

# PeopleSoft Human Capital Management (HCM) Support

*Complete HCM knowledge, from an insider's point of view*

LBI's 20+ year history in HR, and in particular our support of the PeopleSoft suite of applications, includes not just the development and implementation of software solutions, but also the daily management of your implementation. Our in-depth knowledge of all facets of Human Capital Management (HCM) makes us different from other software solutions companies.

In addition to their IT background, our solution teams have extensive knowledge in day-to-day operations, regulatory reporting, risk management and financial planning and analysis. It is our considerable knowledge of the financial business processes and best practices that, combined with our systems skills, allow us to provide the best possible solution, not just the implementation of software.

Whether you require the implementation of a single program, a suite of programs, the support to consolidate/integrate the systems of a merger/acquisition with your PeopleSoft implementation, or the installation of a new PeopleSoft suite of applications, LBI understands that today's HCM requirements are not "one size fits all." We get inside your business and get to know everything about the way it functions. Our personalized approach allows us to design and implement custom software solutions that will maximize the effectiveness of your PeopleSoft platform as it is integrated into your business process.

LBI can tailor enterprise computing solutions that will bring more speed, efficiency and productivity to every department throughout your company that relies on your PeopleSoft data.

In addition to the HCM PeopleSoft support, LBI can provide PeopleSoft Enterprise Solutions in:

- Customer Relationship Management (CRM)
- Enterprise Performance Management (EPM)
- Enterprise Service Automation (ESA)
- Financial Management





### PeopleSoft HCM Development, Integration and Consolidation Services

Whether you need to enhance the performance of your existing PeopleSoft suite of applications and sub-systems, or bridge the gap while consolidating your system with other systems, LBI can offer custom development, integration and support solutions so that your entire HCM operation, and in turn your business, runs more efficiently.

PeopleSoft application expertise offered by LBI includes:

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- PeopleSoft 7.x, 8.x, 9x experience
- Payroll Processing and Reporting
- Incentive Compensation
- Workforce Planning
- HCM Warehouse
- Application Engine development
- Service Procurement
- E-Apps
- PeopleTools development
- Learning Management
- Security
- PeopleSoft Portal, Integration Broker, Application Messaging

enter "1" for yourself if no one else can claim  
 enter "1" if:  
 • You are single and have on  
 • You are married, have only  
 • Your wages from a second  
 enter "1" for your spouse. But, you may ch  
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### Payroll Outsourcing Services

LBI is unmatched in its commitment to providing complete support for complex payroll environments. We have vast experience with regard to the intricate requirements of general sales force compensation which includes Commission Feeds, Deferred Payments, Residual Earnings, Overrides and Performance Incentives.



Payroll outsourcing services include:

- Support for Custom Programming, Ad-hoc Reports & Queries
- Compliance Reporting, including SOX Compliance
- Tax Updates & System Maintenance Support
- 24/7 Operational Support
- Audit Support





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### Custom Solutions for Your HCM Suite

LBi implements employee self-service benefits applications designed for the latest desktop software, Interactive Voice Response (IVR) integration and/or web-based technologies. We also provide complete solutions for customized retirement and pension systems. In addition, we offer comprehensive outsourcing of development services for benefits administration and reporting.

LBi can assist you with designing and/or implementing the following business solutions:

- Employee Stock Purchase
- 401(K) Administration
- Automated Time & Attendance
- Audit Pension/Retirement Calculations
- Check Reconciliation/Escheatment
- Support for Ad-Hoc Audits
- Garnishments
- Non-discrimination Testing
- Multi-state Tax Reporting
- Sales Force Compensation & Assignments
- Compliance Reporting
- Deferral Plans

(Federal, State, PBGC)

### About LBi Software

LBi Software specializes in Human Capital Management software products and services using the latest Web 2.0 and IVR/Speech Recognition technologies. LBi's HCM products are turnkey web applications that integrate with enterprise HCM systems, including PeopleSoft and JD Edwards:

**CaseManager** – A Help Desk tracking and workflow tool that includes the ability to create a knowledgebase on the fly

**At-Trac** - Time and Attendance tracking and workflow

**B-ENROLL** - An on-line benefit enrollment application that allows employees to enroll in benefits on the web. Full e-mail integration provides employers with a paperless open enrollment.

**ESS** - An Employee self-service portal solution that gives employees instant access to both their own employee data and corporate information from their desktop, web, and/or phone.

For more information, please visit our website: [www.lbisoftware.com](http://www.lbisoftware.com)

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