

Inspired by Innovation.

Total Cost of Ownership

The Subscribe-HR difference can be defined very simply. We do more to empower end-users. We allow business's of all sizes to save money on software and implementation costs and at the same time, have access to the latest, best-of-breed HR software delivered On-Demand, as-a-service. Recruit, Train, Motivate, Retain, Retire.

New Strategy: Reduce Ownership Costs.

Reduce HR Footprint. Present Cost Savings and Business Improvement Opportunities.

Total Cost of Ownership Relates to the Direct and Indirect Costs of Ownership. Technology and Labour.

Lower Expenses and Drive Business Process Improvement.

Assess Financial and Business Objectives.

Reduce Cost of Ownership of HR applications and Processes.

Simplify HR Application Footprint.

Reduce Carbon Footprint.

Decommission Homegrown Appli
Get Best-of-Breed HR Tools. Not Payroll Focused Number Crunching Tools.

Eliminate Manual Administrative Process. Recruitment and Selection, Performance, Notifications, Absence Requests and Authorisation.

Deploy Self-Service to all Employees and Managers to Reduce HR Support Costs.

Enable a move to Shared Service Delivery Model.

Line-of-sight from high-level company Objectives all the way to the HR-specific objectives.

Concentrate Workforce and increase revenue. Increase staff performance with better tools.

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Identify what the appropriate components are to be analysed.

Identifying ways to reduce expenses, in 2009 as well as in 2010 and beyond, is imperative for all organisations and a key to garnering stakeholder buy-in.

If elimination of manual processes is one of the major objectives, then identifying all the manual processes that will be important during analysis.

Analyse all costs e.g. Licencing, Implementation and Maintenance as well as Hardware, Databases, Hosting, Staff to Install, Test, Tune and Patch.

Can your Objectives be achieved with current system?

What are biggest areas of cost, both tangible and intangible?

Can the changes be made more effectively and less expensively?

What are the biggest Road Blocks to success?

Create High Level Objectives.

Reduce TCO of HR Technology and Process.

Reduce cost of technology footprint .

Simplify and automate HR processes.

Simplify application footprint.

Reduce maintenance.

Reduce IT Resource Drain.

Drive Self-Service Adoption.

Decommission homegrown Systems.

Reduce Integration Pain and Headaches.

Carbon Footprint Reducing and Attention. Corporate Responsibility.

Infrastructure Care.

TCO - Subscription Best Value

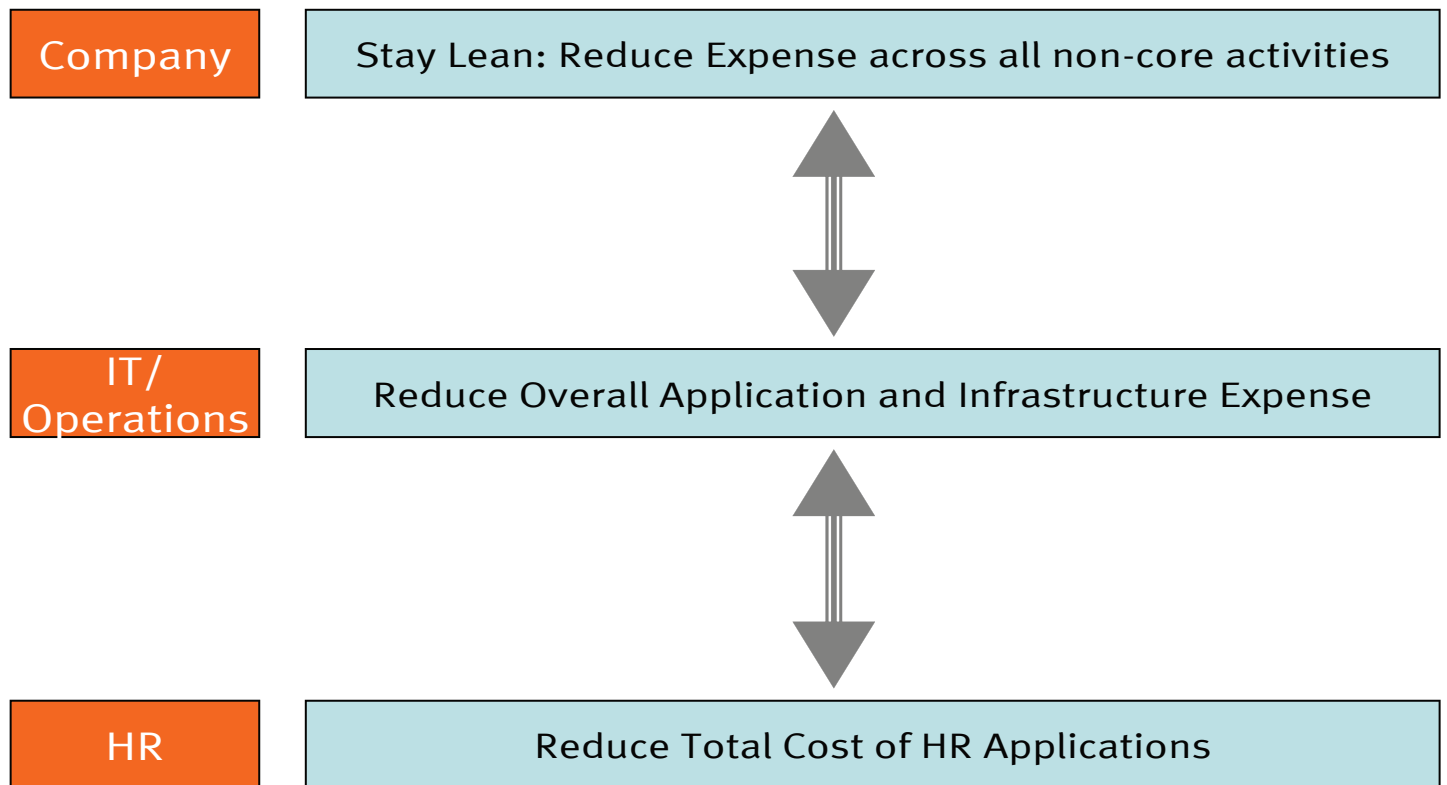


Image1: Line of Sight.

| Value Drivers | Description |
|-------------------------|--|
| Total Cost of Ownership | Direct and hidden costs associated with footprint. |
| Time to Value | How long will it take to achieve objectives? |
| Predictability | Confidence the costs and payoffs will occur. For example, over a 5-year horizon what additional costs/risks are likely to be added? |
| Risk | Likelihood of achieving objectives without incurring substantial new cost or having significant project delays. |
| Innovation | Pace of innovation from vendors. Evaluate today and tomorrow's capabilities for a multi-year investment. Will a vendors products be where you want them to be? |

Image 2: Key Selection Criteria.

TCO - Subscription Best Value

| Hidden Costs | Description |
|------------------------------|--|
| Upgrade future functionality | Common to understate the true cost and reality of required purchase and/or deployment of new functionality. Will you really go five years with nothing new? |
| Infrastructure | Hardware, software, facilities, datacenter, hosting fee required to support HR applications. |
| Homegrown application | Common in many companies, homegrown applications to support HR administration needs (e.g. comp reviews, performance, benefits, open enrollment). |
| Integrations | Integrations between various HR applications can be rigid, complex, and expensive to develop, maintain and upgrade. |
| Total cost of labor | All the IT and HR staffi ng to ensure the applications run correctly, accurate HR information gets to all stakeholders, and HR support for business. |
| Manual Processes | Often the “boat anchor” for HR organizations. The hodge-podge of manual processes required to complete the most basic HR administration and compliance tasks—typically a roadblock in achieving total cost ownership, productivity, and HR transformation goals. |

Image 3: TCO Cost Analysis: Hidden Costs.

| Visable Costs | Description |
|------------------------|---|
| Licensing/Subscription | Fees paid to vendors for rights to use/access application |
| Implementation | For initial deployment of purchased/subscribed to application |
| Maintenance/Support | Ongoing costs for maintenance |
| Training | For power users and end users |

Image 4: TCO Cost Analysis: Visable Costs.

About Subscribe-HR

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Subscribe-HR delivers On-Demand, Pure-Play Human Resource Software-as-a-Service. Our Solution enables Businesses to become more Dynamic and Agile, and focus on core Business Activities.

Moving forward, it is critical to the success and prosperity of all businesses that Computing Solutions which deliver Value, Scalability and Flexibility are utilised.

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