



Workstream | DATA SHEET

INSPIRE YOUR WORKFORCE, TRANSFORM YOUR BUSINESS.

RESTRUCTURING ASSISTANT

Workstream's Talent Management Modules:

- **Restructuring Assistant**
Strategic restructuring and outplacement services
- **Compensation**
Streamline your planning process while rewarding your top talent
- **Performance**
Achieve business results and increase employee fulfillment
- **Development**
Improve organizational performance and individual engagement
- **Succession**
Ensure strong leadership for key positions
- **Recruitment**
Streamline the selection process
- **Total Rewards Statements**
Increase retention, save costs, and motivate your employees
- **Rewards and Recognition Programs**
Increase employee motivation and morale

Strategic Restructuring & Outplacement Services

The Challenge:

The on-going global recession is placing severe pressure on organizations to produce more with less. Finance departments are seeking to reduce workforce expenses, while poorly planned mass cuts that help the short term bottom line significantly impair future productivity. Strong HR leaders will advocate for a more strategic workforce planning process that safeguards top performers and critical organizational competence while mitigating the risk of diminished workforce productivity and employee morale. The challenge is to efficiently collect the necessary data to drive such informed planning decisions.

What keeps you awake when pondering a major restructuring project?

- How can we collect and aggregate the employee data we need for informed workforce planning?
- How do we decide where to make reductions; and can we avoid losing top talent in the process?
- Will we get it right the first time or will we just be doing this again in a few months?
- Is it possible to build a data driven business case to avoid, delay, or mitigate workforce reductions?
- What can we do to aid the transition of impacted workers?

Workstream Provides Restructuring Assistance:

Poorly executed restructuring processes are costly and inefficient and ultimately leave the organization unable to meet its key operational objectives. Successful restructures strike the proper balance between reducing manpower cost and maintaining a workforce with the requisite skills for productivity in a lean organization. Workstream has created a new tool called the **Restructuring Assistant** that is specifically designed to help organizations and human resources conduct better more data driven restructuring and workforce planning projects. The **Restructuring Assistant** can help maximize the productivity of your restructuring efforts by improving staffing decisions, expediting the process of choosing where to make reductions, and ensuring that your organization is not left without the critical individuals and skill-set necessary to succeed post-restructure.

*If you engage in a workforce restructuring project, Workstream offers complimentary solutions and services such as career outplacement services, employee reward and recognition tools, and Workstream's integrated talent management solution to drive long term organizational effectiveness.

Rank Employees by Profile Report

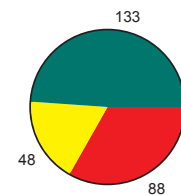
This report shows the employees that best fit the selected Profile in ranked order.

Ranking for: Core Competencies - Individual Contributors

Group	Employee Name	Limited Rank Current/Required (where Current may not exceed Required)	Rank of Key Competencies Only	Absolute Rank Current/Required (where Current may exceed Required)
Data Management	Mick, Jason	99%	91%	100%
Network Support	Velkme, John	95%	100%	95%
Data Management	Uhlq, Eric	93%		
Network Support	Tchoi, Won	91%		
Data Management	Zheng, Lina	87%		
Network Support	Dugari, Ori	85%		
IT Management	Cunningham, Cheryl	62%		
Data Management	Scott, Jan	49%		
Data Management	Puri, Manish	48%		
Data Management	Yoo, Mary	47%		

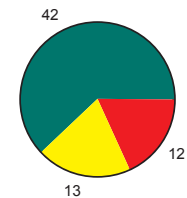
Health	Number of Competencies	Percentage of Competencies
Healthy	133	49.44%
Caution	48	17.84%
Danger	88	32.71%

Total Health (All Competencies)
Assessments Required: 1458
Competencies Assessed: 796
Participation: 54.6



Health	Number of Competencies	Percentage of Competencies
Healthy	42	62.69%
Caution	13	19.04%
Danger	12	17.91%

Total Health (All Competencies)
Assessments Required: 333
Competencies Assessed: 260
Participation: 78.08



Key Capabilities & Features of Workstream's Restructuring Assistant:

- Reveal Individual & Organizational Competence.** Using Workstream's industry leading competency library and management capabilities you can stack rank each associate across the broad spectrum of skills and competencies necessary for meeting your post-restructuring operational requirements while also learning about your overall organizational competency health.
- Intelligent Workforce Decisions.** Powerful and flexible reports allow you to accumulate and examine data by employee record and employee grouping such as competency ranking, potential rating, education, salary data, employment experience, past performance scores, and more providing you the data you need to help make informed staffing and streamlining decisions.
- Create Your Own Competency Model.** Use Workstream's industry leading competency library and manager solution to form the foundation for all of your key human capital processes. At the conclusion of your usage Workstream will provide a download of the competency library at no additional charge – A \$20,000 value.

- **Succession Planning.** Identify key roles and succession candidates to safeguard your future set of leaders and reduce organizational risk exposure that can accompany poorly executed restructuring efforts.
- **Superior Time To Value.** You can begin using the Restructuring Assistant in as little as 2-4 weeks; and the tool can save you months of frustration collecting data and compiling reports.
- **Cost Effective Terms.** Rent don't own the system to meet your specific restructuring requirements or choose to expand the capabilities of the system to support your complete enterprise performance management, employee development, and succession planning needs.
- **Easing the Transition of Impacted Employees.** Workstream, through its subsidiary 6FigureJobs Corporate Outplacement, provides expert outplacement services that go well beyond the typical outplacement services. 6FigureJobs Corporate Outplacement career professionals provide in-depth research, coaching, writing, and networking services. Coaches even work with their clients for 5 years following the acceptance of their new role helping assure long term career success.

About Workstream

Workstream provides on-demand compensation, performance, and talent management solutions and services that help companies manage the entire employee lifecycle. Workstream's talent management solution provides a unified view of all Workstream products and services including Workstream's dynamic Pay for Performance solution. Beyond mere process automation Workstream's TalentCenter enables strategy execution by providing superior decision support guidance to users to help them align decisions with organizational strategy and vision. Access to Workstream's talent management solution is offered on a subscription basis under an on-demand software delivery model to help companies build high performing workforces, while controlling costs. With offices across North America, Workstream services customers including Kaiser Permanente, Marshfield Clinic, Chevron, The Gap, Nordstrom, and Wells Fargo. For more information visit www.workstreaminc.com or call toll free 1-888-221-4005.

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More About 6FigureJobs Corporate Outplacement – The Nation's Largest Full-Service Career Management Company

As the nation's largest full-service career management company, 6FigureJobs Corporate Outplacement provides:

- **A Unique Approach.** From creative writing and printing, to research, to interview and salary negotiation training, no two Allen programs are alike. The basic components of an Allen program include:
 - Creating an action plan
 - Building a Career Marketing Portfolio including a resume edited and perfected by Allen's writing staff.
 - Leveraging a proprietary database of company contacts to find businesses that best match job search criteria and provide an accurate list of key decision-makers who would be responsible for hiring into a candidate's desirable position.
- **Experience & A Successful Track Record** - For over 45 years, 6FigureJobs Corporate Outplacement has equipped nearly one million professionals with the knowledge, skills and materials needed to achieve their career goals.

Bundling Restructuring Assistant and 6FigureJobs Corporate Outplacement Outplacement Services, Workstream provides packages tailored just for your needs as an organization and/or specialized based on job level or other breakdown, all at a price point that fits your budget.