

MICROSOFT BUSINESS SOLUTIONS-NAVISION

HUMAN RESOURCES AND PAYROLL

Microsoft® Business Solutions-Navision® Human Resources and payroll helps you effectively manage labor efficiencies, control labor related costs and improve labor productivity.

Key Benefits

- A comprehensive payroll for today's growing companies
- Easy modification for unique payroll situations
- Reduced human resources and payroll monthly costs
- Reduced burden on payroll and human resource departments
- Enhanced reporting capabilities
- Improved flexibility
- Seamless integration within the following areas of Microsoft Navision:
 - General Ledger
 - Purchases and Payables
 - Resources
 - Jobs
- Seamless integration within the other areas of Microsoft Navision HR Management:
 - Advanced Human Resources
 - Employee Self Service
 - Manager Self Service
 - Communication Tracking

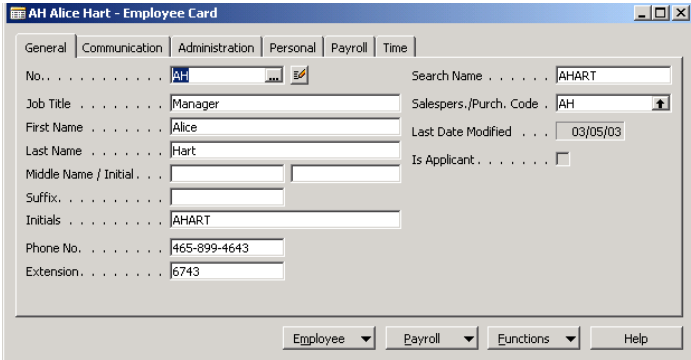
Human resources and payroll are a critical component of every business, as well as one of the most complicated. Among the most important considerations for companies looking for human resources and payroll software are ease of use, accuracy and full integration with a business management system. A powerful, integrated payroll and human resources software solution can improve labor productivity and labor efficiencies, as well as help you control labor related costs – all of which directly contribute to your company's bottom line.

Microsoft Navision Human Resources and Payroll and is well suited for a large number of industries within the world market. As a flexible, powerful, in-house payroll solution, its strength lies within the overall design. Utilizing "Controls" for flexibility, "Filters" for data manipulation and Microsoft Navision's database for processing large numbers of employees quickly, all add up to a solid HRM (Human Resource Management) offering for the ERP II (Enterprise Resource Management) market space. Other key areas of functionality are the ability to track payroll information against jobs, define your own pay cycles and track and calculate commissions. Microsoft Navision Payroll and Human Resources has been developed to provide specific industry functionality, including that for manufacturing, wholesale/retail, trade, services, distribution, construction, not for profit and fisheries, to name a few.

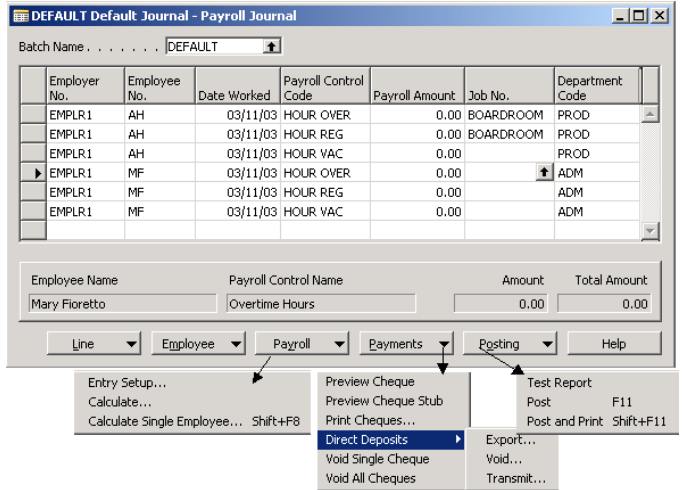
Microsoft Business Solutions-Navision Human Resources and Payroll unravels the myth of outsourcing, once believed to be a great time and money saver. During payroll processing, for example, your payroll staff performs the bulk of the work whether you outsource the calculations or not. Source data input is the major time consumer during payroll runs, while the time your payroll vendor spends on calculations is minor in comparison. Using Microsoft Business Solutions-Navision Human Resources and Payroll, data entry and calculations are completed in-house, lowering your overall cost per transaction and saving you the minimum or basic processing fees your vendor charges.

For more information

To learn more about Microsoft Business Solutions-Navision Human Resources and Payroll, contact your local Microsoft Business Solutions office, a Microsoft Certified Business Solutions reselling partner, and/or visit www.microsoft.com/BusinessSolutions.



Intuitive Screen Layouts – designed to ease the learning curve through logically naming and positioning of tabs, buttons and information



Easy – six simple steps to complete a payroll

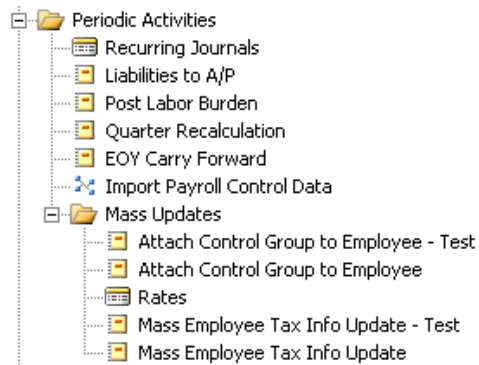
Quick Entry Setup – enter all employees or a defined set of employees as well as the hourly controls that you specify for ease of data entry

Fast – calculates 2200 employees in 34 minutes

Single Employee Recalculation – lets you calculate a single employee rather than the entire batch

Checks or Direct Deposit – lets you define exactly how your employees want their pay distributed

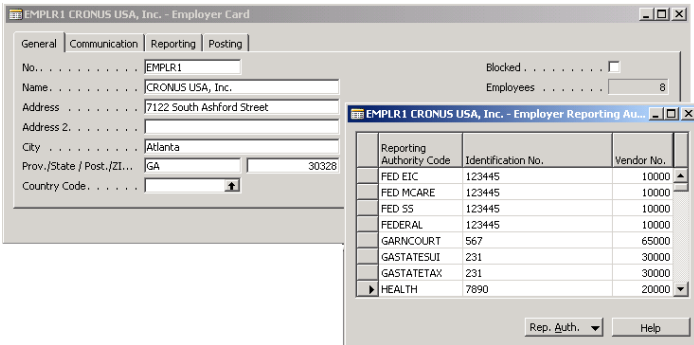
Post to General Ledger – all entries are posted directly to Microsoft Navision General Ledger



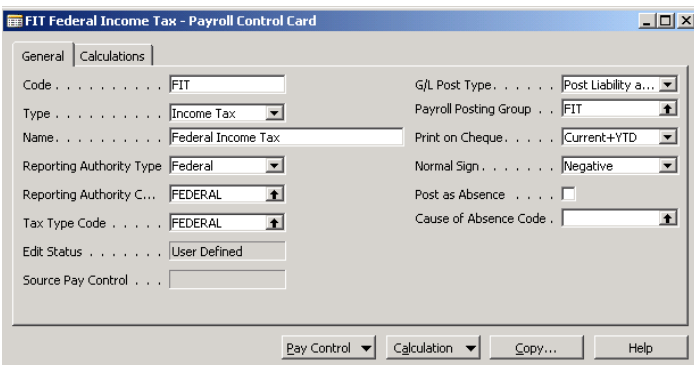
Post Liabilities to Payables – integrated with Microsoft Navision Purchases and Payables to automatically post liabilities to Accounts Payable

Post Labor Burden – post employer expenses to jobs or departments

Mass Updates – quickly update data specific to each employee



Multiple Employer – calculates payroll for multiple employers in the same database with the ability of assigning employer specific rates, ID numbers, vendors, and more



Unlimited User Defined Payroll Controls – lets you define as many payroll controls as you require

Flexible Calculations – able to handle any type of calculation for a payroll control

Key Features	Description
MULTIPLE EMPLOYER	<ul style="list-style-type: none"> ▪ Keep all information for more than one employer within the same company. ▪ Flexible reporting lets you get information out for each separate employer or all employers together. ▪ Earnings for an employee working for more than one employer can be treated separately or combined. If separately then two W2's or T4's would be printed for the employee. ▪ Specific rates can be assigned at the employer level.
UNLIMITED USER DEFINED PAYROLL CONTROLS	<ul style="list-style-type: none"> ▪ Payroll controls are any type of earning, benefit, deduction, accrual, hour, etc that needs to be kept track of. ▪ Decide exactly what Payroll Controls gets printed on an employee cheque or Direct Deposit stub. ▪ Determine when a payroll control will get calculated (e.g. Each Pay Period, 1st Pay Period, 2nd and 4th Pay Periods, etc).
FLEXIBLE CALCULATIONS	<ul style="list-style-type: none"> ▪ Any business rule that can be mathematically or logically figured out can be set up in a payroll calculation.
FAST CALCULATION	<ul style="list-style-type: none"> ▪ 2250 employees took 34 minutes to calculate, on a Navision Database Server. ▪ Single employee recalculation lets you calculate only those employees who need to be re done, not the entire batch.
POST LABOR BURDEN	<ul style="list-style-type: none"> ▪ Post employer paid expenses directly to Jobs and or Dimensions through this Periodic Activity.
MASS UPDATES	<ul style="list-style-type: none"> ▪ Easy access to Mass Update features through Periodic Activities. ▪ Update employee specific rates by a percentage adjustment, an amount adjustment, or a specific value. ▪ Attach specific groups of payroll controls to one or more employees at a time.

System Requirements

<p>TO OBTAIN ALL OF THE FEATURES MENTIONED IN THIS FACT SHEET, THE FOLLOWING MODULES AND TECHNOLOGIES ARE REQUIRED:</p>	<p>Microsoft Business Solutions-Navision supports graphical 32-bit technology and genuine client server, multitasking environment.</p> <p>The following operating systems are supported: Client 32-bit: Windows XP, Windows 2000, Windows NT, and Windows 98 Server: Navision Database Server: Windows 2000, Windows NT, IBM AIX, IBM OS/400 Microsoft SQL Server Option for Microsoft Business Solutions-Navision: Any operating system supported by MS SQL Server 2000.</p> <p>To obtain all of the above-mentioned features, the following granules are required:</p> <ul style="list-style-type: none"> • Basic Payroll • Payroll Calculations • Payroll Direct Deposit
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