



Another Matrix Innovation That Improves HR Efficiency and Customer Experiences

Matrix Innovation Strikes Again: A Cost and Resource Efficient HR Data Integration Platform — No Programming Required

Data is a powerful business asset, provided it's complete, current, accurate, and available when, where and how you need it. Unfortunately, in many HR departments, data isn't fully integrated. This leaves managers and analysts struggling to get the data they need from various systems, spreadsheets and reports.

Integrating employee absence status is particularly important, as it impacts a variety of downstream, critical business processes including payroll, benefit qualification and administration, security, performance reviews, and stock purchase plans. Inaccurate or incomplete employee data can lead to errors in pay, employee morale issues, and preventable turnover.

Organizations have typically addressed this problem by creating or commissioning the development of custom, point-to-point, single purpose integration solutions. While this approach can work, it tends to take many months to develop, test and implement such solutions, and is generally expensive.

MatrixLink™ Enables Data Integration With Absolutely No Programming

Over the past decade, Matrix has implemented a number of these solutions. The expertise we've acquired has led us to develop MatrixLink, a product designed to solve this HR data integration problem.

MatrixLink is a groundbreaking data integration platform that allows HR organizations to quickly, easily and cost-effectively integrate HR data based on each organization's unique requirements and policies.

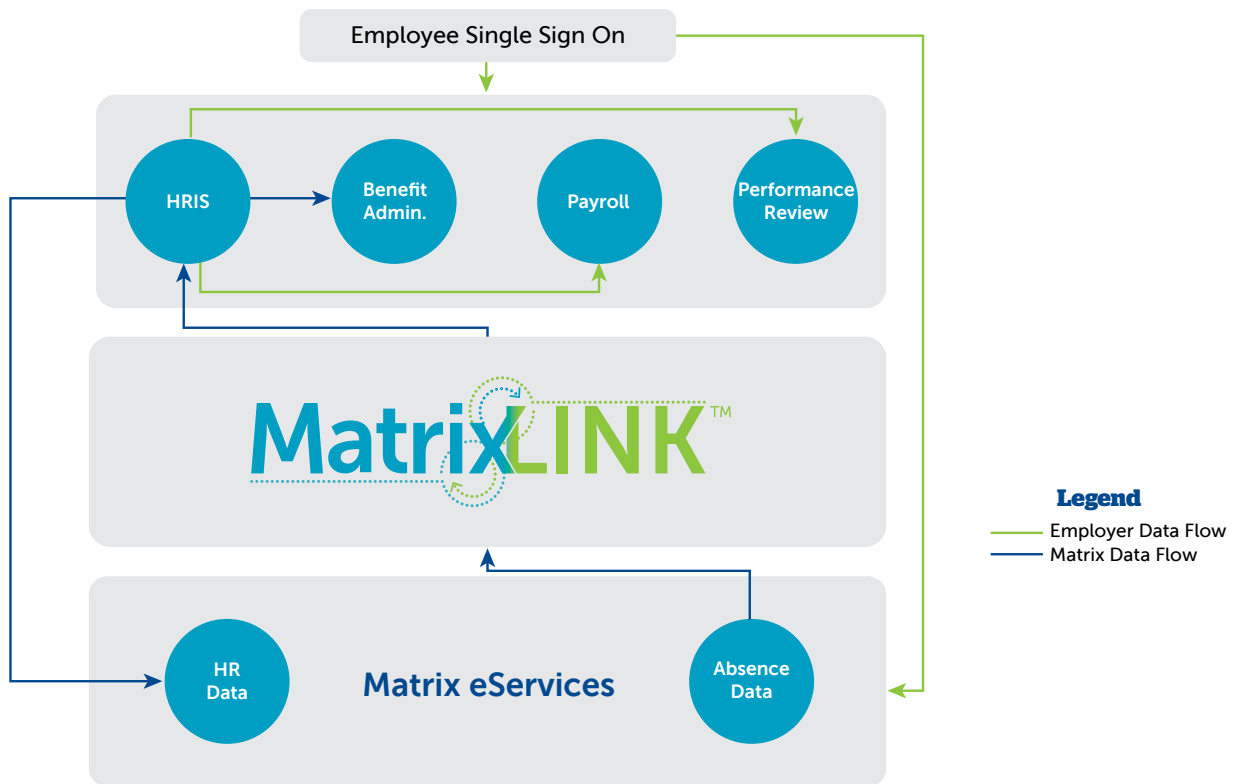
It allows each organization to determine **how, why, when and what** data is integrated by taking advantage of the more than 20 configurations for 90+ use cases that are pre-built and included in MatrixLink.

Unique Testing Suite Built In

MatrixLink also incorporates a sophisticated testing suite that enables each customer to test against 90+ predefined uses cases. MatrixLink allows rapid testing, and provides the ability to restart or reset the testing process at any time should an issue arise.

This is a crucial capability, and is unique to MatrixLink.

The MatrixLink automated test suite includes data to support the rapid testing of the 90+ test cases. During an initial in-person or web-based workshop, Matrix will meet with HR, benefits and payroll staff to gather all pertinent details regarding existing business workflow. During this working session Matrix will gather all of the information needed to configure MatrixLink for the customer. This process is key to MatrixLink feeling like a custom solution. Once MatrixLink is configured, testing can begin to ensure the data integration operation meets expectations. If the process does not work properly for a particular use case, MatrixLink has the unique capability to roll back to the last successful transaction, or to restart testing from the beginning. **No other Absence Management data integration solution provides this rollback, reset, and restart functionality.**



MatrixLink Delivers Qualitative and Quantitative Benefits

MatrixLink has been purpose-built to provide you with the benefits of a custom designed solution at a fraction of the cost. It can be implemented in a matter of weeks versus the months common for custom development. Specifically, MatrixLink:

- ▶ Looks and feels like a custom developed interface.
- ▶ Provides the flexibility of custom integration with no programming required.
- ▶ Slashes implementation time and cost compared to custom integration.
- ▶ Allows configuration changes to be made, as needed, in a matter of minutes.
- ▶ Provides built-in support for multiple data formats, destinations, and transport mechanisms.
- ▶ Reduces the testing burden on your IT staff.
- ▶ Eliminates manual work.
- ▶ Future-proofs your organization against the impact of business changes.



Learn how MatrixLink can make your HR system and processes more complete and effective with less effort and expense. For more information, contact your account manager or Reliance Standard sales representative.

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MatrixLink Provides More Than 20 Pre-Built Configuration Options to Support 90+ Use Cases. These include:

- Where MatrixLink sends data.
- The data integration method to be used (e.g. API or Flat File).
- How absence transitions should be managed.
- When return from leave is updated (e.g. on confirmation or expectation).
- How full and partial denials are managed.
- Method of leave code mapping.
- How corrections are managed.

HR Managers Say

- "I need the ability to quickly define the rules for integrating absence data into my HRIS, while taking downstream systems into account."
- "I can't wait six months or spend hundreds of thousands of dollars to develop and implement a customized HRIS/absence management interface."
- "I need to future-proof my HR IT investments so if I move to a different HRIS or experience some other business change, I won't have to allocate a lot of IT resources and budget to adapting."

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