

**For Immediate Release****HumanConcepts Announces OrgPlus Enterprise Succession**  
***Latest OrgPlus Module offers the Fastest Way to Develop Succession Plans***

Sausalito, California — June 15, 2009 — HumanConcepts announced OrgPlus Enterprise Succession at the Oracle HCM Users Group conference today in Las Vegas. This solution enables organizations to create and share succession plans in a matter of days -- not months or years. OrgPlus Enterprise Succession enables HR managers to rapidly deliver succession plans without the resources and lead time usually required.

OrgPlus Enterprise Succession provides a practical, intuitive framework for succession plans that can be rolled out quickly within any enterprise. The solution eliminates the false steps, intense staff work and redundant subjective appraisal processes. With OrgPlus Enterprise Succession, teams can create succession plans that optimize the workforce structure and align the right candidates with the right positions - in a fraction of the time required for traditional solutions.

OrgPlus Enterprise Succession provides visual, drag-and-drop functionality that allows managers to easily view succession plans within organizational charts and test "what-if" scenarios by moving candidates into and out of succession plans. Solution features include:

- Web 2.0 technology allows collaboration with team members while creating and modifying succession plans
- Built in staging area provides a convenient way of managing a list of potential candidates
- Visual identifiers such as symbols, colors or box formats can be used to identify candidates that meet specific criteria
- Built in "9 box" performance/potential grid speeds evaluation of successors
- "Next Moves" illustrates career plans for any employee

"With the rapid pace of change today, HR needs to be ready to name successors to key positions. However, developing succession plans can be a long and inflexible process. With OrgPlus Enterprise Succession, managers can now quickly develop these plans and identify candidates without additional time and resource costs," said Martin Sacks, CEO, HumanConcepts.

OrgPlus Enterprise Succession can be integrated directly into HR systems including Oracle E-Business Suite, PeopleSoft and SAP. When integrated, security roles are passed to OrgPlus ensuring appropriate access to employee data and succession plans.

Learn more about succession planning best practices, workforce decision support solutions, and OrgPlus integration with Oracle E-Business Suite and PeopleSoft at the Oracle HCM Users Conference:

- Martin Sacks, HumanConcepts' President and CEO, presenting "Reorganizations: Successfully Managing Change", Monday, June 15, 2009, at 2:00pm
- Jim Candler, HumanConcepts' VP Global Customer Success, presenting "Practical Succession Planning for Oracle E-Business", Wednesday, June 17, 2009, at 2:00pm
- OrgPlus in action, HumanConcepts booth #107

## **OrgPlus Enterprise Succession Availability**

OrgPlus Enterprise Succession will be available in third quarter 2009. For more information, contact HumanConcepts at [www.orgplus.com](http://www.orgplus.com) or by calling 1-888-821-1261 or 1-415-332-3030 (outside the US).

## **About HumanConcepts**

HumanConcepts is the leading provider of on-demand workforce decision support solutions for organizations of all sizes. Over fifty thousand businesses worldwide—including 400 of the Fortune 500—use OrgPlus® to help understand their workforce and manage change, using information-rich org charts, easy-to-configure workforce metrics, and advanced collaborative modeling tools. Named as Top HR Product of 2008 by Human Resource Executive® magazine, OrgPlus integrates seamlessly with Oracle, SAP, and other leading HCM and HR systems.

HumanConcepts also offers Transition Manager, a comprehensive decision support tool designed to help large companies meet the objectives and minimize the risks associated with workforce reorganizations. Transition Manager is the only solution on the market for managing reductions in force, and is currently in use by ten percent of the Fortune 100 companies. By providing real-time insight, reducing legal and compliance exposure, lowering separation costs, and minimizing the loss of key talent, Transition Manager provides immediate and significant value to any company undergoing change.

HumanConcepts is based in Sausalito, California with offices in the United Kingdom, Germany, and Singapore. For more information visit [www.humanconcepts.com](http://www.humanconcepts.com).

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