



Align. Develop. Reward. Retain.

- On-line Performance Appraisals • 360 Multi-Rater Reviews
- Employee Surveys • Succession Planning
- Compensation Management • Powerful Reporting



About Us:

CRG emPerform is an all-inclusive Performance and Talent Management solution. This all-in-one suite includes robust functionality to simplify and automate core talent management processes, including: performance appraisals, compensation management, 360 degree multi-rater feedback, succession planning, and reporting. CRG emPerform has a diverse customer base within sectors that include professional services, not for profits, healthcare, financial services, manufacturing, hospitality and public sector.



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Talent Management Simplified.

emPerform is Talent Management Simplified. Everything needed for effective employee performance management is included in one package for one great price. No upsells!

Talent management allows companies to maximize the contributions of individuals, ensuring that their employees' skills, competencies and experience are directed towards a common objective. Organizations that successfully manage their talent have a well-defined, competency-based, performance management solution in place.

Unbeatable Value...all features are included

EMPERFORM INCLUDES

- Flexible and configurable appraisals
- Off-line synchronization
- Single sign-on
- User-defined content
- Open workflow, unlimited approvals
- Goal management and goal cascading
- Succession planning
- 360 multi-rater reviews
- Hosted or on-site deployment
- Online surveys
- Compensation management
- Multilingual capabilities
- Microsoft® Office Outlook® integration
- HR and business system integration
- Integration with LMS
- Flexible reporting
- Powerful analytics
- Multi-user admin
- + more!



Align...

PERFORMANCE APPRAISALS

emPerform is an easy-to-use, flexible appraisal software solution that allows organizations to automate their employee appraisal process.

With emPerform, organizations can align goals with business strategy; practice competency-based assessments and behavioral observations; and target learning and development initiatives.

Employee appraisals can include an unlimited number of manager levels, self-evaluations, and HR participation.



Develop...

SUCCESSION PLANNING

The emPerform Talent Matrix integrates the data from both performance measures and potential measures directly into your employee appraisal process, providing a nine-box view of your internal talent. Your organization will be able to focus on employee skill and competency development. You will also be able to target and track the progress of candidates for promotion.

EMPLOYEE SURVEYS

CRG eSurvey, which is included with emPerform, makes it easy and affordable to gather feedback and turn insight into action. eSurvey includes an extensive library of categorized questions and rating scales to help you to create meaningful surveys.



- ⇒ new hire surveys
- ⇒ engagement surveys
- ⇒ customer satisfaction surveys
- ⇒ anonymous surveys
- ⇒ and more!

360 MULTI-RATER REVIEWS

Drawing from the observations of supervisors, internal and external customers, and a self-assessment, the emPerform 360 review provides confidential, anonymous feedback.

Reward...

COMPENSATION PLANNING

The emPerform compensation planning feature automates compensation decisions by providing a structured and consistent process. Salary, variable compensation and other adjustments can be correlated against any emPerform-based performance score, including; appraisals, 360 scores or survey results. Once approved, administrators can export the compensation changes for upload to their Human Resources Information System (HRIS), payroll or Enterprise Resource Planning (ERP) solution.

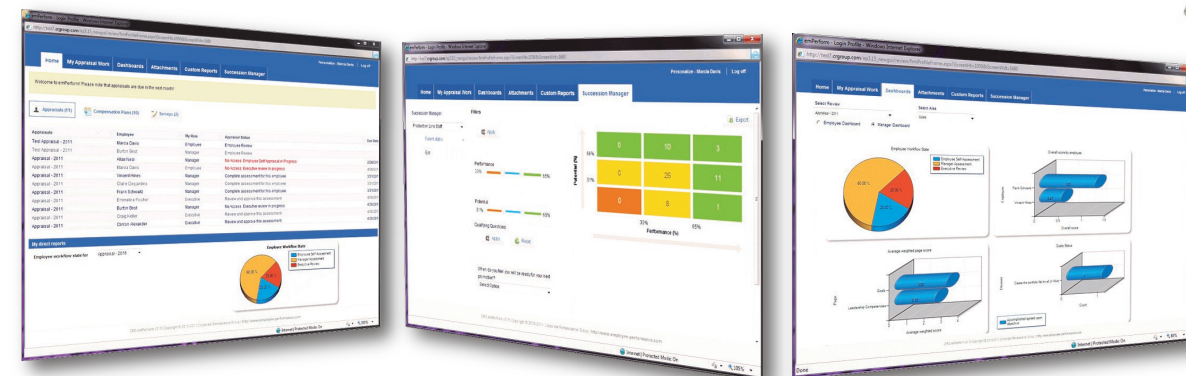


Retain...

POWERFUL REPORTING & ANALYTICS

emPerform has the most flexible reporting tool available in the talent management market. With a completely flexible reporting tool that can analyze your employee performance data, HR practitioners can create Performance Metrics to reflect what is important in their organization and determine what is driving corporate success.

emPerform is dedicated to providing industry-leading support and services. Our proven methodology enables customers to realize and surpass the return on their investment. Our experienced team of professionals works with you from the very beginning to ensure that you are able to take full advantage of what emPerform can deliver.



Complete appraisals on time! Managers and HR can view the status of all appraisals quickly and easily from the homepage.

emPerform comes bundled with the popular nine box talent matrix. Easily view your top performers by viewing performance and potential data.

Conduct powerful multi-dimensional analysis and ad hoc reporting. Use dashboards to keep track of what matters.

Get Started Now. Visit www.employee-performance.com for a FREE trial



"We selected emPerform for its excellent reputation, great value, and powerful functionality. The reporting functionality, multi-lingual capabilities, and direct integration with Microsoft Dynamics GP were especially appealing and will allow us to improve our processes a great deal."

Joanna Quart - Manager of Business Support. Forensic Technology

"Implementing the latest in performance management technology will not only reduce the time and money spent on administrative tasks, it will also automate and streamline our entire talent management process - ensuring that our front line is developed and retained."

Mike Shea, Director of Compensation and Benefits, Palomar Pomerado

This year, after all employees switched to emPerform, our reviews were completed on time, for the FIRST TIME EVER and consisted of the most valuable feedback we've ever received. emPerform is a complete solution. It has all the features and functionality that we will need today and in the future."

Jennifer B. Floyd, SPHR Vice President of Human Resources, Canal Insurance