Tools, Workflow and Audit trail

CCH Tagetik Smart NOW Workforce Planning

Properly account for the financial impact of headcount, salaries, benefits, incentives and other workforce business drivers to align finance with HR and integrate workforce planning with all financial performance



AVAILABLE ON THE
CCH Tagetik
App Marketplace



KEY CAPABILITIES

- Direct integration with HR Source Systems
- Salary, Tax & Benefit Planning for existing employees and new hires (job types, insurance plans, etc)
- Merit and Bonus Driver based Modeling
- Employee Management for transfers, promotions, terminations, backfills, etc
- Business and Approval Workflow
- FTE and HC Attrition & Capacity Reporting
- What-if Scenario planning & modeling



BENEFITS & VALUE

- Pre-defined but extensible calculations and templates
- Quick Results with contained investment but high ROI
- Accurate projections to address key cost company cost components
- Align finance and HR for better business decisions
- Secure sensitive data
- Based on best practices from hundreds of HR Implementations
- Fully integrated with the rest of CCH Tagetik offering for Budgeting, Planning & Forecasting