

Capabilities Statement



HRCOMPUTES

Mentoring systems. Mastering the potential.

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Who We Are:

Metropolitan Systems Consulting, Inc DBA HRComputes provides **Sustainable Strategy and Human Resources Information Systems (HRIS)** solutions for corporate and not for profit clients. Integrating sustainable strategy into the equation has helped clients maximize their ROI on Human Capital Investment through improved talent acquisition, retention, and engagement. Research and experience show that sustainable design and practices in the work environment save not only energy costs but also provide tangible productivity gains. The key to success is in developing the right plan to align sustainable initiatives with business goals.

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. Through opportunity identification, software selection, integration, implementation, technology adoption, innovation, workforce metrics and analytics, we have helped clients improve their **return on Human Capital investment.**

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

Our Sustainability Expertise:

Our primary goal is to help you formulate and implement a sustainable strategy that addresses stakeholder concerns and maximizes ROI. For most companies, their human capital investment is their highest operating expense. We guide clients through the process of moving beyond the “low hanging fruit” to embed sustainable strategy into their operation. We believe that HR can play a crucial role in facilitating change through developing programs designed to align sustainable objectives with core business goals. Our consultants provide innovative ideas, guidance, system expertise, and measurement and analytical tools. We have expertise in managing multiple stakeholders and complying with corporate policy and financial reporting.

We provide expertise in the following areas:

- Sustainable Business Plan
- SWOT Assessment
- Systems Analysis and Recommendation
- Strategic Guidance and Modeling
- Change Management
- Education/Training
- Communication Plan and Implementation Strategy
- Baseline and GAP Analysis
- Metrics and Analytics
- Workforce Engagement
- Special Projects
- Innovation
- 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	Services Provided				
Industries	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: A Top-Tier Global Pharmaceutical Firm

Challenge: Diversity and Inclusion Project for +100,000 employee firm: Create a culture which promotes creative thinking and innovative work practices to maximize focus on key business initiatives.

Solution: Flexible Work Options. Develop program that provides for consistent and enterprise wide adoption of flexible work options. Identify and implement a system tool to facilitate measurement, guidance, and support for both employees and managers. Change management including education, buy in, training, and support. Stakeholder communication facilitated through metrics and compliance data.

Result: More flexible work environment that focuses on business results rather than work structure. Measurable productivity gains, lower costs from unwanted turnover and absenteeism, and reduced real estate footprint and expense. Employer of Choice.

Company: Diverse Global

Challenge: Educate Global HR Professionals on the Sustainable Strategy Value Proposition

Solution: SHRM National Conference Presentation outlining the benefits of sustainability and identifying the role for HR in the process. Discussion of key levers, best practices, and success stories to embed sustainability into business operations.

Result: HR professionals gain insight, understanding, and actionable tools to enhance their role in meeting business goals through the use of sustainable strategy.

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.

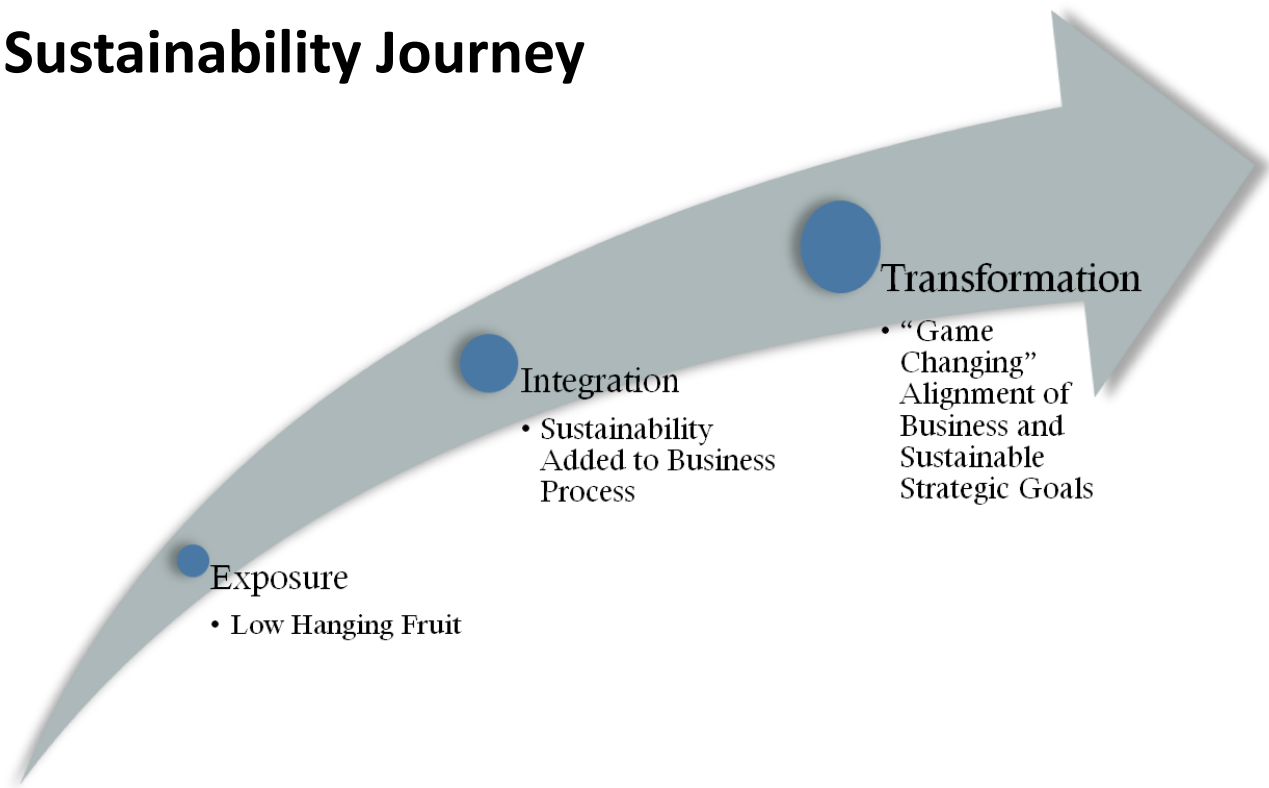
Morris Yankell, Founder, Executive Director, Client Services Morris Yankell brings 30 years of Human Resources and Information Systems experience and a Master's Degree in Human Resources to bear on all Talent Acquisition, HR Transformation, Merger and Acquisition and other projects. HRcomputes' clients 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.

Sustainability Journey



Contact:

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