



NETSUITE SUITEPEOPLE

An HR System That Puts People at the Center

SuitePeople is a Human Resources (HR) 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 core HR and workforce management processes, and an exceptional employee experience to complete most everyday tasks. It leverages the NetSuite platform

SuitePeople Features for HR Professionals include:

- Core 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 and position management
 - Job requisition tracking
 - Compliance management and reporting
 - Effective dating
 - Customizable roles and permissions
 - Pre-built HR reports and workforce analytics

to provide customizable workflows and reports tailored for how you do business. Altogether, SuitePeople is the most unified and flexible cloud core 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. Automatic time-

- **US Payroll:**

- Fully integrated into SuitePeople core 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.

The screenshot shows the Oracle NetSuite Time-Off Management interface. At the top, there's a navigation bar with the Oracle NetSuite logo, a home icon, and user information: "Employee, Emily Wolfe Electronics - Employee Center". Below the navigation bar, the main title is "Request Time-Off". There are two buttons: "Submit" (blue) and "Cancel".

The "Dates*" section shows a date range from "June 15, 2017" to "June 19, 2017".

The calendar grid shows three days:

THU	JUNE 15	VACATION	All day	
FRI	JUNE 16	VACATION	All day	
MON	JUNE 19	VOLUNTEER	All day	

A yellow callout box titled "Wait!" contains the message: "Some of your co-workers will also be away." It lists "Christian Walker" with the note "From June 15 to June 16, 2017".

Below the calendar, there's a text input field for "Include a message to help make your case".

At the bottom left, it says "Time-Off Management".

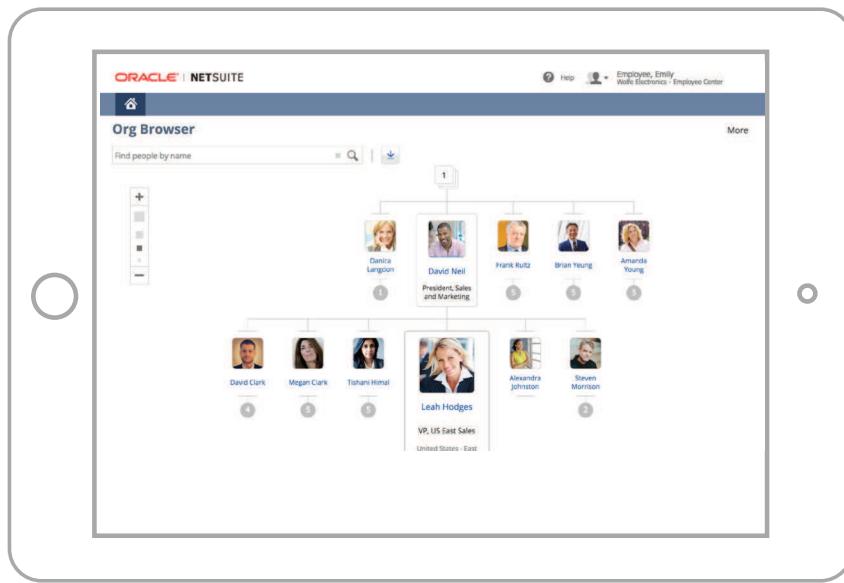
off accruals and reports give you visibility into balances and allow employees and managers to proactively plan and approve vacation time with user-friendly self-service workflows.

Employee Directory and Org Browser

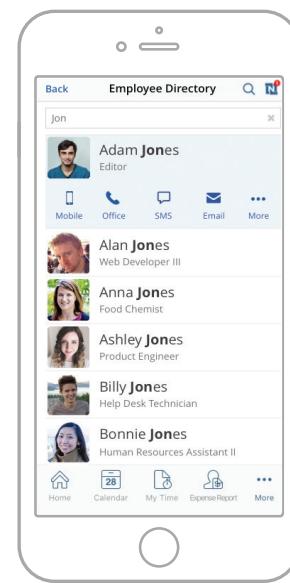
The Employee Directory and Org Browser features work together to allow employees to quickly find and contact the right people in the organization. In the Employee Directory, users can use keywords to search across all aspects of an employee's profile. Then they can filter the results further to locate 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.

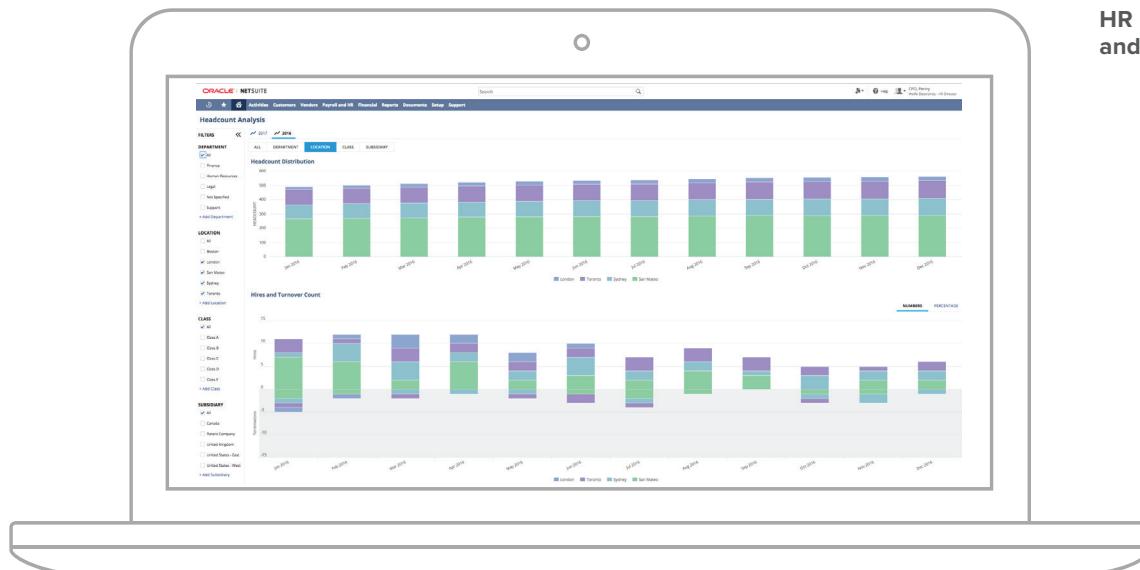
HR Reporting and Analytics

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

ORACLE | NETSUITE

Search

Help SW17 DEMO 1
SuiteWorld Demo 1 - Payroll Manager

Activities Vendors Payroll and HR Financial Reports Documents Setup Support

Home

Viewing: Portlet date settings ▾ Personalize ▾ Layout ▾

Key Performance Indicators

Payroll	
This Month	\$47,687
Last Month	\$0
Change	▲ N/A
Employees	
Today	313
Same Day Last Month	314
Change	▼ 0.3%

Quick Search

SEARCH FOR Name/ID

Settings

- Personalize Dashboard
- Set Preferences
- Campaign Subscription Center
- Change Email
- Change Password
- Update Security Questions

Payroll Workbench

Time and Expense Payroll Setup & Reporting Payroll Processing Employee Management

Track Time Weekly Time Sheet Approve Time View Time Import Time Enter Expense Reports Approve Expense Reports	Setup Payroll Update Payroll Payroll Items Payroll Summary by Employee Payroll Summary Payroll Item History	Process Payroll Payroll Batches Payroll Status Print Checks and Forms	New Employee Employee List Inactive Employees Employee Change History
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Reminders

11 Employees to Pay	325 Active Employees
1 Payroll Batch to commit	0 Employees Starting this Week
0 Payroll Update to Commit	0 Employees Leaving This Week
0 Direct Deposit to Print	29 Employee Anniversaries this Month
7 Paychecks to Print	25 Employee Birthdays this Month
0 Employee with pending Direct Deposit Accounts	

Shortcuts

Payroll Preview by Employee	Payroll Check Register	Pay Payroll Liabilities
Payroll Preview by payroll item	Payroll Liabilities	

Recent Records

Andy Black	Payroll Batch #00017	Payroll Batch #00016
Journal #J408		

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Payroll Dashboard

Payroll

NetSuite Payroll is a complete, full-service solution for managing U.S. 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. NetSuite Payroll includes a "No Penalties Guarantee" that promises that deposits and filings will be accurate and on time.