



**reduce risks  
and improve  
compliance.**

**Workforce planning  
and analytics**



# The visibility you need to mitigate risks and improve compliance.

Aquire's workforce planning and analytics solutions mitigate risk and improve compliance by streamlining workforce audits, maintaining accurate reporting structures, validating individual roles and assignments, assessing employee access privileges and more. Below are the core areas where Aquire solutions deliver risk mitigation and compliance value throughout the enterprise.



## Corporate Governance

- Know precisely where individual reporting structures represent compliance threats.
- Demonstrate managerial controls are in place for each resource in the organization.
- Track outsourced personnel who can impact SOX compliance.
- Be notified when supervisors have undue influence – for their own gain.
- Visualize and document SOX compliance with accurate workforce intelligence reports.
- Know when payroll data does not match HR data.
- Communicate with transparency by leveraging Web-based workforce intelligence reports.



## Identity Management

- Show effective controls over who has access privileges to which systems.
- Access accurate HR data that tells you who's who, who reports to whom, who is in what job, etc.
- Align roles/responsibilities with proper security credentials.
- Track corporate assets to ensure proprietary information is collected and secure.
- Compare segregation of duties with access logs in various business systems.



## Cost Avoidance

- Eliminate manual data entry and improve data integrity across multiple business systems.
- See how many job requisitions are open and the economic impact they will have on business.
- Understand how many outside resources are under contract and how much they are costing the organization.
- Provide auditors with timely and accurate reports to reduce auditing costs.
- Prevent corporate assets walking away when employees leave the company.
- Cease paying people after they have been terminated. We find 10% of terminated employees can be paid too long.



## Segregation of Duties

- Analyze how reporting relationships positively or negatively impact critical business processes.
- See specifically where your corporation's chain-of-command data is broken and how to fix it.
- Visualize and document who is responsible for managing full-time and contract employees.
- Know who reports to whom at all times. On average, 3 – 12% of employees do not have an assigned manager in their HR system.
- Track segregation of duties for outsourced and internal resources that impact SOX requirements.



## Business Continuity

- Integrate workforce data from various systems located in multiple geographic locations.
- Track your aging workforce and conduct proactive succession planning.
- Know precisely how many people are working at every level in every department throughout the enterprise.
- Manage workforce data from a unified workforce intelligence dashboard.
- See how a restructuring initiative will impact a department, division or the entire organization.
- Quickly access employee data in emergency situations.
- Identify which employees work at specific campuses, buildings, satellite offices, etc.

Join more than 2,700 organizations in 125 countries that have selected Aquire solutions to manage workforce information.

## About Aquire

Aquire gives companies the wisdom that can only be derived from visualizing and deeply understanding the trends and future needs of their organization. Through a team of dedicated people, and a host of innovative solutions, a strategic partnership with Aquire helps companies make evidence-based decisions about their workforce investments. With Aquire solutions in hand, companies can build and communicate plans that differentiate their workforces to maximize their productivity and profits. More than 15 years of workforce insight gained from serving thousands of customers has helped Aquire grow from an industry pioneer into a recognized innovator with a portfolio of software solutions that support today's vital workforce planning and talent management challenges.

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