



Smart Onboarding® For Staffing Organizations

Automate And Simplify The Onboarding Process

Smart Onboarding has helped millions of people successfully join their organization

Why Smart Onboarding?

Smart Onboarding is a robust new hire onboarding solution that supports the talent you are hiring, regardless of whether they are contractors, temporary workers, or internal employees. Smart Onboarding supports industry best practices throughout the talent's life cycle, including preboarding, onboarding and offboarding. Smart Onboarding has an intuitive user interface that provides candidates, client service managers, and administrators an easy-to-navigate, and consistent user experience. From the moment the new hire is invited to the onboarding process through the completion of the hire process, Smart Onboarding automates the tasks required based on the candidate's hiring profile, not only for the candidates, but also the client service managers, compliance team, and any other administrators. Smart Onboarding also allows you to uniquely brand your different lines of businesses and client-specific content. Bring in colors, logos videos, and other content that will make the solution their own and create a personalized but unified onboarding experience for all your new hires.

Make Contingent Workers Billable Day One

Organizations can realize increased ROI by making contingent workers billable on their first day through Smart Onboarding's preboarding processing. Organizations can use the solution to direct new hires to an online preboarding process that includes employee information, payroll, compliance requirements, company information and policies, benefits if applicable, client-specific requirements, as well as any other tasks or content you wish to present. Preboarding enables the new hire to be productive and billable on their first day, instead of spending the day wasting valuable time filling out forms, reviewing materials, and other corporate new hire activities.

Stay Compliant With State and Federal Laws

As part of the onboarding process, there will be forms that need to be completed for regulatory compliance, such as Form I-9 or the State Tax Withholding forms. Smart Onboarding brings these forms into an automated digital process. Once the new hire's personal information has been collected, any subsequent task or forms requiring the information will be auto-populated into the forms, thus saving data entry and time not only for the new hire, but also the client service managers and other administrators. In addition to the productivity gains, this approach also ensures all required information is not only entered, but also properly entered to meet compliance needs.

Your Onboarding Process!

Smart Onboarding can be tailored to each organization's unique business process and company structure. The solution can be configured for multi-country, multi-industry, multi-lines-of-businesses, multi-language, individual policies, federal and state requirements and much more. Each client can have their own set of requirements based on their particular market. Since Smart Onboarding is completely configurable, conditional criteria can be defined to tailor each user's experience based on his/her job, organization, geographic location, management level or other variables.

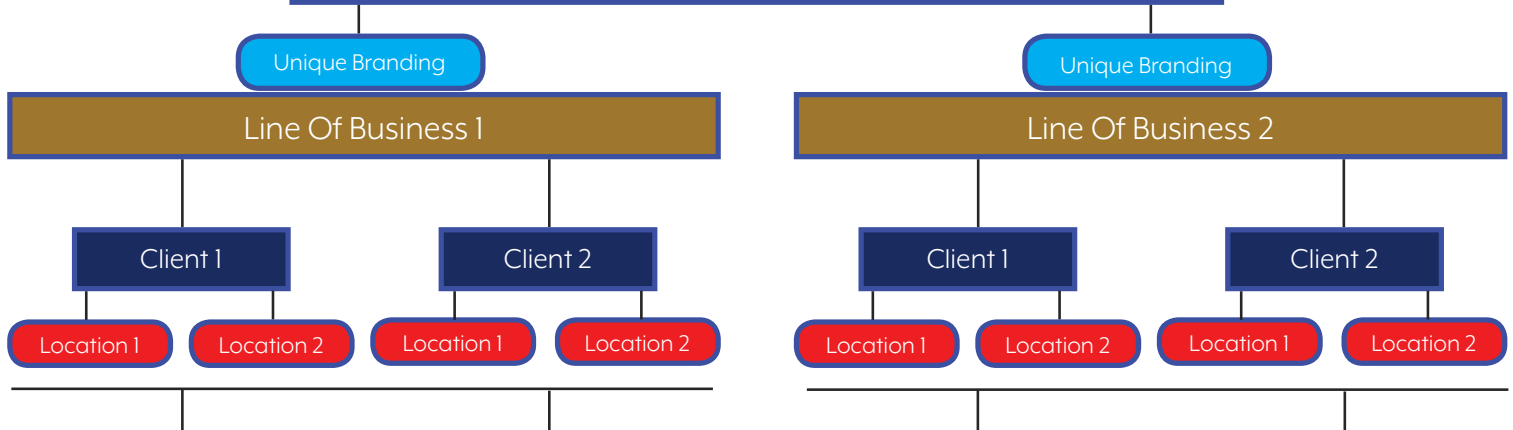
Managing High Volume Hiring

High-volume employers, such as staffing organizations, retailers, restaurants, hospitality, transportation and manufacturers that require a great deal of seasonal work may need to bring in hundreds if not thousands of new hires at a time. Smart Onboarding enables your organization to scale to these needs quickly. The manual labor that drives the onboarding process can be reduced by 90 percent or more through Smart Onboarding. Through the solution's highly-criteria-based configurable system, mobile enablement and automated processes, organizations can hire their high volume of qualified employees on-time and on-budget. Additionally, the offboarding process for contingent workers can easily be pre-configured based on the your offboarding requirements as well as client-specific requirements, making for quick, streamlined and consistent processes for your onboarding and offboarding needs.

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Smart Onboarding can be configured to your unique business requirements for your contingent and internal employees based off industry, job profiles, multi-locations, clients, service managers, other administrative roles, and much more.

Staffing Organization



New Hire Business Process

- Employment Agreements
- Background Checks
- Drug Test Screens
- Previous Employment Check
- E-Verify Integration / Support
- Policies
- Compliance
- HR and Payroll
- Client-Specific Requirements



Business Criteria

- | | |
|--------------------------------|-------------------------------------|
| • Full-Time / Part-time | • Position or Employment Type |
| • Staff / Managerial | • Country & State Location Specific |
| • Temp / Permanent | • New Hire / Rehire |
| • External / Internal Hire | • Language |
| • Client Specific Requirements | • Any Criteria |

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Mobile UI
Smart Onboarding

Automate Your Onboarding Process

Manual filing of contracts, documents, and signatures wastes time for your valuable resources within your organization. Smart Onboarding enables you to present a complete set of online forms, combined with electronic-signature functionality, and generate electronic documents that can easily be stored in your HR system or document management. During the hiring process, the solution can automatically feed the new hire's data, including HR and payroll information into multiple systems for seamless HR and payroll set up, benefits enrollment and much more.

User Experience

Built to transform the manual paper-based process of onboarding into a digital environment, Smart Onboarding has been designed to provide an easy-to-use and intuitive user experience for the new hires, client service managers, and all other users for processing the new hires. From the new hire to those users required to processing the hires and getting them aboard, the solution guides the user through from initiation to completion. Smart Onboarding is mobile-enabled, allowing for use from smart phones and tablets from any device from anywhere.

Client Participation and Audits

Smart Onboarding enables you and your clients to review and audit the onboarding process. As part of the process, clients can conduct periodic employment audits as a proactive measure to ensure that their policies and practices are in compliance with applicable federal, state, and local laws. Audits can include: eligibility to work in the United States, payroll, benefits, training and orientation. Many audit procedures are voluntary but others can be industry specific or required by law or by your organization's internal auditors.

Reporting & Analytics

Smart Onboarding has pre-built reports and dashboards that can be changed and tailored to the organization's requirements. These reports start with a high-level overview of all new hires in the process, and where they are in the onboarding process. From there, client service managers can drill down into the specific details of each new hire's progress and review their information. From this perspective, client service managers and administrators can analyze and identify weaknesses in their onboarding process and continue to drive continuous process improvements, including the training of their staff.

Deployment

Smart Onboarding can be deployed in the cloud or an on-premise appliance, giving you great flexibility on how you wish to use the solution. Both models of deployment do not require any software purchase, as the solution utilizes a convenient subscription model, which ensures that you only pay for what you use in order to maximize your investment.

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Security

Smart Onboarding provides state-of-the-art security, whether it's on-premise or in the cloud. It uses the latest technologies in encryption, two-factor authentication, data masking and much more. Within the application, security is applied based on roles and responsibilities to ensure that each user is performing the job that they need to do, nothing more or less.

Integration

Onboarding is a key part of the new hire process, and Smart Onboarding has been designed to integrate with many different applications that support the onboarding process. This integration ensures that you do not have to manually re-enter information into third-party disparate system. When you have selected a new hire from your ATS, you can be sure that their information and

experience is continued right through to when they become a full employee in your HR Application. Smart Onboarding also replaces traditional paper-based Form I-9 with an easy-to-use online form that integrates with Department of Homeland Security's E-Verify processing, and supports online records retention. Built-in E-Verify integration ensures regulatory compliance and saves organizations time and money.

Standard Staffing Onboarding Features

New Hire Screening

- 👤 Background checking
- 👤 Drug testing
- 👤 Education verification
- 👤 Work opportunity tax credits (WOTC)

Compliance

- 👤 E-Verify integration
- 👤 Federal and state tax withholding forms
- 👤 Policies and agreements
- 👤 Repository of documents

High ROI

- 👤 Shorten the time between placement and start
- 👤 Accuracy of data and completion of all required tasks
- 👤 Savings: time, efficiency, paper, postage, scanning and filing, W2-Cs

Forms, Checklists and Integration

- 👤 Country specific process, forms and policies
- 👤 Client specific processing
- 👤 States specific policies
- 👤 Service Agent Checklists to make sure the right information is presented and tasks performed
- 👤 Role and type of worker (Full time Employee vs. Contingent Worker) specific process and policies
- 👤 Electronic forms and multi-lingual capability
- 👤 Mobile-friendly User Interface
- 👤 Cloud-based and highly configurable
- 👤 Checklists, other tools, reports and dashboards for managers, admins and other participants
- 👤 State-of-the-art security
- 👤 Integrations with ATS, HRIT and Other systems
- 👤 Location-based security for Service Agents to perform all onboarding activities
- 👤 Integrates with any Work Opportunity Tax Credit (WOTC) provider

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For more information

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Smart Onboarding is used by top staffing organizations

Founded by Oracle/PeopleSoft veterans, Smart ERP Solutions® is a unique organization in the Enterprise Business Applications space providing innovative, cost-effective, and configurable solutions that efficiently extend the capabilities of ERP systems to meet specific business process needs.

ORACLE® **Platinum
Partner**