

Strategic Human Capital Management



SumTotal[®]

Every organization, large or small, needs greater visibility to make more informed business decisions. Visibility of strengths, weaknesses, and opportunities for growth. Visibility of where to deploy resources, who to develop, and how to focus investments. And they need it at every level of the organization – from executive, to manager, to employee.

SumTotal provides strategic human capital management (HCM) software that enables better alignment of resources, rapid development of both internal and external audiences, improved cost containment, all while providing greater visibility to help organizations better manage their business. From learning and talent management, and workforce management, to expense management and payroll.

Whereas yesterday's HR technologies often resulted in isolated silos of workforce data across disparate systems, SumTotal's complete cloud platform connects all HR, workforce management and talent functions into a unified solution. By providing a single platform and user experience across all core human capital functions, organizations achieve unprecedented analytic visibility into their business, leading to improved decision making.

“When we were evaluating the different options that we had for implementing a platform to run across all of our different business units, SumTotal was the only one that actually had all of the modules we needed in one integrated solution.”

Veronica Elizondo
Director of Human Capital Projects for ALFA

“We were impressed by SumTotal's stability as a market leader and also by its global support, multiple language packs, and ability to deliver blended e-learning. We needed to execute globally on a really large scale and in a compressed time period, so it was important to choose a mature, proven system. In SumTotal we picked an excellent partner that could help us with the expertise and support we needed.”

Randy Fingleton
Global LMS Manager for Amway

Most Complete

End-to-End Solution for Greater Visibility

SumTotal is the most complete strategic human capital management solution in the industry providing a universal, start to finish software technology to manage the entire employee life cycle:

- **Comprehensive end-to-end solution**
- **Fully integrated approach to solving complex business challenges**
- **Industry-leading capabilities**
- **Full multi-language and multi-currency support**

Validated by leading industry analysts as the most comprehensive solution available, SumTotal's single cloud platform approach is redefining strategic HCM to offer organizations a truly globally ready solution in a unified system.

With SumTotal, organizations are better able to optimize resource planning and allocation, control administrative costs, motivate employees and managers, align the workforce with corporate objectives, and drive business performance.

Most Flexible

Flexibility Drives Efficiency

SumTotal's implementation and delivery approach is the most flexible to save customers time and cost, and we offer more choices and options to meet any customer needs:

- **Multiple deployment options (cloud, SaaS, hosted, on-premise)**
- **Highly configurable and interoperable with existing systems**
- **Intuitive and easy-to-use software**
- **Un-tethered mobile access, either online or offline**

Every organization has different business and technical requirements, and our deep domain expertise and experience enables us to understand your global business challenges. SumTotal supports customers of all sizes and in all industries by offering the most flexibility and choice. We provide multiple options that enable you to purchase, deploy, and configure your strategic HCM solutions more efficiently and at a lower total cost of ownership.

Most Innovative

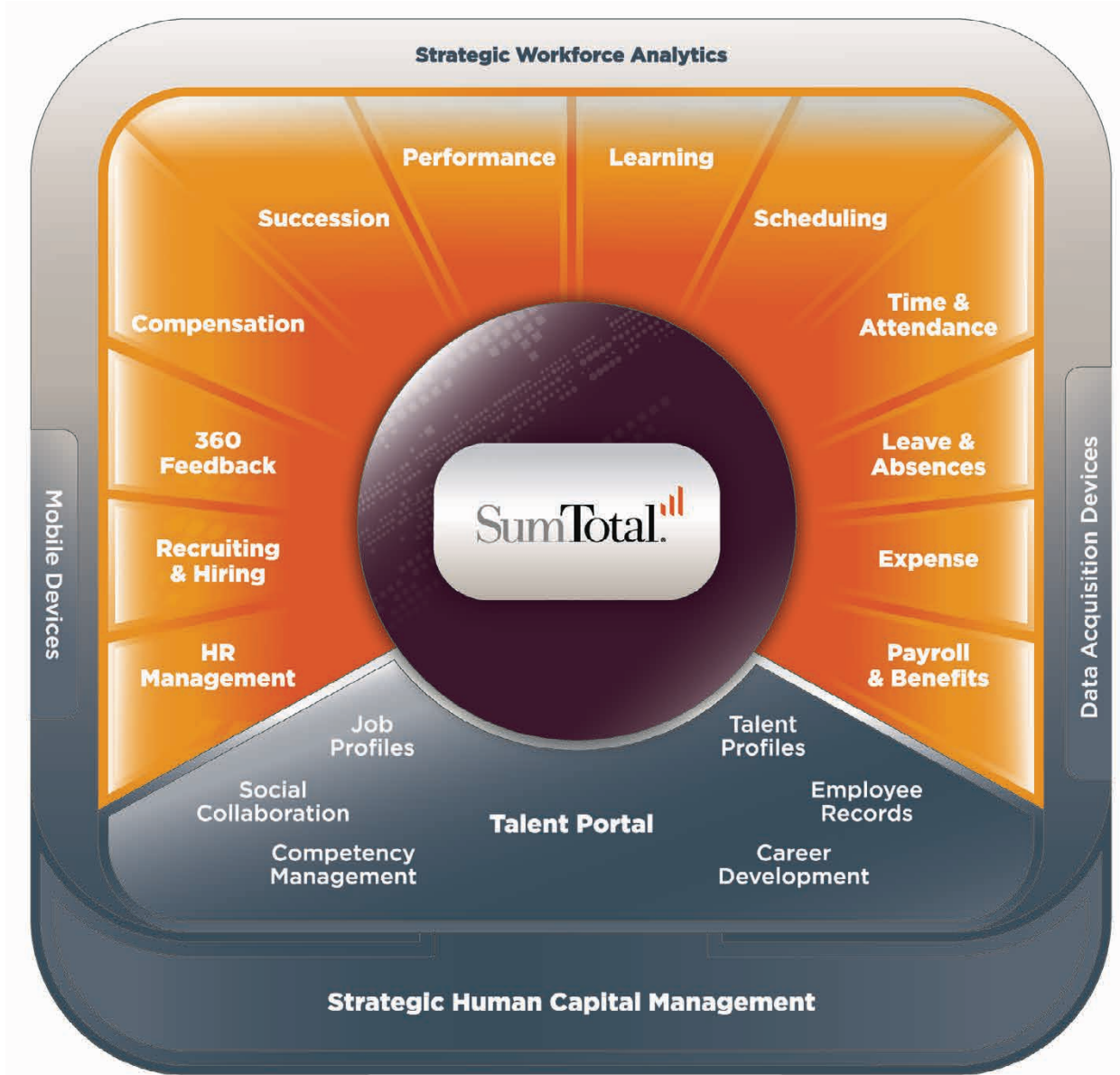
Leading-Edge Approach Recognized by Industry Leaders and Users Alike

SumTotal is a proven industry innovator. We were among the first-to-market with a complete talent management platform nearly a decade ago, we have consistently delivered innovative human capital management capabilities to buyers for decades, and our customer-centric approach is setting the new industry standard for customer success. Deployed from the cloud in 156 countries in 29 languages, our pioneering history of innovation has driven results for organizations including Google, Sony Electronics, AstraZeneca and we are consistently top rated in every major analyst report.

Gartner: 6+ Years in the Leader's Quadrant (Gartner CLS MQ) "SumTotal has established itself as the market share and mind share leader..."; **2+ Years Rated "Visionary"** (Gartner EPM MQ) "...well-suited for global organizations...seeking best-in-class functionality"

Bersin: Global Market Share Leader for Learning (Bersin 2011 LMS Systems), "Highly configurable"... "Market leading Learning Management"... "best-suited to large, global organizations."

Forrester: 4+ Years in Leaders Section (Forrester Wave LM) "Forrester Wave for Enterprise Learning Suites", **Leaders in Every Section of Forrester Wave** (2011 Forrester TM) "...among the leaders for integrated performance & compensation solutions"



About SumTotal

SumTotal Systems, Inc. is the global leader of strategic Human Capital Management (HCM) solutions that provide organizations with a new level of visibility to help make more informed business decisions and accelerate growth. Recognized by industry analysts as the most complete solution, SumTotal provides full employee lifecycle management, including a core system of record, from a single provider for improved business intelligence. The company offers customers of all sizes and industries the most flexibility and choice with multiple purchase, configuration, and deployment options. We have increased the performance of the world's largest organizations including Sony Electronics (NYSE: SNE), AstraZeneca (NYSE: AZN [ADR]; London: AZN), Amway (KUL:AMWAY), Seagate (NYSE: STX), Dell (NASDAQ:DELL), and Google (NASDAQ:GOOG).

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