



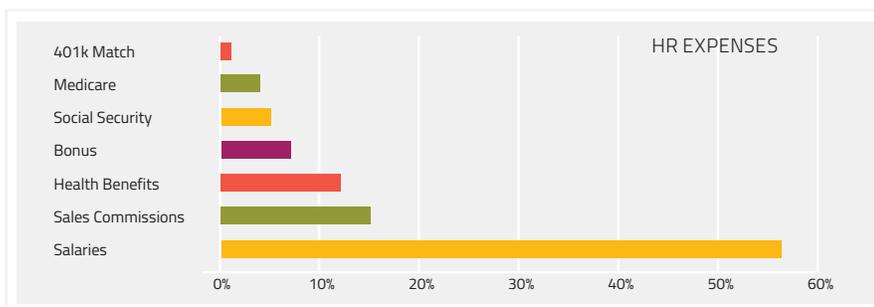
## Host Analytics Workforce Planning

### Datasheet

The Workforce Planning module of Host Analytics' Cloud EPM Suite streamlines the headcount, salary, and compensation planning processes and integrates operational reality into the financial plan. It brings together actuals from human resource systems, hiring plans from spreadsheets, and enterprise-wide financial plans.

#### Finance Visibility into HR Plans and Forecasts

Connect detailed compensation costs to the planning process. For most companies, getting the right people in the right position, at the right cost, is a critical part of the planning process. Yet many businesses still create workforce costs in an antiquated system supported by linked spreadsheets, with constant data dumps from transaction systems, and with workflow managed by email. Workforce Planning is integrated with the workflow and financial processes that underscore the Host Analytics Cloud EPM Suite. The effect of changes on the overall plan is automatically visible, such as delaying new hires, changing bonus percentages, and increasing salaries at a micro- and macro-level.



#### Built-in Workforce Planning Capabilities Calculate Staff Costs

Calculate salary, bonuses, fringe benefits, statutory, and other compensation items with accuracy. Model changes to headcount plans by including future hires on specific start dates. Customize compensation attributes with user-defined fields. Modify grade, title, salary rate, whether paid hourly or annually, and all additional information for existing and future employees. Configure specific rules to be applied to specific locations, grades, or countries. Add, edit, and delete to-be-hired employees. Manage textual information for start and end dates to calculate accurate monthly and annual costs. Transfer employees between cost centers and recalculate based on location rules.

#### Finance Administered and Controlled

Finance users can quickly create and modify compensation items like start dates or bonuses. Workforce Planning is flexible so that you can change the logic of compensation calculations, such as state and local taxes, without bringing in a consultant for development work.

#### Align HR Hiring and Finance

##### KEY BENEFITS

- Greater accuracy, predictability, and accountability for the largest operating expense
- Reduced planning and forecasting cycle time
- Short learning curve with a familiar Excel interface
- Eliminate spreadsheets, emails and manual processes
- Reduce IT costs with Finance ownership and control
- Standardizes compensation calculations across the organization

##### KEY FEATURES

- Built-in configurable compensation rules
- Familiar Excel interface
- Automated data collection
- Convert legacy planning models
- Flexible planning and forecasting engine
- Data access controls and filterable audit trail
- Scalable, cloud infrastructure
- Part of unified Cloud EPM Suite

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## Highlights

**Data access controls.** Budget administrators control the access of confidential salary data so that cost center managers see only the data they need for planning purposes. You will be able to see a history of all changes with a full audit trail.

**Workforce planning analytics.** You can slice and dice your workforce planning information. Create visually stunning dashboards with summary-level information and detailed employee-level reports.

**Top-down and bottom-up planning.** Built-in modeling tools minimize the time wasted on building multiple spreadsheets and maximize model flexibility. This flexibility allows managers to analyze the business in a dynamic way. Centralized management of cost drivers means that more time can be spent on analyzing results instead of figuring out how to get access to standard employee cost rates.

**Employee-level modeling.** FP&A can model reorganizations easily. Run detailed reports by individual, department, or company for better analysis. Move employees from one cost center to another without reloading the data. See a history of all the roles an employee has had.

**Currency translation.** See a global view of workforce costs and plans in a single currency. Our comprehensive currency translation capabilities support some of the largest global enterprises.

**Currency rates data stream.** Add a subscription to currency exchange rates which are delivered into your Host Analytics application. You can drive fast and consistent currency translations with data sourced from trusted industry sources and automatically load them into your application. No more searching the web and copying and pasting data.

**Allocations.** Allocate compensation costs to any grouping with a point-and-click interface.

**Integration.** Integrate data from any system: human resource information systems (HRIS), general ledgers, or any other standard database. Automate the data movement to eliminate manual and slow processes.

**Labor rates data stream.** Add a subscription to labor rates which are delivered into your Host Analytics application. You can analyze labor costs and benchmark wages with data sourced from trusted industry sources and automatically load them into your application. With the data at your fingertips, you can produce insightful analysis that executives value.

## About Host Analytics

Host Analytics is the leader in cloud-based enterprise performance management (EPM), offering a suite of financial applications for planning, consolidation, reporting, modeling, and analytics. World-class companies like NEC, Burlington Coat Factory, and Sanmina trust Host Analytics to power their strategic financial systems. An industry leader and a low-risk choice for public companies and private organizations, Host Analytics is the only cloud vendor to be on the Gartner Magic Quadrant for Corporate Performance Management Suites for the last six years.

*"We dramatically improved the accuracy of our workforce budgets."*

**Tamara Hay, Assistant Controller | DHI Mortgage**

## MORE INFORMATION

**[No More Spreadsheets](#)** Top 5 Reasons to stop using Excel for Planning and Performance.

**[Planning Video](#)** Plan better – budgeting, modeling, & reporting in one place with Host Analytics.

# hostanalytics

Rev: 062215b

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