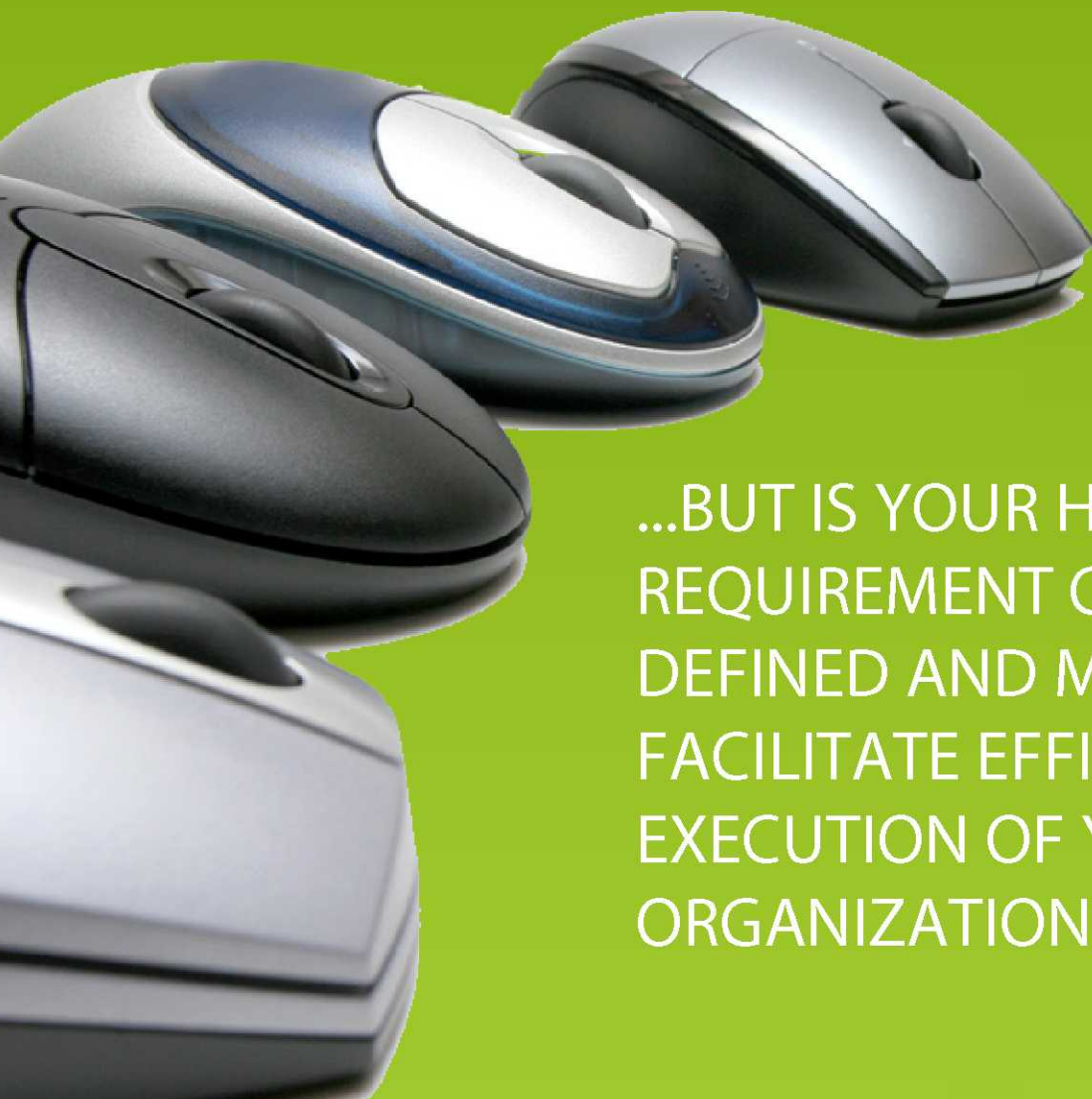




WE
DEFINE
DESIGN
FORMULATE
AUTOMATE
INTERNALIZE
SYNCHRONIZE
OPTIMIZE.
YOU CAPITALIZE.

YOU KNOW WHERE YOUR
BUSINESS NEEDS TO GO...



...BUT IS YOUR HR TECHNOLOGY
REQUIREMENT CAPABLY
DEFINED AND MET TO
FACILITATE EFFICIENT
EXECUTION OF YOUR
ORGANIZATIONAL STRATEGY?

Ever wished for a solution that integrates your HR strategy with technology?

There are a multitude of software and application solutions that are available in the market. Systems which boast of higher technical capability than the previous ones. Applications which seem like a wandering fantasy of a developer, numerous software which claim to do all your 'administrative work' in a jiffy.

We are not about those systems and solutions that handle mundane administrative work. Honestly, we do not want to be a part of that wagon.

CEO Infotech specializes in developing applications that augment your Organizational HR Strategy. Our solutions assist you to develop people strategies that link your process and goals seamlessly and also allow you to measure and better. And of course, we make it easy for you to use it too.

It's probably got to do with our pedigree. We belong to CEO Group of companies. CEO (Center for Excellence in Organization) is all about linking people and performance. Since the last 10 years CEO has provided unique and effective solutions to the industry to better performance of individuals and organizations. The gamut of service extends from creating High Performance Work Systems, Family business consulting, implementation of Balanced Score Card, development of software and applications that help take PMS to a different level, scorecard as real time web version to staffing and recruitment.

It certainly does put us at an advantage. We know the technology and we are capably backed by the Organization Development domain knowledge which has been painstakingly acquired over the last decade.

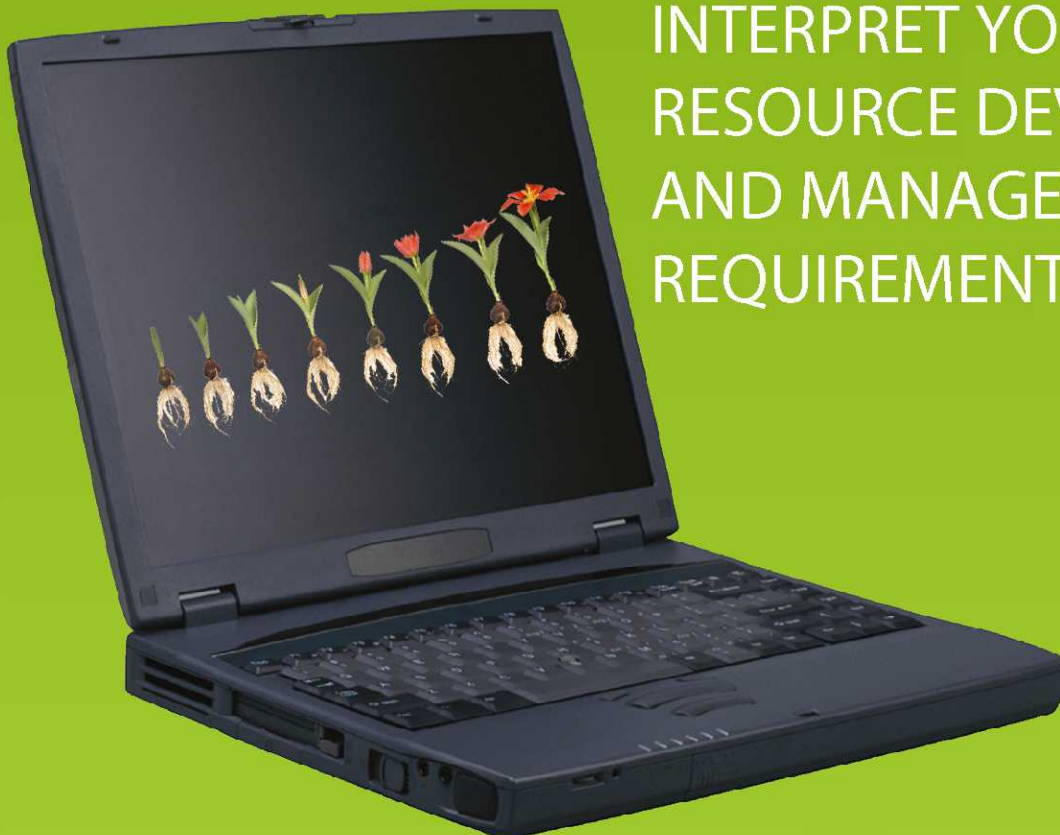
No wonder, organizations like Pepsi, Airtel, Cadburys, GMR, TVS, Murugappa, Mahindra & Mahindra, Apollo Hospitals, BEML, Cavin Care, CII, DuPont, Essar, GE, HP, India Cements, Indian Oil, ITC, Matrix, Motorola, Nokia, Pantaloon, Parryware, Petronas, Phillips, Dr. Reddys, Saint Gobain trust us and have been our customers since the last 10 years.

We believe that IT has to be more people oriented and goal oriented. Let's people it.

YOUR PARTNERS CAN
UNDERSTAND YOUR
TECHNICAL REQUIREMENTS...



...BUT CAN THEY ALSO
INTERPRET YOUR HUMAN
RESOURCE DEVELOPMENT
AND MANAGEMENT
REQUIREMENTS?



Powering Performance Management System. ePeoplePower.

So what should a PMS application do? Hold records, compute percentages, generate alert for appraisals, maintain reporting structure? But that can even be achieved with an excel sheet and a fresher HR executive.

An ideal PMS must be capable of assisting you to set your policies and goals in view of organization business requirement, cascade your goals, let you define measurement, set target accordingly - individual, department, business unit-wise. It is even more better if it can identify accountable individuals, provide a perspective for policies and goals set. And of course, enable you to measure it at the end of assigned period keeping in consideration weightage, measure, and target achieved. And how about depicting all this information graphically - bell curves, plotted representations?

Well yes, our system does all this and all that which other 'PMS' applications claim to do.

Policy Deployment Period

Period From: Nov/26/2007 To: May/25/2008

Information

To Cascade Policies for this Period Please Add Minimum 1 Policies and the Maximum Policies is 3

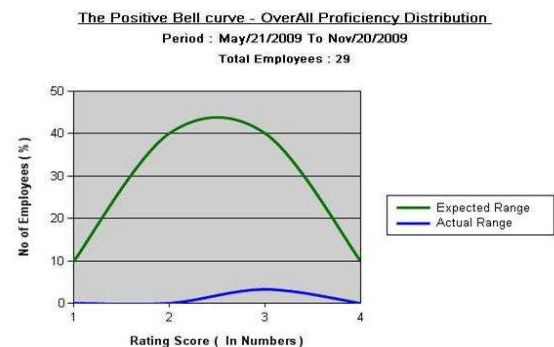
Add Policy

Accountable Person * Mahendrank
Perspective * Learning and Growth
Policy * Provides Procurement related services like installation, commissioning, Training etc
Measure * Timely updation of vendor database. Cost of logistics. Timely rendering of services.
Target * Audit every quarter. Reduce 5% by last Year. As per Commitments. (80 % of Adherence)

* Fields Are Mandatory

Organization Policy

Select	Perspective	Policy ID	Policy	Measure	Target	Accountable Nar
☐	Customer	1	Recruitment of right people at right time and cost	Recruitment lead time. Recruitment Cost. Hit Ratio. Appropriate formats designed and Used.	Jr Level (30+30), Mid Level (30+60), Sr Level (30+90). Adherence to budget. 80% offers to joining By Mid-Sep 05.	Mahendrank



Rating Score	Rating Name
1	Average
2	Good
3	Excellent
4	Marvelous

ePeoplePower seems relatively simple for an application that has been designed on the lines of best performance measurement and enhancement strategies including Balanced Score Card. It was the thought and pioneering initiative of shifting from traditional appraisal modules to something better which resulted in ePeoplePower. Its not just a 'PMS'. ePeoplePower is an enabler for better individual and organizational performance.

Never thought of such detailed approach? Or apprehensive about the 'arduous' implementation process? Should not matter. Our team of expert implementors (read OD practitioners and IT Specialists) with over 10 years of experience will help you to implement our solution at your site.

It's a good deal. You buy the best 'PMS' available in the market and you get to reach the next level of organizational standard in HR practices. True, good things always come in packages.

Want to know more? We are just a call or a click away.

OTHERS CAN ASSURE
PERFORMANCE OF THEIR
TECHNOLOGY MODULES...



...WE ASSURE AND ENSURE
THE POSITIVE IMPACT OF
OUR TECHNOLOGY
MODULES
ON YOUR HR PROCESSES.

In-house 360⁰ assessments.

Powered by e360.

You know when you need to assess your organization. But why go through the hassle of running after an evaluation / design agency, share your internal data with them, go through tedious negotiation process every time an assessment is done?

e360 lets you run your assessments as and when you need it. All you need is access to our software. You are all set to assess. You can define your requisite set competencies...or use our custom dictionary which we will gladly share with you and assist you to customize it from your organizations perspective. You can create the groups, define relationships, let people choose assessors or pick from a list prescribed. Create assessment questions, give them your custom rating, save and hit the send button to run the event. An individual mail is sent to all participants with the URL, login and password immediately and our programmed logic starts working in the background.

Want to know the status of assessments? Who took them? Who skipped them? Want to send them remainder mails? Want to close the event at a particular date? It's all available as simple graphic user interface in our system.

The screenshot shows the 'Group Participant Settings' page in the e360 system. At the top, there is a navigation bar with tabs: 'My Event', 'Questionnaire', 'Participants', 'Group Participants' (which is highlighted), and 'Settings'. Below the navigation bar, there is a breadcrumb trail: 'Group Participant Settings >> Add/Edit'. The main content area is titled 'Participants - Group Show'. It features a dropdown menu for 'Participant' with 'mahendrank (mahe00)' selected, and a 'Custom name' field with 'COO'. Below this, there is a section titled 'mahendrank EXISTING GROUP MEMBERS'. This section contains a table with three columns: 'Assessor', 'Relation', and 'Action'. The table lists five assessors: Anbu (A101), Nirmal (A102), Asha (A103), sathish (A104), and karthik (A105), with their respective relations (Subordinate, Peer, Peer, Manager, Subordinate) and a 'Delete' link for each. At the bottom, there is a section titled 'Add assessors to mahendrank group' with a 'No. of Assesor' input field and a 'Click Here' button.

Assessor	Relation	Action
Anbu (A101)	Subordinate	Delete
Nirmal (A102)	Peer	Delete
Asha (A103)	Peer	Delete
sathish (A104)	Manager	Delete
karthik (A105)	Subordinate	Delete

Did we forget to mention about the customizable reports? Our reports are all customizable. Your logo, your branding elements, your structure and your instruction about the extent and detailing of report. Of course, you also have an option of choosing from our sample templates.

Our reports have been designed to provide information in a very 'readable' format. Starting from graphs and score indicators to useful information embedded within as to how each element is read and interpreted. It all makes it an easy and effective job. If, in any case, you need assistance in helping your employees to interpret the report, convert it to action plan - our experienced mentors will be more than glad to assist.

One simple price plan per report irrespective of number of assessors, 24/7 technical and subject support, ease of design, deployment and deriving easily makes this the best product available in the 360 degree assessment software category.

Want to have a 360 degree assessment of our product? We are just a call or a click away.

HESITANT OF TECHNOLOGY?
THINK IT'S THE DEVIL KILLING
HR?



FOR A CHANGE,
YOU WILL LOVE OURS.
TECHNOLOGY...
FOR THE PEOPLE...
OF THE PEOPLE...
BY THE PEOPLE...

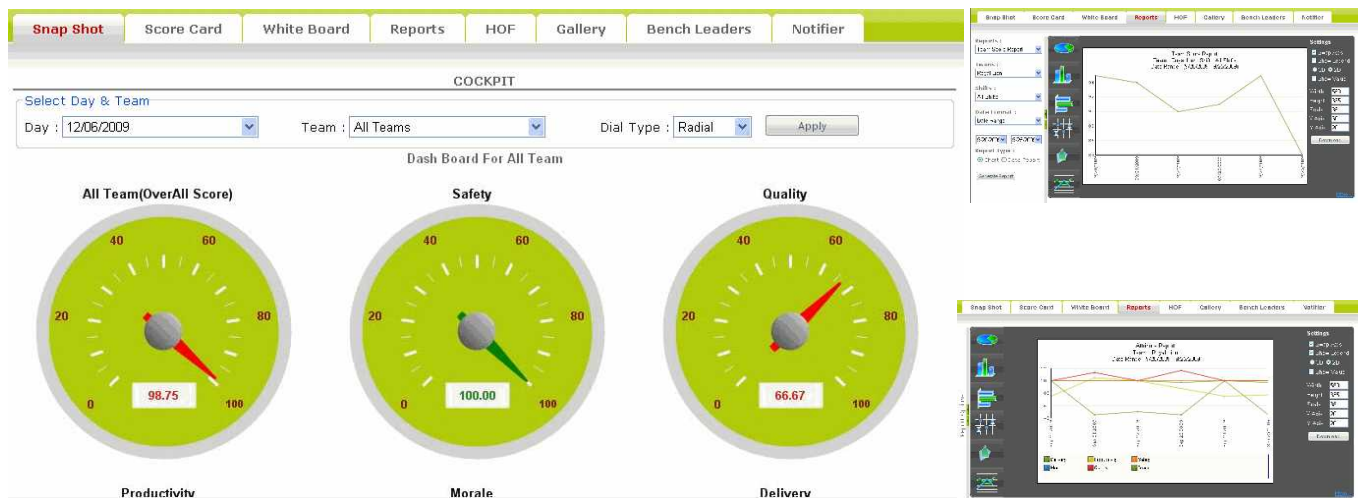


Online scorecards to measure and better.

Powered by eScoreCard.

Hate waiting for reports? Do not want to wait till the weekend meeting to know what went wrong and why it went wrong? Want to better motivate your teams and make them perform better? Want to stay in touch with everyone in the team even when you are away? Want to really measure and better? Then, eScoreCard is the solution that you need.

What is the use if information cannot be translated to action plan or information is not in real time? eScoreCard let's you gain access to production, performance, quality information in realtime. Team-wise, department-wise and organization-wide. You set the parameters of performance. You design the standards and define above standard / below standard levels. You set the scoring pattern and measure them. True, we all have done it...but in real time? Time to stop waiting for weekend information and start optimizing and bettering your production, quality and overall performance right away.



What's more? You can use eScoreCard as a bulletin board to paste private / group / organizational messages and allow your junior most worker also to respond to your comments. Motivate your team by using the 'Hall of Fame' feature - translated directly from the scorecard figures of individuals / teams / business units. Motivate your team, build the passion of healthy competition.

It's all easier than you think. Let us know when you want to better your organizations performance. We are just a call or a click away.

INFORMATION TECHNOLOGY
MUST PROVIDE ACCESS TO
VALID INFORMATION WHICH
ASSIST VALID DECISIONS...



...JUST LIKE OUR SYSTEMS...

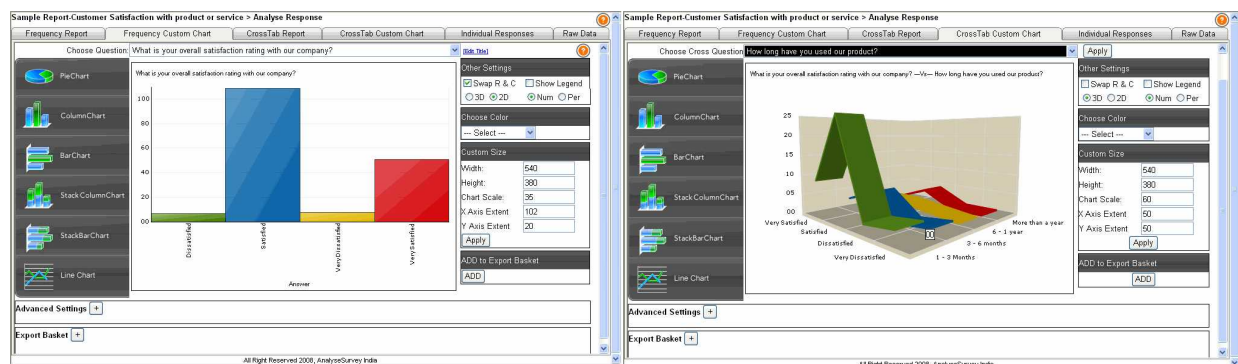
Online surveys to enable 'informed decisions'. Powered by AnalyseSurvey.

Yes, there are grapevines - official and unofficial. There are also designated people who can bring the information to you from the lowest level of organization. But wouldn't it place you in a better and more comfortable situation if you can speak to all people concerned, obtain data, validate all the information and take really 'informed decisions'?

And you really do not even need to move from your desk. Be it a customer, vendor, colleague, other department members, or even your own friends and relatives...they are all just a question and a click away from you.

With our state of art, yet simple to use AnalyseSurvey software, all you need to conduct a survey is a set of questions. Log in to our system, type in your questions, give people options if you want or let them suggest, group the questions to validate the result better, select the list the recipients and hit 'send'.

The rest is done by the recipients of your mail and our application. All information is stored in the format you want to view. Want to play with the combinations? Download the data to any spreadsheet and calculate. Not in a mood for crunching numbers? Our inbuilt data processing and display models give you the flexibility of viewing the information in nearly anyway you want. Cross tab reports, graphs, validator comparisons...its just a matter of choosing your parameter on our GUI screen.



Make an informed decision. Get in touch with us today to experience the ease and sophistication of AnalyseSurvey. As always, we are just a call or a click away.

Interested in our other solutions?

We offer a wide range of -customizable-easy to implement, support and run- solutions including Aptitude assessment software, Data processing and HR administration solutions. For more information about our other products please visit us at www.ceoinfotech.com or mail us at contactus@ceoinfotech.com / info@ceoinfotech.com. Our customer support team will be glad to assist you with any of your queries.

Please visit www.ceoinfotech.com for more information.



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