

Criterion HR is one of three modules that make up Criterion HCM, the comprehensive, crisp, cloud-based HCM software for the mid-market.

- Powerful, scalable functionality
- Cutting-edge user experience
- Fast, dedicated support



Every day we use Criterion HR reinforces the fact that we made an excellent decision to invest

## Comprehensive HRIS

Consolidate everything HR into one hyper-secure cloud-based hub for easier access, admin and analysis.

## Headache-free compliance

Trust you're compliant with complex government reporting requirements, without delays and bureaucracy.

## Position management

Get a bird's eye view over your workforce and recruitment. Powers position-centric workforce planning and cost control.

## Benefits management

Automate benefits enrollment, administration and analysis to save time, increase accuracy and control cost.

## Employee and manager self-service

Empower your people to take control over their time and development. And answer their own questions.

## Android and iOS mobile app

Give everyone in your business fast, on-the-go access to the most popular Criterion HR features.



Hundreds of preconfigured strategic reports to unlock the value in your employee data. So you can avert potential disasters, understand trends and make incisive strategic recommendations that propel business growth.

Manage all your complex people processes through one simple, sleek and smart interface with Criterion HR.

Streamline HR operations, unplug information bottlenecks, control costs and increase your strategic arsenal. So you can unlock more value from your workforce.



## The Deep Dive

What our clients love most about using Criterion HR

### Comprehensive HRIS

Automate and accelerate your HR

- View chronological employee history and update by effective date
- Deliver game-changing onboarding with unlimited configurable packages
- Manage, track, store and e-sign documents and forms securely online, fast
- Level-up learning delivery with complete LMS including auto course assignment
- Improve clarity with org charts by employee or position, with four unique views
- Influence decision-making with extensive strategic reports, sent direct to your email

### Position management and control

Improve workforce planning and budgeting

- Consolidate recruitment systems to create a single source of truth for HR
- Maintain consistent workforce costs at scale with salary grades and steps
- Master workforce planning with open position reporting and staff forecast tools
- Populate and track job descriptions with one-click including FTE budgeting
- Assign skills to positions, people and courses for synced hiring and development

### Headache-free compliance

Make complex compliance simple

- E-file ACA forms direct to the IRS (to slash admin time)
- Schedule automatic reports for EEOC and OSHA
- Administer, analyze and control workers compensation
- Alert employees to complete time and attendance attestation without chasing
- File and report payroll taxes faster and with fewer errors

### Benefits management

Eliminate benefits friction

- Run open enrolment for new hires and end-of-plan (with time-saving auto-rollover)
- Set rules-based eligibility criteria so the right people see the right options
- Automate date-effective payroll deductions with one-click
- Send benefits choices direct to insurers with EDI carrier connections
- Add date-effective insurance rate changes whenever it is convenient

## Manager and employee self-service

Give your people control over their own career

- Customize employee view and access with tons of branded, configurable widgets
- Cut hassle with dual manager and employee access from one dashboard
- Let employees create and e-sign forms, amend their info and self-serve resources
- Empower employees to track time and request/approve time off
- Grant every employee customizable calendars that sync to outlook

## Android and iOS mobile app

Access the most popular Criterion HR features faster

- Turn mobiles into timeclocks, with optional geofencing to monitor location
- Enable faster employee-led time-off requests/approvals, and paystub view
- Deepen manager insight with team time recording and team punch overview
- Facilitate on-the-go hiring with mobile candidate access and review
- Improve employee development with accessible, convenient app-access LMS
- Cement a culture of engagement with employee communities

## Cross-Module Functions

### Joy-to-use

- Deliver a consistent, branded, fully-localized experience globally
- Consolidate multiple organizations in one database for clean one-dash view
- Integrate any tools you already use with fully-open APIs and REST APIs

### Flexible

- Modify records whenever it is convenient with date-effective updates
- Add custom fields to accommodate all your unique data needs
- Build unlimited unique workflows for faster process approval across multiple levels

### Hyper secure

- Safeguard access with deep-dive security profiles and two factor authentication
- Ensure max data security with above-and-beyond encryption, even at rest
- Use from almost any browser thanks to secure, rigorously tested HTML5 code

### Go on – ask us what we can't do.

The modern workforce is becoming ever-more complex, and people leaders must step into an increasingly strategic role to drive value.



Criterion HCM empowers you to take your seat at the table.