



SAP PLEDGE – HR Solution

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A L T U R A



Agenda

- Who are we?
- Our Presence
- What is **PLEDGE** and Why **PLEDGE**
- **PLEDGE** Features
- **PLEDGE** Roadmap
- Deployment Strategy
- Product Pricing



Who is Altura

- ❑ SAP Channel Partners for Value Added Services
- ❑ Committed to providing SAP services that offer the highest levels of measurable quality combined with great value for money
- ❑ SAP services are delivered by specialist internal practices utilizing exclusively full-time in-house ERP experts
- ❑ Focus on SAP Human Capital Management, end-to end solutions

Our Vision

To engage as a premier partner for enterprise management solutions



Altura Presence

During the 4 years of Partnership with Africa

- Engaging and delivering Consulting and Training services to Seven clients
- End to End HCM, Portal implementation and all Module Integrations for **African Union Commission, Nigerian National Petroleum Corporation, Nigerian Liquefied Natural Gas** clients in Africa, in collaboration with SAP Africa, Deloitte Kenya
- Go-live consulting for SAP South Africa's clientele
- Support of All Implemented Clients through the super user transitions during the current year
- **Development of implementation templates and questionnaires that cut through the cycle time for go-live by 45%**



SAP Business One Product Coverage

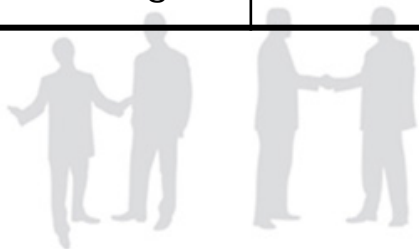
| Finance | Sales | CRM | Purchase | Inventory | Production | Human Resources |
|--|--|---|--|--|--|---|
| <ul style="list-style-type: none"> • Chart of accounts • Accounts Segments • Journal entry • Journal Voucher • Recurrent transaction • Multi-currency • Exchange rate • Financial Reports • Budget • Cost Centers • Sales Tax | <ul style="list-style-type: none"> • Quotation • Order • Invoice • Delivery • Return • Multi-currency price lists • Client management • Gross profit calculation | <ul style="list-style-type: none"> • Service contract management • Service planning • Customer tracking across inter-actions • Knowledge Base • Contact Management • Opportunities and Pipeline Mgt | <ul style="list-style-type: none"> • Purchase order • Purchase Backorder • Purchase delivery • Purchase return • Purchase invoice • Purchase Credit note | <ul style="list-style-type: none"> • Items Master • Item Query • Price List • Receipt/Release Stock • Stock transactions • Warehouse Transfer • Serial Numbers • Batches Management • Pick and Pack | <ul style="list-style-type: none"> • Bill of Material • MRP • Demand Forecast • Work orders • Goods issue | <ul style="list-style-type: none"> • Employee Master Data • Company Structures • Workflow • Time Management • Bio-Metric Integration • Payroll • Statutory Reports & Forms • Performance Appraisal • Recruitment • Training • Employee and Manager Self Service |

Software Development Kit



PLEDGE Product Features

| Module | Sub-module | Offered |
|------------------|--|---------|
| Human Resources | Personnel Administration – Employee Master data | ★ |
| Human Resources | Payroll – India, Kenya, Nigeria, Rwanda, Syria, SA | ★ |
| Human Resources | Time Management (Leaves & Balances, Biometric) | ★ |
| Human Resources | Performance Appraisal | ★ |
| Human Resources | Training and Learning Solutions | ★ |
| Human Resources | Recruitment | ★ |
| Human Resources | Company Structures & Workflow | ★ |
| Human Resources | Reporting and Analytics | ★ |
| Self Service | Employee & Manager self-service – Online Portal | ★ |
| Financials | HR integration with SAP Financials | ★ |
| Employee Costing | Cost Center Accounting/ Project Accounting | ★ |



PLEDGE VERSIONS FOR SME

| Module | PLEDGE Lite | PLEDGE | PLEDGE + |
|---------------------------------------|-------------|--------|----------|
| Employee Administration | ✓ | ✓ | ✓ |
| Time and Attendance | ✓ | ✓ | ✓ |
| Payroll Master Data | ✓ | ✓ | ✓ |
| Country Specific Statutory Compliance | ✓ | ✓ | ✓ |
| Payroll Processing | ✓ | ✓ | ✓ |
| Terminal Benefits | X | ✓ | ✓ |
| HR Problem Solving | ✓ | ✓ | ✓ |
| Performance Appraisal | X | X | ✓ |
| Recruitment | X | X | ✓ |
| Training | X | X | ✓ |
| Casual Labor Services | X | X | ✓ |
| Self-service Portal | X | ✓ | ✓ |
| Reporting & Analytics | X | ✓ | ✓ |

Legend:

| Symbol | Description |
|--------|---------------------|
| ✓ | Fully Supported |
| ✓ | Partially Supported |
| X | Not Supported |



PLEDGE Deployment Strategy

True Add-On to SAP Business One

- Customer with SAP B-One
- Customers looking for Complete ERP with HR
- Integrated Payroll and Financial System

Cost Effective Solution for SAP All-in-One

- Customer with SAP A-One
- Cost effective HCM
- Integration of PLEDGE on Business One with All-in-One using B1iSN
- HR and Payroll in SBO while accounting and costing in SAP A-One (R/3)

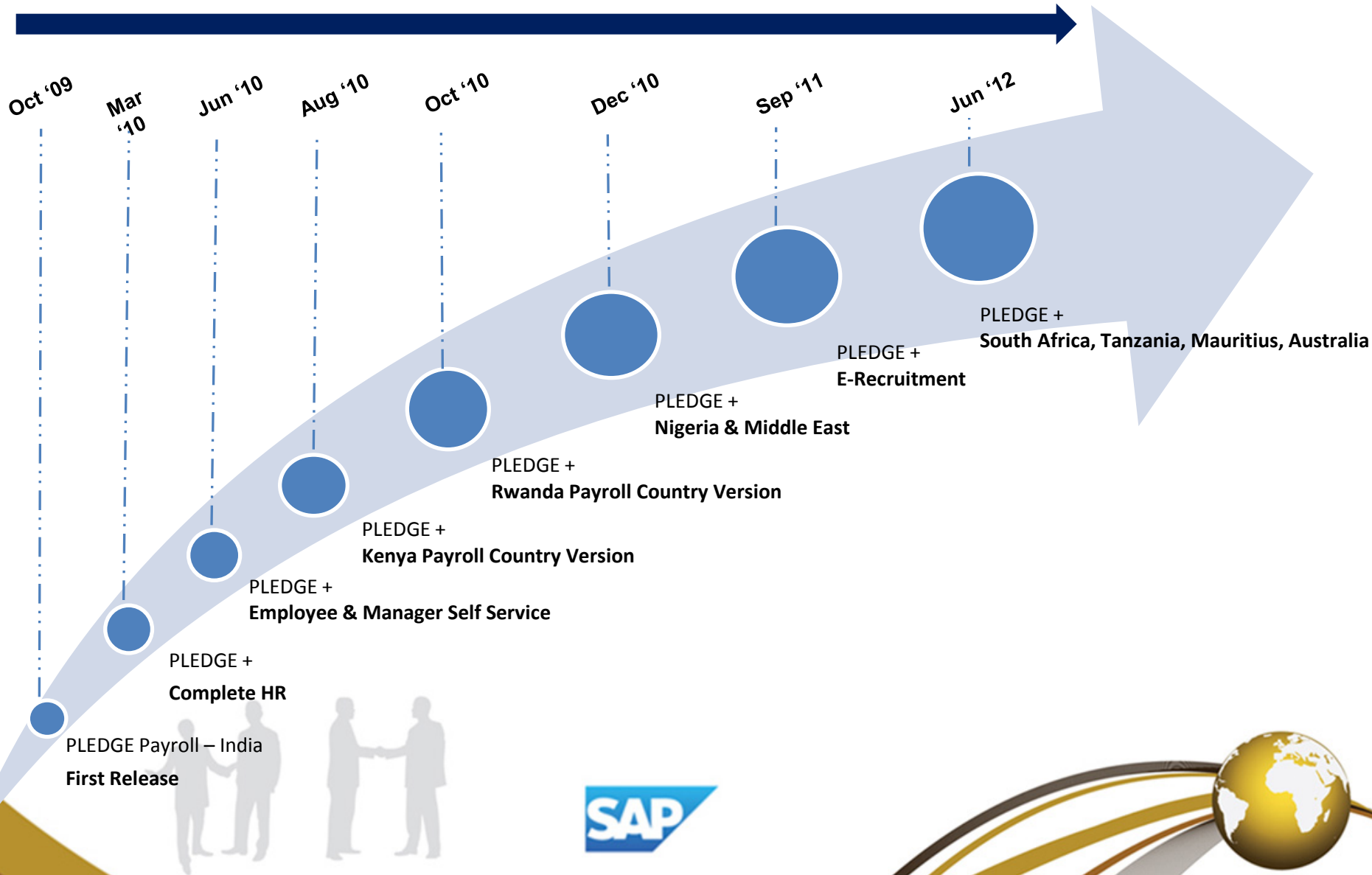
Simply HR

- Customer looking to acquire a reliable HR and Payroll solution
- Solution Platform that is globally accepted and can be supported anywhere, anytime
- Open and a scalable solution

On-time Support & Payroll/ Statutory Updates



PLEDGE Product Roadmap



PLEDGE Product Pricing Strategy



| Product Name | Features (Scope) | Price | | | |
|----------------|---|---|-------|---------------|----------------|
| PLEDGE | 1. Personnel Administration - Primary Details 2. Personnel Administration - Employee Master Data 3. Payroll – South Africa/ SADC 4. Reporting and Forms 5. Self-Service | Rate Chart based on No. of Employees PLEDGE | | | |
| | | From | To | Product Price | Implementation |
| | | 0 | 100 | \$0.00 | \$0.00 |
| | | 101 | 500 | \$0.00 | \$0.00 |
| | | 501 | 1000 | \$0.00 | \$0.00 |
| | | 1001 | 5000 | \$0.00 | \$0.00 |
| | | 5001 | Above | \$0.00 | \$0.00 |
| PLEDGE+ | 1. Personnel Administration - Primary Details 2. Personnel Administration - Employee Master Data 3. Payroll – South Africa/ SADC 4. Reporting and Forms 5. Performance Appraisal 6. Recruitment 7. Learning Solution 8. Self-Service | Rate Chart based on No. of Employees PLEDGE+ | | | |
| | | From | To | Product Price | Implementation |
| | | 0 | 100 | \$0.00 | \$0.00 |
| | | 101 | 500 | \$0.00 | \$0.00 |
| | | 501 | 1000 | \$0.00 | \$0.00 |
| | | 1001 | 5000 | \$0.00 | \$0.00 |
| | | 5001 | Above | \$0.00 | \$0.00 |
| | | | | | |



Altura SPECIAL AFSUG Offer



First 3 customers who book the license
will get the Product License for

FREE

