

## Ascentis HROffice vs. ADP HR/Profile Competitive Positioning

Category	HROffice	ADP HR Profile
<b>Product Positioning</b>	<ul style="list-style-type: none"> <li>- Best of Breed HRMS solution designed specifically for HR and Benefits Administration purposes.</li> <li>- Recognized as a leading HRMS solution in HR technology community.</li> </ul>	<ul style="list-style-type: none"> <li>- Product is really ADP PCPW payroll application with basic HR tracking functionality. Overall product designed for payroll not HR.</li> <li>- Not recognized in HR technology community as a leading HR solution.</li> </ul>
<b>User Experience</b>	<ul style="list-style-type: none"> <li>- Intuitive UI, two clicks to the information you need.</li> <li>- Easy to install, configure for use, and customize. Users can get up and running quickly.</li> <li>- Software available 24/7, single computer, over a network, WAN, VPN, hosted.</li> </ul>	<ul style="list-style-type: none"> <li>- Confusing, outdated UI. Numerous clicks to get to information you need.</li> <li>- Setup and customization is cumbersome. No use of wizards in setup.</li> <li>- No access to software while payroll is making changes.</li> </ul>
<b>Advanced Benefits Management Functionality</b>	<ul style="list-style-type: none"> <li>- User configurable Benefits engine enforcing eligibility and benefit premium calculations standard in system. Enforces rules in core app and Self-Service.</li> <li>- User Configurable rate structures, with support for rate history and ability to specify future rate changes.</li> <li>- Carrier Connect service, with ESS Online Open Enrollment provides truly paperless process.</li> <li>- Enrollment Form Maker tool available if direct electronic feed to carriers not desired.</li> <li>- Batch enrollment capabilities for mass enrolling employee's in benefits.</li> </ul>	<ul style="list-style-type: none"> <li>- No configurable benefits engine enforcing eligibility. User must determine eligibility and cost for each employee every time.</li> <li>- Any rate changes must be manually entered for every affected employee, and only during the pay period the change occurs.</li> <li>- No Online enrollment</li> <li>- No Carrier Connect</li> <li>- No form maker for populating carrier enrollment forms.</li> <li>- No evidence of batch enrollment capabilities.</li> </ul>
<b>Advanced HR Management Tools</b>	<ul style="list-style-type: none"> <li>- Employee Correspondence Wizard letter and email communication tool for driving employees through Open Enrollment process, and notification of other company info and events.</li> <li>- User guided through critical HR processes, such as employee termination and COBRA processing, to ensure compliance with legal requirements.</li> </ul>	<ul style="list-style-type: none"> <li>- No Employee Correspondence Wizard.</li> <li>- No processes automation or guidance for things like employee terminations, compensation changes as a part of a review, mass enrollments in benefits, importing data.</li> </ul>
<b>Reporting</b>	<ul style="list-style-type: none"> <li>- Standard report writer with 300+ predefined reports included with product.</li> <li>- Intuitive question and answer wizard design equates to short user learning curve.</li> </ul>	<ul style="list-style-type: none"> <li>- Limited number of predefined reports.</li> <li>- Reportsmith tool is extra and is difficult to learn and use.</li> </ul>
<b>Customization</b>	<ul style="list-style-type: none"> <li>- Easily customizable. Users can create unlimited number of custom tabs.</li> <li>- Custom tabs can be pushed out to HROffice Self-Service</li> </ul>	<ul style="list-style-type: none"> <li>- Very little customization. Limited to 28 fields.</li> <li>- 28 fields broken down into different types. (i.e. 4 fields can be text/numeric, 2 fields can be date fields, etc.)</li> </ul>