Open4 Choices
Any Way You Want It!

Our full range of capabilities let you focus on your needs, not whether the HRIS system will handle them. You're free to consider the ways that OPEN4 could improve productivity in your organization. And you're free to decide on the services and deployment options that are the best fit for your firm.

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*Think of **OPEN4®** like an ice cream parlor – do you want a cup or a cone? Chocolate, vanilla, or strawberry ice cream? Hot fudge or caramel topping? With **OPEN4**®, our flexibility lets you tailor the system to fit your operation – not the other way around.*

IN-HOUSE CHOICES

This option is a familiar one – you house the computer and software in your facility. You retain TOTAL CONTROL of your payroll and employee information. You won't have to be concerned about Internet worms or viruses, connection speed, unanticipated fees, or strangers browsing through your confidential pay information. You pay a one-time license for the software, and an annual maintenance fee for support, updates, and enhancements. You're not at the mercy of an outsourcer's processing schedule – process your payroll when it's convenient. And remember that your employees have to do the "heavy lifting" anyway, (entering time worked and changes to personal data) regardless of who computes gross-to-net and prints the check.

RENTAL

•You've got the hardware in place to run the system, but are faced with a limited budget. Why not rent the software, with an option to buy down the road? Again, you can pick and choose the services you need on top of the rental. No capital expenditure.

IN-HOUSE HRIS W/ADP INTERFACE

•You have the ADP PC Payroll for Windows® and management won't let your bring payroll in-house. But, your HR side is sadly lacking. The answer? Replace it with the OPEN4 Human Resources module – a full-featured HRIS that interfaces to the ADP Payroll for no duplication of data.

What makes OPEN4® unique? Here are a few reasons.

1. **True Integration**. Human Resources, Payroll, and Report Writer were designed from the beginning as a *unified system*. All OPEN4 modules reside in the same database, were developed with the same language and toolset, and have a consistent look and feel.

   When you set up security, all systems (including the report writer) honor the instructions.   When you write a report, you can intermix data from human resources or payroll –   seamlessly. Self-Service displays information gathered from all modules to present a   complete integrated picture to your employee.

2. **Real Customization**. Another important part of OPEN4 is the screen editor. Other systems provide you with a few "user" fields in a fixed location and (sometimes) let you update the   labels. That's what they call "customization". Not so with OPEN4.

   Our screen editor allows you to create **new database tables, new screens and tabs, and new data fields**. Any power user can do this - it doesn't require a programmer or an expensive "consultant". And OPEN4's truly integrated system makes your new data *instantly*   available throughout the system, and your new addition(s) will also honor your security   instructions.

3. **Employee Information**. OPEN4 places the employee at the center of an information universe with almost 50 pre-defined information categories. Suppose management needs to   know "everything" about an employee – and they want it NOW. How long would it take with   your current system? Days?

   With OPEN4, you simply run a Personal Event Profile. You can print an employee's entire employment history in *seconds*. Think about it – there could be 20 years worth of information - every pay change, job change, benefit change, all absences, all training, every test, the transfers, disciplinary actions, reviews and more, all together on a single report in   chronological sequence. No need to visit a dozen screens or more, writing down information   as you go. It's invaluable for succession planning, promotion consideration, possible   disciplinary action, or in preparation for a lawsuit. This item alone carries a hefty ROI (return   on investment).

4. **Unsurpassed Product Support**. All sales reps say that their support is "unsurpassed". You have a right to be skeptical – after all, "let the buyer beware". The only way to judge the   accuracy of that statement is to ask real users. We're so confident, we automatically send out a list of about *30 references* with our sales packet - no one else does that. We encourage   you to call any/all of them and inquire about our product and our support – and no, we're not paying them.

5. **Pricing**. We're consistently priced at the low end of our competition – sometimes a fraction of their price. Compare capabilities and price and we'll be on your "short list".