NETSUITE SUITEPEOPLE

An HR System That Puts People at the Center

SuitePeople is a Human Resources offering natively built on the NetSuite unified cloud suite. Now, businesses can benefit from a single platform to manage their ERP, CRM, PSA, omnichannel commerce and HR. SuitePeople drives efficiency by integrating HR functionality into the same suite that companies use to run every aspect of their business, thus eliminating repetitive and manual processes.

SuitePeople offers powerful functionality for organizations to manage their HR and workforce management processes, and an exceptional employee experience to complete most everyday tasks. It leverages the NetSuite platform to provide customizable workflows and

SuitePeople Features for HR Professionals include:

- HR Functionality:
  - Global employee record
  - Purchase order and expense reporting self-service
  - Company directory and organizational browser
  - Time tracking
  - Time-off management and workflows
  - Employee engagement and kudos
  - Employee and manager experience
  - Health and safety
  - Job management
  - Job requisition tracking
  - Compliance management and reporting
  - Effective dating
  - Customizable roles and permissions
  - Pre-built HR reports and workforce analytics

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reports tailored for how you do business. Altogether, SuitePeople is the most unified and flexible cloud HR offering available.

Redefining the Employee Experience

SuitePeople redefines how your people consume and interact with their HR information. We understand the different roles that employees play in your organization and bring the information they need most to their fingertips, when they need it.

Time-Off Management

The Time-Off Management feature allows you to create customized time-off plans that match your company policy, including eligibility, entitlement, accrual frequency and carryover.

- U.S. Payroll:
  - Fully integrated into SuitePeople HR and Accounting modules.
  - All employer and employee payroll taxes paid.
  - Form submission to tax authorities.
  - Direct deposit included, with printed checks available.
  - Supports all federal and state tax, including over 10,000 local jurisdictions.
  - Tax law changes monitored and accounted for.
  - State tax reciprocity and local tax sharing rules supported.
  - Current and cumulative online pay statements for employees.
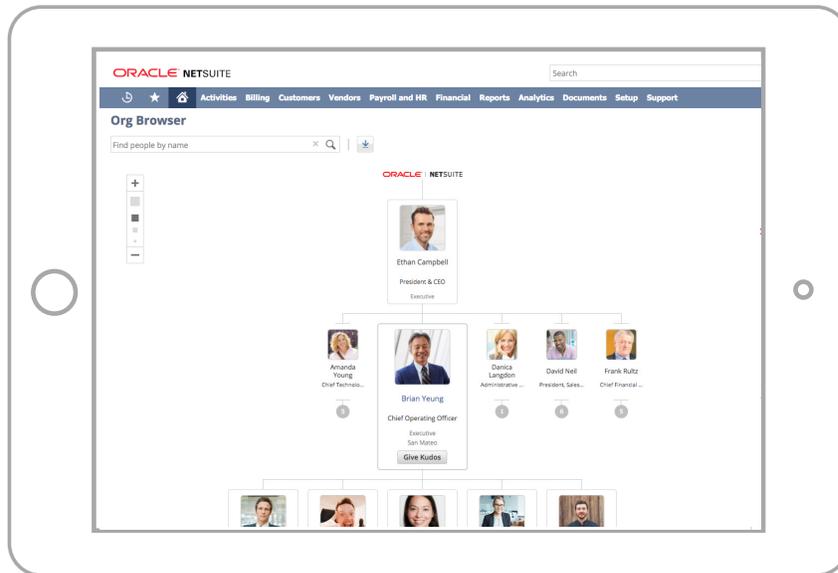 - Year-end W2 generation and ACA reporting.

Time-Off Management

Automatic time-off accruals and reports give you visibility into balances and allow employees and managers to proactively plan and approve vacation time with user-friendly self-service workflows.

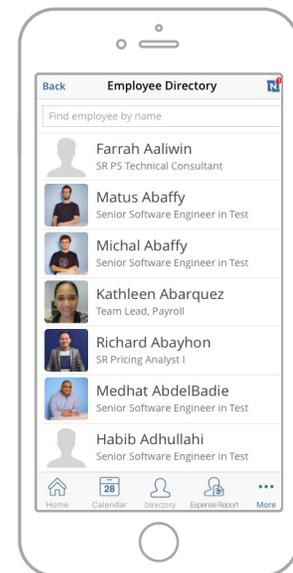## Employee Directory and Org Browser

The Employee Directory and Org Browser features work together to allow employees to quickly find and contact the right people in the organization. In the Employee Directory, users can use keywords to search across all aspects of an employee's profile. Then they can filter the results further to locate the person they want to get in touch with. With the Org Browser, users can intuitively navigate the organization to understand how individuals or teams fit within its structure. With dynamic layout, they can display the right level of information and even download a copy of their current view of the organization. Employee data is automatically updated with each employee change.

SuitePeople Leverages the NetSuite Platform:

- **Flexible Platform:** SuitePeople leverages the flexible and powerful SuiteCloud platform so it can be customized to fit unique HR processes and is always available, anywhere and always up-to-date on the latest release.

- **People at Core:** There are different roles and functions within every organization and the SuitePeople user experience was designed to make the job easier for people in every role. SuitePeople ensures relevant people information is available throughout the enterprise, allowing companies to nurture, protect and develop their most valuable resources, their people.

- **Unified Access:** The unified data model allows employee information to be seamlessly reported and analyzed from services, to the shop floor and the warehouse. This frictionless movement of data improves decision making for every user of the suite.

- **Role-Based Security:** Sophisticated roles and permissions features allow executives, managers, supervisors and employees to support both themselves and their teams, while ensuring that sensitive HR data is visible only to those who need to see it.

- **Global Reach:** SuitePeople is built on NetSuite's global platform, but enhanced with HR localizations, ensuring companies can manage global workforces.

Organization Browser

Mobile Directory

Kudos

Kudos provides a way to foster a positive work culture by enabling employees to publicly recognize their colleagues for their contributions and achievements. By creating a people-centered employee experience, Kudos encourages employee engagement, positive feedback and recognition. Kudos can go to individuals or groups and can be associated with your configurable organizational values.
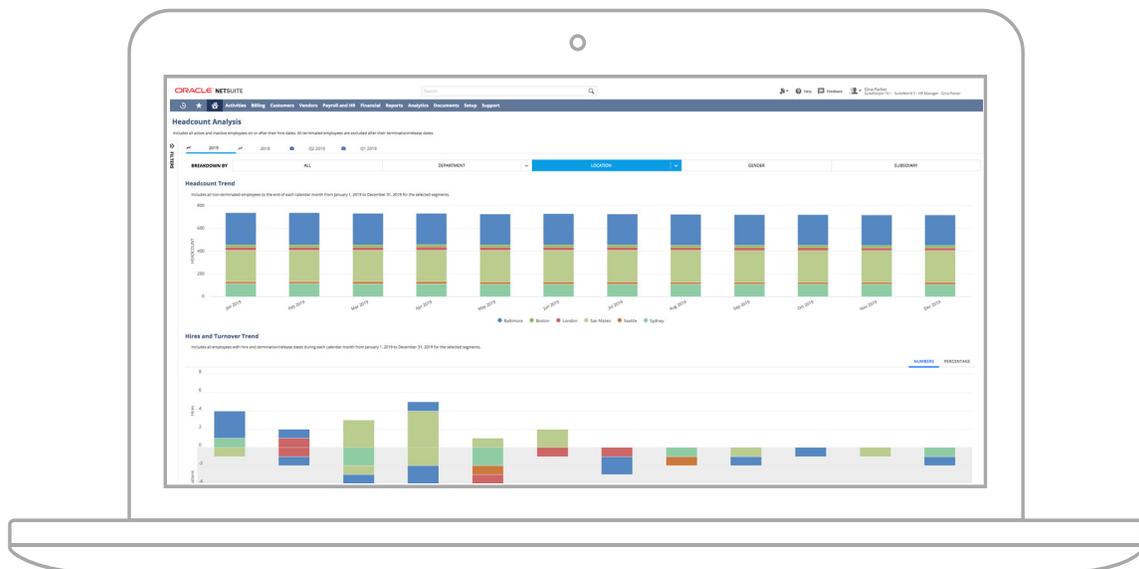
HR Reporting and Analytics

HR Reporting and Analytics provides organizations with over 100 out-of-the-box reports and metrics covering all key HR processes workforce. Key metrics and insights are available on the dashboard combining data from across the suite. It also provides organizations with an overview of head count, growth and turnover trends. Rather than compiling and updating information manually, SuitePeople analytics features let users

Employee Information all at Your Fingertips

- **Global Employee Record:** All information relevant to an employee is stored or referenced in their employee record, providing a comprehensive view using unified data from across the suite including ERP, CRM, HR, PSA and omnichannel commerce.

- **Organizational Structure:** Define the employee's supervisor, location, subsidiary and department.

- **Employee Dashboard:** Basic HR data and demographic details to time and expense, purchase orders, approvals and reminders.

- **Advanced HCM Data:** SuitePeople features make even more data available—job details, compensation, payroll and commissions, benefits, and time-off plans.

- **Effective Dating:** Make changes to the employee record in the past or future and manage conflicts with other changes.

automatically aggregate the information most relevant to headcount changes and instead focus on drawing insights out of HCM data.

HR Reporting and Analytics

Payroll Dashboard

Payroll

SuitePeople U.S. Payroll is a complete, full-service solution for managing payroll. It is tightly integrated with NetSuite accounting features so employees' time entry, attendance and commission data translates directly to their payroll with no manual data re-entry. NetSuite Payroll handles compliance issues, with all federal, state and local jurisdictions supported. With NetSuite Payroll, deposits and filings will be accurate and on time.

SuiteSuccess for SuitePeople

Intended for different types of businesses in different stages of organization growth, SuiteSuccess for SuitePeople is engineered to solve unique industry challenges that historically have limited a company's ability to grow, scale and adapt to change. Most ERP vendors have tried to solve the industry solution problem with templates, rapid implementation methodologies and custom code. NetSuite has taken a different approach.

SuiteSuccess for SuitePeople is designed for all businesses, providing an optimized solution at an ideal price point while empowering employees and managers with self-service functionality to complete most everyday tasks. Your employees will be self-sufficient with an organization browser, employee directory, manager reporting, kudos and much more, all directly available to the people that need them. For companies looking to take control of their HCM records management while leveraging new efficiency and insights into their HR practices, from hire to retire—available within a single data platform, SuiteSuccess for SuitePeople is an excellent solution.

Try Out the Organization Browser and Employee Directory – For Free

Available to both newly implemented and seasoned NetSuite customers is the Employee Directory and Organization Browser bundle. Customers can now experience a preview of top-rated features that are included in SuitePeople HR. This bundle is free with your NetSuite solution and is available for download through SuiteApps on your NetSuite account.*

If you are interested in learning more about our SuiteSuccess for SuitePeople offerings, please speak with your NetSuite representative for further details.

Benefits of SuiteSuccess for SuitePeople

- **Streamlined operational efficiencies:** Working from roles, dashboards and KPIs based on one single source of truth, your organization will see an immediate increase in productivity and visibility—allowing more time to focus on strategic initiatives.

- **Integrated platform for HR and back-office:** The SuitePeople platform is built to break down departmental barriers that currently exist. By unifying the front- and back-office, NetSuite gives your organization full visibility into HR and the true status of the organization.

- **Data-driven decision-making:** Constant access to real-time data makes it simple to track and optimize the performance of your people.

- **Simplified reporting and compliance:** Track jobs and positions, new hire requisition approvals, budgeting and ATS connections to account for everyone; use the global employee record to keep everything current.

*Note: Kudos is excluded with this bundle and is only available when you purchase SuitePeople HR.

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