



Press release

## HRa Suite 7 launch in Spain

### HR Access strengthens its position as an expert in HR services and solutions with HRa Suite 7

- **Following its launch in Paris, France, our new solution, HRa Suite 7 is to be presented today at Madrid's Teatro Real.**
- **With this new tool, HR Access not only strengthens its position as a HR management specialist but has also created a platform for international outsourcing projects.**

*Madrid, April 15, 2008*

**HR Access**, a multinational of the Fidelity Group, specialising in integrated products and services for Human Resources Management, is to present its new solution HRa Suite 7 at the HR Access Forum, which opens today at Madrid's Teatro Real.

**With the launch of its HRa Suite 7**, HR Access strengthens its position as a specialist in Human Resources Management and outsourcing. This new solution brings to Human Resources a package of unique and innovative concepts based on some remarkable technological advances. HRa Suite 7 is the new response to the challenges facing HR departments, such as the optimisation of international human resources management, talent shortfalls, managing diversity and complexity, the need for personalized content in order to increase productivity. It also drives intelligent indicators for decision-making, as well as reductions both in departmental budgets and concrete support for company strategy and its results.

### A solution that develops and optimises people's potential

The new solution from HR Access is a unique tool that incorporates innovative services along with a wide range of ground-breaking concepts. HRa Suite 7 manages talent with a view of optimising company resources; it provides global and local expert content; it is even more efficient with payroll, time and management activities, and it has a high-performance technological architecture.

All these innovations make HRa Suite 7 the gateway to a new generation of human resources information systems, offering real business intelligence on both the operational and strategic fronts.

Among the many new features built into this new tool from HR Access, HRa Suite offers the following advantages:

- **HRa Space: a new kind of work space**

HRa Space is an exceptional collaborative space designed specifically for human resources and accessible by all members of the organisation. It offers a single point of access to all those functions involved in managing people and their relative tasks and can be accessed from any location. Its design has been adapted to answer the needs of all the profiles that make up the organization: employees, management and HR professionals with regard to their function, post and their role within the organisation.

- **Guided Processes: a new generation of business-oriented processes**

The solution HRa Suite 7 integrates dozens of ready-to-use guided processes, designed according to the best practices. These processes are shared by all users and guarantee total traceability of information flows. Thanks to its follow-up tools, it shows, in real time, states of progress and process efficiency, managing necessary alerts and triggering the required processes.

- **HRa Channels: A totally integrated expert a la carte**

In Human Resources, what makes the difference is doing the right thing at the right time, and this is what

happens when work-practice, methods, statistics, professional content and market studies are the very best that they can be. This kind of pinpoint information gives users the power to reevaluate actions and corroborate planning decisions. Not only does Suite 7 provide expert, evolutionary content that completes processes as they execute, it can be called on whenever needed it.

- **Contextual Intelligence: Information at your fingertips**

By means of its HRa Space, HRa Suite 7 provides the information most suited to help each employee through a guided process within the context of management operations. The solution provides specific information, dynamically directing function indicators towards users within an implementation and management structure framework specifically designed to find the answers needed.

(To find out about the channels available, see the annex at the end of the document).

For further information:

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## ANNEX: HRa Channels

Through this alliance, HRa Suite 7 brings the best in virtual teaching to human resources departments, offering employees access to a vast range of e-learning fields at a single click, such as how to use desktop applications, management skills, project management and human resources.



The partnership between **HR Access** and **iProgress** allows us to:

- Offer workers high value-added training services as part of the global human resources range of features
- Improve employees' individual contributions to the company's success thanks to its extensive catalog of virtual teaching options
- Optimize the functioning of the company's human resources processes



With solutions **from PerformanSe**, **HR Access** helps companies to optimize skills by allowing more complete access. This combination offers people working in operational and economic resources:

- An essential methodology for skill selection and direction
- Diagnosis of limits and errors in sales volume
- Involvement of all company employees in a decentralized process
- Creation of a community of practice
- Guaranteed transparency and equality of internal evaluation processes
- A means to promote decision-making skills

PerformanSe currently produces thousands of reports each year, based on 7,000 human resources professionals with over 2.500 licenses installed in companies, consultancies, institutions and colleges of all sizes.



As the foremost company in decision-making tools for the control social and financial direction, **Allshare** distributes "**Scenario/RH**," a solution that produces **payroll simulations and prepares budget forecasts for personnel costs**. The alliance with Allshare enables HR Access to offer a standard interface between the two solutions, as well as a service that implements payroll simulation processes and HR budgets. HR Access customers also benefit from a fully-comprehensive set of features, with the guarantee of a controlled interface and a single point of contact.



This partnership highlights the company's commitment to widening its product range through the integration of features with considerable added value, based on specialized, complementary know-how. The software developed in conjunction with Lingway will be distributed by HR Access.

**The service allows the automatic analysis of resumes** in Word and PDF formats based on specific data from candidates. The program can extract identification, education, or professional experience and automatically record this information in a data base of candidate resumes. Also, Lingway's e-hiring applications (LEA) in the HR Access HR system includes an option that runs semantic searches of resumes and of jobs to fill, enabling human resources personnel to fit a candidate's skills to the position offered



#### About HR Access:

**HR Access** was founded in October 2003 following the acquisition of the HR Access software vendor business by Fidelity Investments. European leader in the field of Human Resources Management, the company has more than 760 employees based in France, Spain, Germany, UK, Belgium, Italy, Ireland, Morocco and Tunisia. HR Access designs, develops and markets its application based solution and provides a complete service offer covering all its customers' and partners' needs such as outsourcing, implementation, expertise, training and consulting.

**HRa Suite** is the HR Access offering for international HR management, Payroll and Time & Attendance for companies in all business sectors. This solution is based on 35 years' experience in the HR field and now counts 550 customers across 52 countries. Today, more than 12 million employees are managed by HR Access worldwide.

HR Access is a trade mark of HR Access Solutions  
For further information: [www.hraccess.com](http://www.hraccess.com)