



MPOWER

Don't just manage people, empower them.



Start thinking of your people **DIFFERENTLY.**



EMPLOYEE

Business as usual doesn't cut it anymore.

The days of clunky systems, limited functionality, and the usual way of technology running business process are numbered. As are those of geographically constrained workflows. It's time for something different.

Every business is being pressured to find efficiencies where none seemingly existed before. And while some are laying off their most important corporate capital, other more savvy companies are empowering everyone in the enterprise to do more. To rely on others less. These same companies are sharing information, and are doing away with costly, redundant operations. What results in this new age of business is a more informed, more productive, more efficient workforce. An empowered workforce. One where management teams are armed with readily accessible information that can be used to make further profit-building refinements to support their human assets.

WORKFORCE EMPOWERMENT™

For the expanding list of companies growing their futures with us, we offer Workforce Empowerment™ - a powerful, web-based solution merging HR, Recruitment, Payroll, and Benefit Administration functionality. One single system. One single database. One point of entry.

Mangrove developed its Workforce Empowerment™ technology, which allows multiple levels of an organization to efficiently contribute to its strategic goals. This powerful solution is built on .NET framework and can be accessed via full license, SaaS, or hosted license. Workforce Empowerment™ streamlines workflow for:

Human Resource Management

Recruitment and Talent Acquisition

Training and Development

Paperless Onboarding

Proactive Notification and Communication

Payroll Management

Tax Compliance and Services

General Ledger Interface and Management

Benefit Administration

Web-based Manager and Employee Self Service

Customizable Workflow

Position Management including powerful organizational charting

Performance Management with document attachment capability

Workforce Analytics and Reporting

Expect more from **EVERYONE.**



Better workflow leads to better efficiency.

Workforce Empowerment™ is technology that helps you go beyond simply managing that resource which is uniquely human. Automate, streamline, augment, mine, analyze, maximize, and protect all that data through intradepartmental responsibilities and information sharing throughout the employee lifecycle. With role-based permissions, it gives employees – from new hires to senior management – robust tools to seamlessly, automatically do what they need to do, better and faster.

HUMAN RESOURCE MANAGEMENT

TALENT MANAGEMENT – intuitive recruitment, training, performance, and compensation management tools and technology to develop, motivate, and support the best people.

RECRUITMENT – simplified, automated recruitment processes, applicant and employee file search.

PAPERLESS ONBOARDING – accurate, efficient paperless file management, pre-populated forms and automatic data record creation activated by permission.

POSITION MANAGEMENT – current and future position planning and management, resource allocation, and budget tracking.

PERFORMANCE MANAGEMENT – valuable system data used to align employee and organizational objectives.

BUSINESS INTELLIGENCE – improved productivity and informed decision-making through proper access to all system data for reporting and analytics at a glance.

COMMUNICATION – Point-in-time driven technology allows data to proactively look for events and send proactive notifications across the organization.

BENEFITS MANAGEMENT – increased employee participation (and satisfaction) accompanied by decreased benefits management costs.

SELF SERVICE – secure workforce portal access that improves the productivity and efficiency of both managers and employees.

RISK MANAGEMENT – state-of-the-art technology and content with professional support services to help employers meet, or avoid, workplace challenges.

Everyone's bonus: **MORE TIME.**

Empowered employees can engage in more fruitful endeavors.

Your people can do amazing things when given the right tools. Empowered employees can re-allocate resources to devise time- or money-saving practices unique to your business. They can collaborate to find new avenues for growth and profitability. Mangrove's scalable solution is designed to automate and process payroll in a few easy steps. Wizards and an intuitive in-line process guarantee accurate, secure procedures every time.

Mangrove implements projects onsite with in-house specialists. Combined with system and ongoing training, users get a more cost-effective and productive experience for all involved. Read our payroll client case study at www.eMangrove.com/payroll_ha.aspx.



PAYROLL

COMPENSATION MANAGEMENT – automated point-and-click processes that make complicated, time-consuming tasks simple, with consistent, dependable results.

PAYROLL PROCESSING – in-house or outsourced check printing, direct deposits, tax filing and compliance with full payroll capability.

TIME & ATTENDANCE – fully integrated, web-based time tracking and attendance management.

Empowered companies keep abreast **WHILE STAYING EFFICIENT.**

Even as federal regulations increase, we increase efficiencies.

Many stake a vested interest in this vital area – from the nervous new business owner to the Federal government. You must ensure compliance, accuracy, and timeliness of notifications, and handle enrollment and change orders while staying on top of changing regulations. As fewer people are forced to accomplish more with less, Mangrove emboldens employees to push beyond to re-define...themselves, their positions...and your company.

BENEFITS ADMINISTRATION

COBRA ADMINISTRATION – customized solutions that maintain strict compliance and that leverage cutting-edge technology.

FLEXIBLE SPENDING ACCOUNTS – a valuable opportunity for employees to take an active role in saving money on expenses with pre-tax dollars and utilize a prepaid benefits card for auto-substantiation.

HEALTH REIMBURSEMENT ARRANGEMENTS –

employee freedom to choose to be more involved in their health care decisions.

HEALTH SAVINGS ACCOUNTS – reduced employer expenses with better benefit package choices to employees.

PREMIUM BILLING – premium solutions that allow valuable non-active plan participants to receive truly personal and dependable service.

HIPAA – complete and accurate certificate issuance to qualified employees or dependents to shoulder compliance responsibility.

Our specifically trained support group handles technical questions with understanding, efficiency, and highly personalized service. Read how we apply that expertise to benefits administration at www.eMangrove.com/benefitsadministration.aspx



EMPLOYEE OF THE MONTH