

Capabilities Statement



HRCOMPUTES

Mentoring systems. Mastering the potential.

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Who We Are:

Metropolitan Systems Consulting, Inc DBA HRComputes provides **Human Resources Information Systems (HRIS) and Sustainable Strategy** solutions for corporate and not for profit clients. From needs assessment, software selection, implementation, integration, program/project management and technology adoption, workforce metrics and analytics, we have helped global companies improve their **return on Human Capital** through technology.

Helping clients get the most from their Human Resources technology investment is our area of specialization.

Integrating sustainable strategy into the equation has helped clients maximize their ROI on Human Capital Investment through improved talent acquisition, retention, and engagement.

We have been in business for over 20 years. Many of our clients have been with us for over 10 years as they value our expertise, reliability, and quality.

We are certified by the State of New Jersey as a **small and woman owned business**.

Our Expertise:

Our primary goal is to help you select and successfully integrate the best HRIS solution for your operation. We are vendor agnostic. Our expertise in ERP and SaaS including Oracle, PeopleSoft, Workday and SAP is unparalleled. Projects have included global implementations for large, corporate clients and required managing global technical resources, third party vendors, and multi-country integrations. Our consultants provide key resource fulfillment and expert guidance or function as project managers and overall program directors. We have expertise in managing multiple stakeholders and complying with corporate policy and financial reporting. In our experience, the difference between just an implementation and a successful integration and technology adoption is in the details. We have over 20 years of experience in the details.

We provide expertise in the following areas:

- Strategic Guidance
- Vendor Analysis and Selection
- Change Management
- Agile Development
- Payroll, Human Resource, and 3rd Party System Integration
- Self Service and Intranet Delivery Platform
- Web-based Tools and Configuration
- Training
- Communication Strategy and Implementation
- Security Compliance
- Documentation and Manual Creation
- Mergers and Acquisition HRIS Integration
- Multi Country, Culture, and Language Implementations
- Workforce Metrics and Analytics
- Sustainable Solutions for Workforce Engagement and Compliance

Software Expertise:

- SAP
- PeopleSoft
- Oracle
- Kenexa
- Taleo
- WorkDay
- SuccessFactors
- Kronos
- ADP
- Ceridian

**NAICS codes:**

- 541511 - Custom Computer Programming
- 541519 - Other Computer Related
- 541612 - Human Resource Consulting
- 541618 - Other Management Consulting

Certifications:

- Novartis Pharmaceutical Approved Vendor
- Women Business Enterprise-State of New Jersey
- Small Business Enterprise-State of New Jersey
- Six Sigma and SEI CMM Project Management Methodologies

Clients:

Client Industries	Services Provided				
	Merger/ Acquisition	Project Management	HRIS Integration/ Implementation	Business Intelligence	Diversity and Inclusion
Global Pharmaceutical	x	x	x	x	x
Entertainment				x	
Pharmaceutical	x	x	x		
Global Manufacturer		x	x		
Insurance			x	x	
Health Care		x	x		

Case Studies:

Company: Fortune 100 Manufacturing Company

Challenge: Synchronize HR systems and processes for multinational locations in Latin and South America to report HR metrics and analytics to senior management.

Solution: Design and implement an HR Technology Road Map that addressed communicating corporate mission and goals to a diverse population with multiple languages, cultures and locations. Utilized Gap and Workflow Analysis, Employee and Manager Self Service, PeopleSoft ERP and Change Management to integrate multiple sites, transform local processes and improve data for corporate reporting.

Result: Improved corporate compliance and unified reporting designed to enhance C-suite strategic decisions.

Company: A Top-Tier Global Pharmaceutical Firm

Challenge: Maximize talent acquisition effectiveness in an 100,000+ employee company while standardizing recruiting messages, web site design and process guidelines.

Solution: Provided HR strategy and vision to combine Best Practice and HRIS technology to improve communication and data flow between talent acquisition and requisition fulfillment. We transformed talent acquisition processes and systems for Latin and North America, UK, India, and China utilizing Kenexa BrassRing Staffing and PeopleSoft HR and our expertise in best practices in diverse multinational implementations.

Result: Increased quality of candidate pool, reduced time to fill open requisitions, improved on boarding, and better KPI reporting internationally.

Key Personnel:

Kristina Kohl, President, Executive Director, Sustainable Strategy Kris leads the Corporate Social Responsibility and Sustainable Strategy practice providing strategic guidance to senior management on the value proposition of sustainable initiatives. She has spoken at numerous events including SHRM Annual Conference -2012 and the Burlington County Chamber of Commerce Economic Outlook-Fall 2012. Kris brings over 25 years of executive business management experience in the corporate and not for profit areas. Her background includes serving as VP/Manager in the Middle Market Banking Group at JPMorgan Chase and President of an Education based NGO. Kris is a Wharton MBA graduate.

Morris Yankell, Founder, Executive Director, Client Services Morris Yankell brings 30 years of Human Resources and Information Systems experience and a Master's Degree in Human Resources to bear on all Talent Acquisition, HR Transformation, Merger and Acquisition and other projects. HRcomputes' clients have ranged, in employee headcount, from 1,000 to 100,000+ and from the US and Latin America to Europe and the Far East. Prior to forming HRcomputes, Morris was Vice President of HR Application Development at an investment banking firm and an HR Generalist at a major university medical center. Morris has spoken at SHRM and IHRIM Conferences, PHRPS meetings, and the Oracle's Users International Conference. He is Co-chair of the Membership Services Committee and a new member interviewer at GPSEG, a member of the Alumni Board of Directors for The New School, NYC and a past Board Member of IHRIM.



Resources:

We utilize existing staff complemented by business partners to provide the best array of technical, managerial, program and project human resources to meet your project needs. This staffing arrangement provides the best continuity, flexibility and technical capabilities.



Contact:

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