INTRODUCTION TO

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Employee Experience Solutions
that Deliver Business Outcomes

About
Semos Cloud

Key Facts

10+
Years in the business of providing reliable enterprise software solutions, IT consulting, and implementations

35+
Global Fortune 500 enterprise deployments of our solutions. Few of our case studies include: Coca-Cola, Japan Tobacco International, OMV, Allianz Group, MAPFRE, and many more

#1
We partner with the leading enterprise software vendors in the world - SAP, Oracle and Microsoft. Our solutions are integrated and available on their app stores and also other leading marketplaces

Brief History

Semos is an independent software company focusing on the design, development, implementation, and technical support of sophisticated enterprise solutions. We have experience in building, implementing, and delivering cloud solutions.

In 2013, we were accepted into a Cloud Development Accelerator program by SAP. For a decade now, we have been delivering solutions and integrations on public cloud platforms with technical and business support from our partner teams at SAP, Microsoft, and Oracle. In 2018, we won the SAP Pinnacle Award. In 2020, we became an SAP Endorsed Partner and joined SAP's premium partnership program.

Semos Cloud is a founding member of the PACI group (Partner Advisory Council for Innovation) and works with other top SI's and ISVs to build competitive cloud and AI offerings.

SAP® Certified
Integration with SAP Applications

SAP Pinnacle Awards 2018 Winner

ORACLE | Build Partner
Expertise in
Integrated with Oracle Cloud

Microsoft Partner

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Our Vision

Reimagining Employee Experience by Creating "Moments that Matter"

The following employee experience magnets define the essential categories of experiences that employees look for in a great place to work:

- **Communication** of the company's purpose that creates a sense of belongingness and organizational alignment

- **Appreciation** that makes employees feel valued for their contributions and encourages the right behaviors and achievements

- **Guidance** of employees on their journey to raise productivity, improve skills, and workplace collaboration

- **Listening** to employees and encouraging their share of voice in order to show empathy and address their needs in a timely manner

- **Leadership** who act as coaches to inspire and facilitate employee success throughout their entire career journeys

- **Wellbeing** of the employee as a whole – their physical, emotional, social, and financial wellness

EMPLOYEE EXPERIENCE

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Evolution of HR and Web Technology

The Overall Technology Stacks that Affect Employee Experience

HR 3.0
People & Culture System
Focus: Individuals, creators and teams. Values and "Moments that Matter"
Tech: Extensible SaaS built with AI and Web3 principles

| Recognition | Wellbeing | Communication | Skills |

HR 2.0
Talent Management System
Focus: HR talent processes. Employee lifecycle from Hire to Retire
Tech: Standardized SaaS built with Web2 principles

| Recruiting | Performance | Compensation | Learning |

HR 1.0
HR Management System
Focus: System of records following country laws and regulations
Tech: On-prem, SaaS or outsourced (BPO)

| HR Core | Payroll |

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Overcome Business Challenges and Drive Results

Semos Cloud delivers **tailored Employee Experience solutions** that help companies overcome one or multiple business challenges and drive better results.

Culture & Recognition
- Driving cultural transformation with recognition
- Aligning the company culture with recognition across different markets
- Consolidating loyalty with custom-branded service rewards and celebration programs

Communication, Trust, and Guidance
- Navigating change management and crisis with streamlined internal communication
- Aligning the organization with the business direction and goals by providing one source of truth
- Making information accessible to all employees regardless of their location (deskless, remote, on the go)
- Introduce pay transparency and remove the compensation gap with personalized Total Rewards Statements
- Measure employee satisfaction and engagement and empower collaboration and growth across the organization with the use of Feedback programs

Employee Wellbeing
- Providing a holistic and personalized approach to company wellbeing initiatives
- Building belonging and connection by developing initiatives that connect with employees' values
- Nurturing healthy and happy employees and reducing healthcare and turnover costs

Skills & Growth
- Empowering employee growth and reducing turnover by providing more career transparency
- Preparing employees for future market needs and company direction with new upskilling and reskilling strategies

Proof of impact:

175% increase in employee engagement

20% lower attrition rate

~$60,000 saved in IT maintenance per 10k employees annually

~$190,000 saved in rewards markups per 10k employees annually

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How Semos Cloud Supports Customers Strategically

CULTURE & RECOGNITION

SKILLS & GROWTH

WELLBEING & SUSTAINABILITY

COMMUNICATION, TRUST & GUIDANCE

Recognition
Design desirable programs that align with the company culture and drive purpose, values, and action

Moments that Matter
Celebrate anniversaries, create and participate in engaging "Moments that Matter" for employees

Rewards
Serve memorable rewards from the largest variety of rewards portfolio, while reducing overall costs

Incentives
Drive up motivation by promoting targets and behaviors with campaigns and incentives

Wellness
Design holistic health-promotion and wellness programs for individuals and organizational health

Activities
Holistic activity library that provides each employee with the right set of activities to feel at their best

Skills Intelligence
Provide employees and leaders with AI that learns and identifies soft skills, hard skills, and projects

Semos Cloud EX Priorities Navigator
for HR Leaders

Fundraising
A streamlined and exciting giving and matching experience for program managers and employees

Drive Competencies
Make your competencies a part of everyday reality through gap analysis and capacity planning

Volunteering
Manage an employee volunteer program and employee resource groups from start to finish

Career & Retention
Accelerate talent growth that empowers employees and turns managers into coaches

Talent Analytics
Map the talent and skills within your organizations in real-time – and adapt with immediate insights

Internal Communication
Reach all your employees, enable content creators, personalize comms., and spark 2-way conversations

Feedback
Build a culture of continuous and focused feedback that fuels developmental and evaluative improvements

Employee Journeys
Build journeys to create, tailor, and deliver step-by-step guidance for employees

Employee Listening
Create surveys and pulse checks from every employee's experience to take the right actions

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Our Platform

End-to-end View on the Platform from Technology to the Experience Layer

| EXPERIENCE | Social Home & Branded Landing Pages | Progressive Web & Mobile App | e-Cards, e-Mails & Notifications | Intranet & Company Portal | MS Teams, Office & Slack Apps | HCM Embedded & 2-way Sync | Social Sharing | ... |

SOLUTIONS	jobpts	nurture	wellbeing	skills
MODULES	• Recognition Programs • Rewards Catalogs • Celebrate "Moments that Matter" • Earn Points and Incentives • Admin Center • Professional Services	• Comms Creation, Campaign Planning, and Governance • Feedback Programs • Employee Journeys • Employee Surveys • Admin Center • Professional Services	• Wellness Programs • Wellbeing Activities • Fundraising Programs* • Volunteering Programs* • Playbooks & Journeys • Admin Center • Professional Services	• Talent & Skills Intelligence • Digital Credential Mgmt (Badges) • Drive Competencies* • Growth, Career & Retention Plans* • Talent Analytics* • Admin Center • Professional Services

| TECHNOLOGY | Native HCM Integrations | Security and Governance | Extensions and Flexibility | AI / ML and Data Science | Analytics, Workflow and In-Memory Data Mgmt | Multi-cloud Choice of Deployment |

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How Semos Cloud Adds Value for HR Leaders

Key Insights and Proposals for EX Programs and HR Team Effectiveness

Needs

- Better understand the pain points and needs of your talent and teams
- Identify new opportunities and value drivers to improve your organization and change habits

Benefits

- Understand the offerings (solution fit) and expected benefits
- Help create and articulate the business case for implementing changes

Programs

- Build and deliver the programs required to achieve your EX goals
- Sustain and advance the programs to keep up the impact

Technology

- Be aware of emerging technologies and how you can innovate to stay ahead
- Leverage existing information systems and integrations required to support the necessary changes and ultimately achieve the intended benefits

Society & Communities

Organization & Processes

- Culture & Identity
- Communications
- Guidance
- Listening
- Analytics

Talent, Teams & Leadership

- Recognition & Rewards
- Moments that Matter
- Performance & Feedback
- Skills & Growth
- Wellbeing & Care

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Culture & Recognition

Appreciate Your Employees and Create "Moments that Matter"

For Companies

- Custom program design for talent attraction and retention
- Unified recognition of employee experience across the organization (localization)
- Inclusive and engaging programs for your deskless workforce
- Increase employee engagement by up to 175%
- Drive employee satisfaction through engaging social features
- **Received value vs. cost** (transparent pricing model, no markups, no overhead costs, no transaction fees, low FTE: 0,5 FTE required to run a global enterprise program with 100k employees)
- Advanced culture reports and statistics to measure recognition impact
- Global analytics to drive adoption over time and foster a culture of appreciation

For Employees

- A human-centric and engaging workplace
- Increased feelings of appreciation, inclusion, and belonging
- Recognition of personal impact on business results
- Rewards for contribution
- Fair and equitable rewards across the organization
- A simple and transparent points system that is easy to understand (1 point = 1 USD)
- Employees receive **100% of the points value** (no additional costs or markups)
- Redeem experience that matches the Amazon website shopping experience
- Improved employee productivity and reduced stress
- Easy access through mobile devices or collaborations tools (Slack, M. Teams)

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Culture & Recognition

Appreciate Your Employees and Create "Moments that Matter"

JobPts' Recognition and Rewards platform can help you create a culture of appreciation and improve employee experience in your organization. Boost employee motivation, engagement, and retention by recognizing employees for their work.

Recognition Programs

- Monetary and non-monetary
- Nomination, voting, and ranking
- Top-down, peer-to-peer and workflows
- Enable global and local programs
- Manage eligibility and dynamic teams
- Manage budgets and govern your spent
- Social recognition and gamification
- Access the Culture Profiles and see the recognition impact across the organization

Rewards and Catalogs

- Global e-gift card catalogs in 150+ countries, plus virtual cash cards
- Unlimited merchandise from Amazon Business and eBay marketplaces
- Donations, experiences & tours, branded swag items, and custom stores
- Equitable awards based on the standard of living index and local currencies
- No overhead rewards costs - lower TCO

Celebrating Moments that Matter

- Anniversaries and birthdays
- New hires, project milestones, and promotions
- Personal life events - marriage, new baby, new home
- Track all the employee moments and send nudges to create a memorable employee experience
- Automate moments that matter and send custom company-branded swag
- Digital and printed memory books
- Create, participate, and get reports

Campaigns and Incentives

- Earn points and claim awards during campaigns – employee referral program, quarterly sales program, etc.
- Enroll in subsidies to receive payroll monetary assistance from the company – mental health campaign, sustainability campaign, etc.
- Use points cards for company events and raffles where employees will receive or win scratch cards with codes
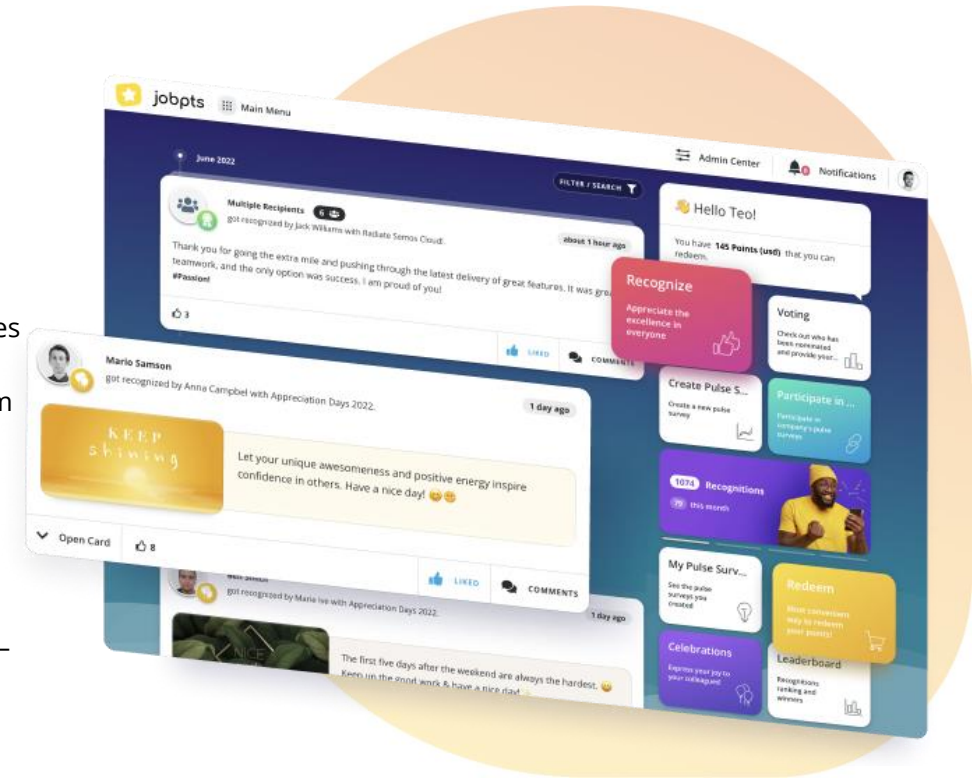
* Customers can request to include in the Culture Cloud also other modules from the Communications, Wellbeing and/or Skills Cloud.

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Nurture: Communications
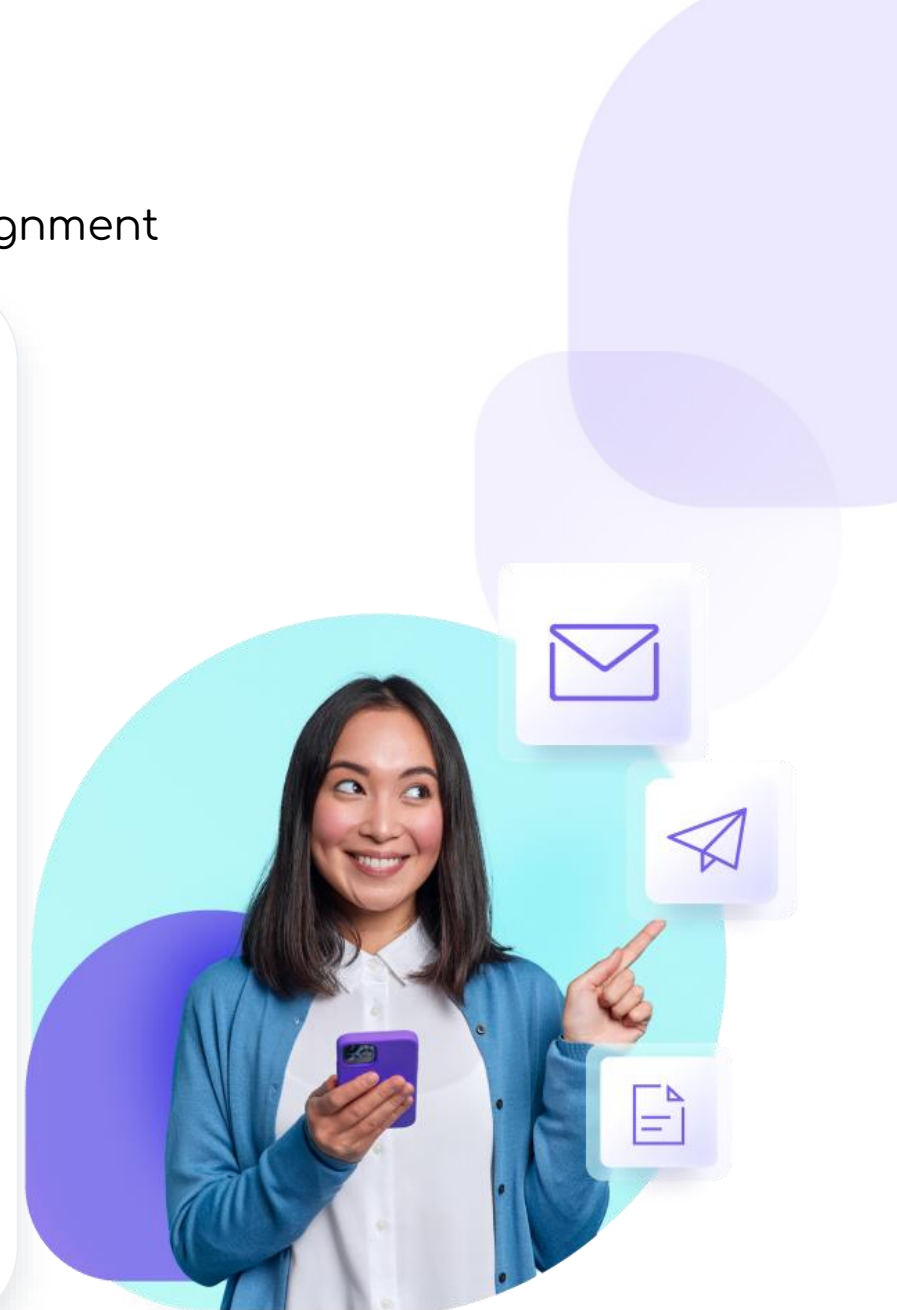
Employee Communications

Employee Communications that Drives Trust and Organizational Alignment

For Companies

- An internal communications platform with custom branding for talent attraction and retention
- Reach organizational alignment through streamlined communications (**100% delivery rate of internal comms**)
- Increase employee engagement by up to 175%
- Avoid managing complicated mailing lists and target the right audience thanks to the advanced filtering options and core HR system integration (gender, age, position, etc.)
- Advanced personalization to ensure each employee receives purposeful communications
- Take action based on employee feedback
- Drive employee satisfaction with engaging social features
- Received value vs. cost (businesses using effective internal communication tools are **3.5 times more likely to yield better results**)
- Advanced and auto-generated multi-channel reports to measure and maximize the impact of communications campaigns across the organization

For Employees

- A human-centric and engaging workplace
- Increased feelings of inclusion and belonging thanks to the social features (follow, like, comment)
- Never miss important company updates (follow, highlight, pin communications based on interest)
- More awareness of the personal impact on business results
- Central location (HUB) with all company communications that are easily accessible
- Real-time access to relevant information
- Frequent and relevant 360-degree feedback that enables personal growth
- Increased awareness that employees' opinions matter
- Improved productivity, motivation, satisfaction, and reduced stress
- Hyper-personalized communications that include deskless workers
- Easy access through mobile devices (PWA)

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Employee Communications

Employee Communications that Drives Trust and Organizational Alignment

Our internal communications platform is built for leaders and business communicators to empower their content creation, reach all employees with the message, listen to employees, guide them on their journey, and to align with the company mission, purpose and passion

Internal Communication

- Create inspiring and branded internal campaigns with ease
- Deliver personalized and targeted communications
- Easily collaborate and follow workflows
- Reuse content from the central library
- Report on impact and drive adoption
- Multi-channel access (desktop, mobile, Slack, MS Teams, SharePoint)

Employee Journeys

- Personalized employee journeys to guide people through diverse events such as new safety protocols or updating skills.
- Assign team members to collaborate, share experiences, and coach
- Pre-built templates for various scenarios to make existing & new processes more agile, streamlined, and standardized
- Get real-time analytics on the progress of journeys that people started or joined

Feedback Programs

- Manage modern and tailored feedback programs globally and locally
- Instantly give or ask for feedback from individuals or a dynamic team
- Never lose track of your feedback
- Analytics for employees and managers to assess improvements and growth
- Automate the feedback process and include all your employees thanks to the Core HR Integration

Employee Listening

- Create, automate, and target questions to hear every voice in your organization
- Easily collaborate on and reuse surveys
- Take informed action on analytics and reports
- Enable your employees and managers to create pulse surveys without HR or IT support
- Reach employees on a mobile or desktop app that is quick, convenient, and 100% aligned with your brand
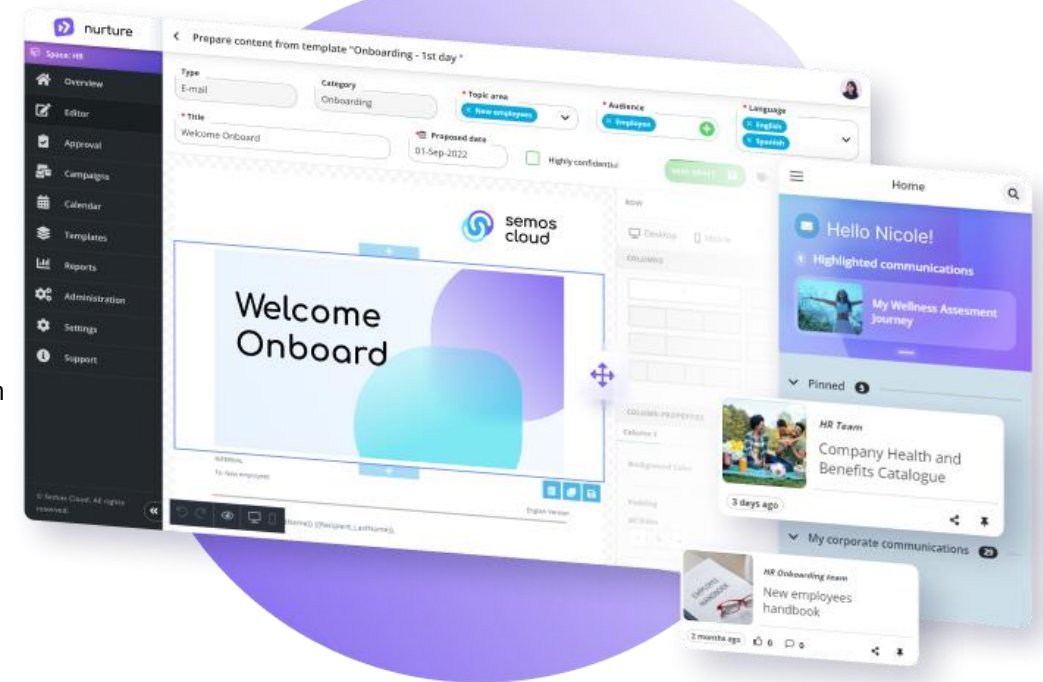
* Customers can request to include in the Communications Cloud also other modules from the Culture, Wellbeing and/or Skills Cloud.

Wellbeing & Sustainability

Support the Wellbeing of Your Employees, Organization and Community

For Companies

- Custom program design and branding for talent attraction and retention

- Drive employee participation thanks to the available resources and activities

- Nurture employee wellbeing and grow a community of happy employees that are ready to go the extra mile

- Lead by example and connect work with purposeful initiatives

- Create a personalized wellbeing experience for every employee

- Drive employee satisfaction through engaging social features

- Consolidate teamwork with healthy habits and sustainable causes

- Received value vs. cost (each **1 USD invested** in wellbeing programs results in **3.27 USD reduced healthcare costs and 2.73 USD reduced absenteeism costs**)

- Advanced reports to measure and maximize the program's impact

For Employees

- A human-centric and engaging workplace

- Hyper-personalization

- Improved wellbeing and health

- Increased feelings of inclusion and belonging due to the social features

- Engaging and impactful experience for deskless workers

- Access a library of wellbeing and sustainability recourses and activities

- Rewards for participation (easy-to-understand points system, employees receive 100% of the value; 1 USD = 1 point)

- Equitable rewards with no markups

- Endless rewards options

- Doing purposeful work and giving back to the society

- Improved productivity and reduced stress

- Easy access through mobile devices or collaborations tools (Slack, M. Teams)

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Wellbeing & Sustainability

Support Your Employee, Organizational and Community Wellbeing

Wellbeing Cloud is a set of solutions for companies to keep employees healthy, perform on organizational health objectives, and empower employees to take action around causes they care about to create a sustainable world.

Wellness Programs

- HR professionals can create incentives and campaigns to improve healthy habits
- Administrate corporate challenges to foster adoption & increase participation
- Track steps, set goals or join challenges
- Health assessments, guidance and journeys for disease prevention

Fundraising Programs

- Employee giving and matching made easy for global & local donation projects
- Customize and manage your giving and matching program, and budgets
- Employees and admins can easily set up fundraisers and inspire others to join
- Perfect for moments of crisis to provide immediate donation opportunities

Wellbeing Activities

- List of different wellbeing activities, such as yoga, cycling, marathons, etc.
- Social capabilities such as track, sharing results, liking and comments
- Build connection through team challenges
- Analytics for employees and managers to assess progress

Volunteering Programs

- Manage an employee volunteering program (event-based and skills-driven) from start to finish
- Drive communication and activate every business unit and employee
- Track volunteer time on the individual level and collectively
- Promote dynamic team building
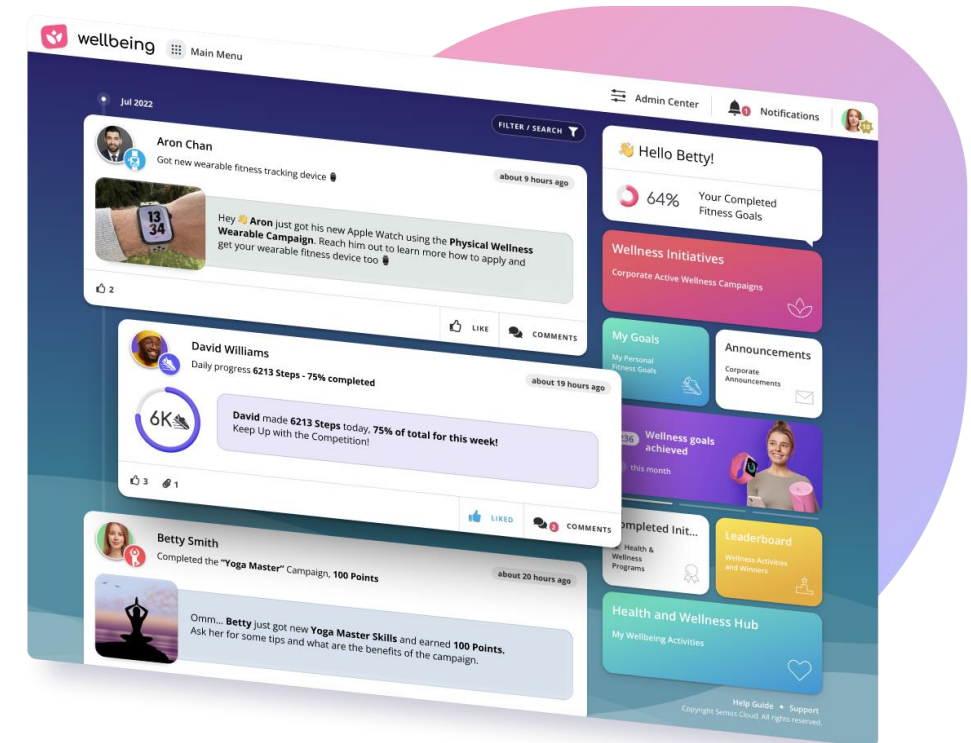
* Customers can request to include in the Wellbeing Cloud also other modules from the Culture, Communications and/or Skills Cloud.

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Skills & Growth

Skills as the New Oil of the Agile Economy

For Companies

- A skills management platform with design and branding customization for talent attraction and retention
- Reduce the skills gap and talent shortage within the company
- Grow internal mobility
- Stay competitive in the market by upskilling or reskilling your workforce
- Provide crystal-clear vision for your employees' career growth
- Connect employee growth with business goals and results
- Drive employee satisfaction through engaging social features
- Received value vs. cost (reskilling is **20% more cost-effective** than a "hiring and firing" approach)
- Advanced reports that help measure the program's success and prepare for the next stages of talent development

For Employees

- A human-centric and engaging workplace
- Endless learning and growth opportunities
- Ability to discover new career possibilities within the company
- Clear career growth vision aligned with the direction of the company and market needs
- Inclusive and engaging solution for your deskless workforce
- Personalized and guided experience with mentorship programs
- A better understanding of how individual growth connects with the company goals and business direction
- Increased feelings of belonging and loyalty
- Learning opportunities from the best mentors
- Improved productivity, motivation, and satisfaction
- Easy access through mobile devices or collaborations tools (Slack, M. Teams)

Learning Opportunities

UI Design +8
UX Design +5
Angular +3
TypeScript +2

Web Design Course
Angular Course
Skills Growth

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Skills & Growth

Skills as the New Oil of the Agile Economy

Validated skills will fundamentally change how employees, managers, and HR finally understand their skills, growth and organizational capabilities. We introduce a purpose-built Skill Intelligence Engine, built on a single AI platform for all talent.

Skills Intelligence

- Consistent, unbiased evaluation and recommendation of individual soft skills, hard skills, and projects
- Keep skills profiles automated and up-to-date via integrations
- AI learns, evolves and grows with the employees and the organization
- Supports 15+ languages

Upskilling and Reskilling

- Gain detailed skills gap analysis and recommendations
- Develop new capabilities with real-world projects, talent marketplace, and other experiential learning options
- Discover in-house opportunities to learn new skills and capabilities
- Work directly with recommended mentors and peer programs

Career and Retention

- Chart the employees' career paths within the flow of day-to-day work
- Build and collaborate on retention plans between employees and managers
- Align business objectives with the career goals of employees
- Track status and progress to identify where they can take action

Talent Analytics

- Deep-dive views for managers and HR on the organizational map of skills
- Skill adjacency and context to determine an organization's future capability and needs
- Understanding anomalies and recommendations for process and relationship improvements

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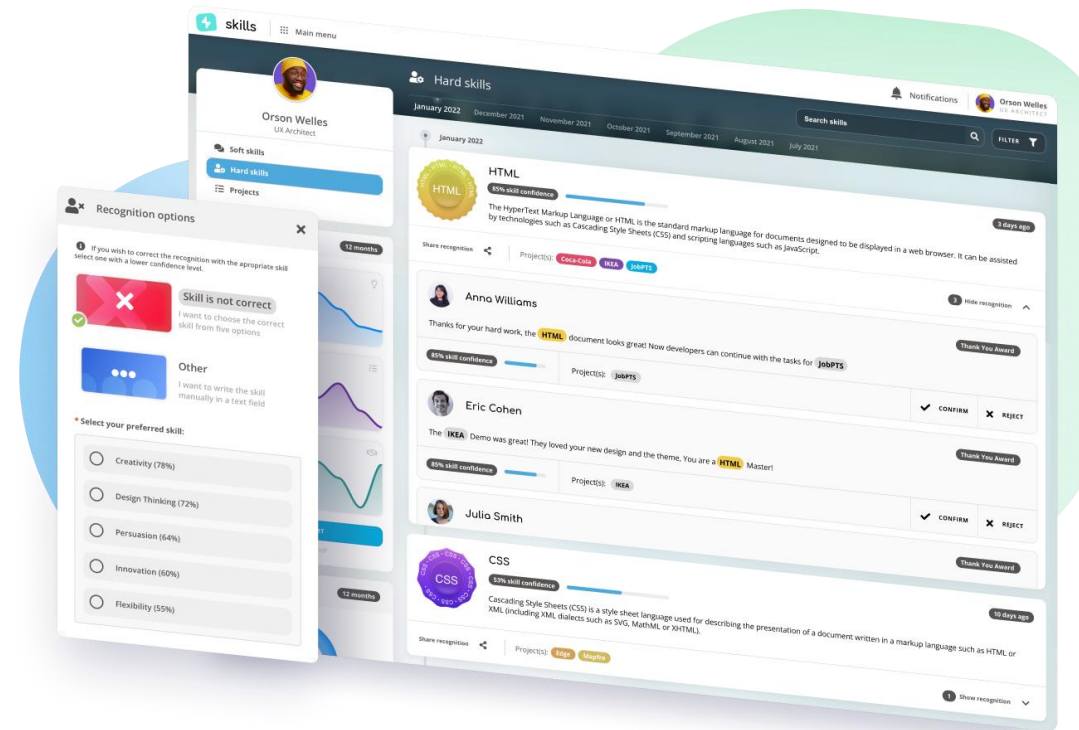
Multi-channel Access

Reach Employees Where They Are

The average workplace uses more than three communication apps. We connect with every single one:

- Receive emails in Outlook, Yahoo, Gmail, or any other email provider
- Reach employees on a mobile or desktop app that is quick, convenient, and 100% aligned with your brand
- Send SMS recognitions and notifications
- Leverage the Chatbot and Microsoft Teams integration
- Sync our products with Slack
- Access from SAP Success Factors, Oracle HCM, other HRIS
- Integrate also in your Intranet of choice

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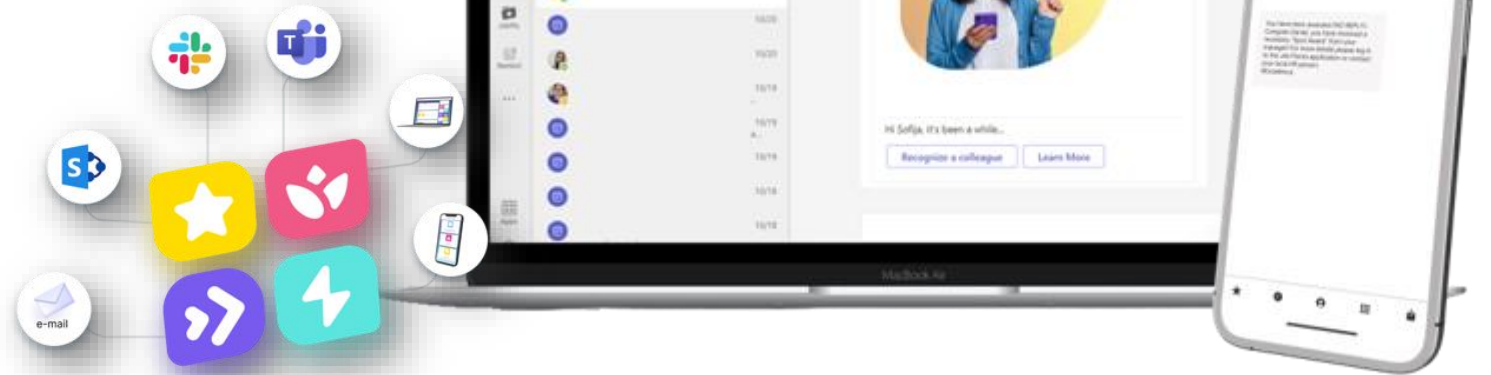
Employee Experience
Program Management

Program support is provided via a dedicated CSM (Customer Success Manager), Architect, Support, and Professional Services.

Before, during, and after the implementation, all the planning tasks, collaboration, and issue escalation will be handled thanks to the online project tool provided by Semos Cloud and used for the sole purpose of this project.

Customer HR ← JobPts R&R Program → Customer IT

Solution Support ← Customer Success Manager → Solution Architect

Program Design

Onboarding & Planning

Creative Services

Technology Services

Training & Quality

Customer Care

Global Rewards

Fulfilment Reporting
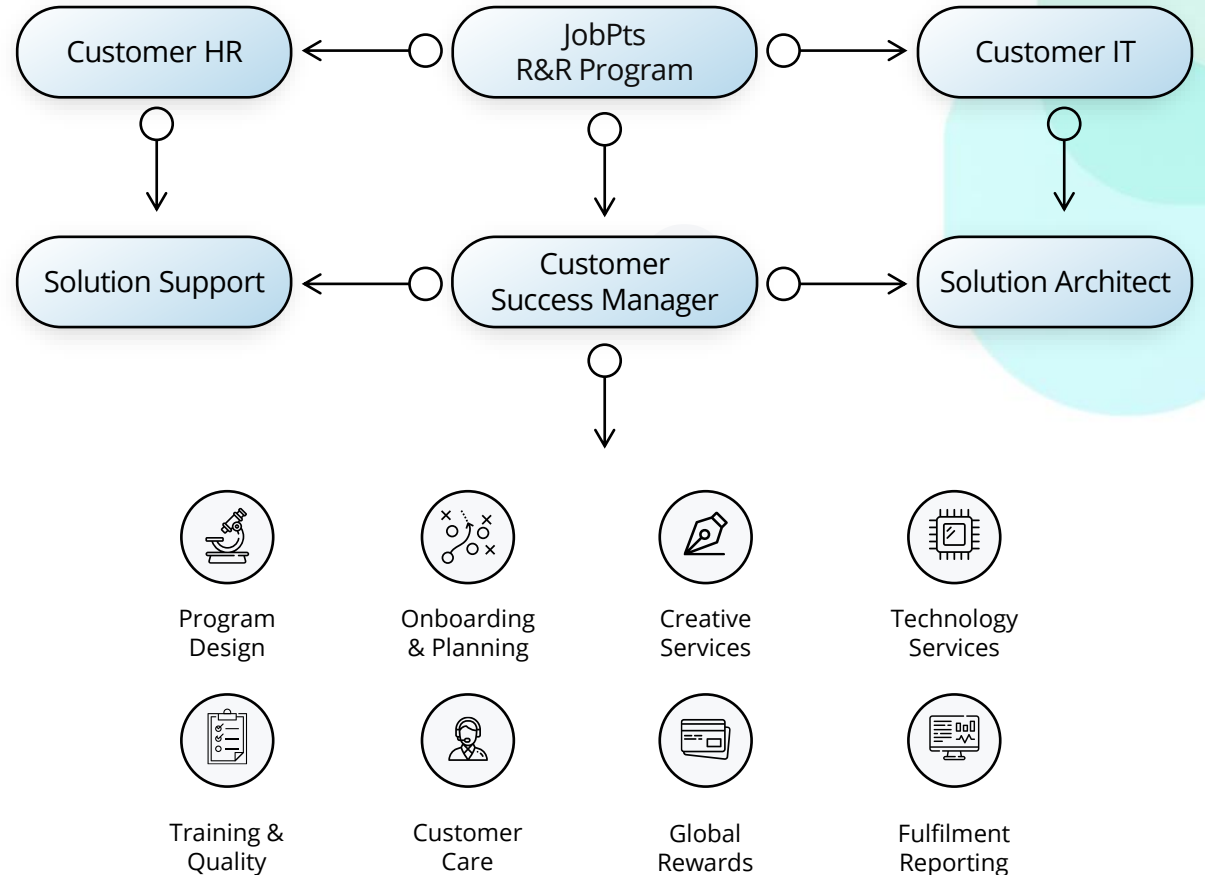
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Semos Cloud Services

Standard Implementation Timeline

SPRINT 1	SPRINT 2	SPRINT 3	SPRINT 4	SPRINT 5	SPRINT 6

Kickoff

INITIATE
Project status & steering committee meetings
Project plan, weekly status reports, issue management

GLOBAL SOLUTION DESIGN
Gather business and technical (delta) requirements for global rollout
Document configuration decisions
Develop migration requirements and cutover plan
Define any additional system integration needs

COMMUNICATION PLANNING
Identify audiences, culturally meaningful messaging, channels, regional needs
Develop a pre- and post go-live communication plan

COMMUNICATION PRODUCTION
Collateral design, copywriting, content review

COMMUNICATION EXECUTION
Execute communication plan

IMPLEMENT
Configure platform and system integrations for global rollout
Internal and client end-to-end testing
Finalize configuration

Saved time for additional development and stabilization

TRAINING

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Semos Cloud EX Platform

Best of Suite | Best of Breed | Best Services & Economics

Integration and Security

✓ Turnkey, deep integration with your Core HR System covering employee master data, org data, event-based automation, and pushing data back to the system.

✓ Enterprise-ready, highest security and data privacy provided together our partners.

Innovation and Deep Functionality

✓ Best-of-breed EX platform with robust, future-proof technology and multi-channel consumption in MS Teams, Slack, FB Workplace, Google Workspace.

✓ EX innovations for recognition & rewards, internal communication, employee journeys, health & wellness, instant feedback, and applied AI.

Services and Total Cost of Ownership

✓ Agile and flexible delivery and managed (BPO-like) services to meet all your specific use cases and culture needs.

✓ Best-in-class TCO with the lowest risk and highest compliance (incl. GDPR, ISO standards, etc.) for the customer.

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Our Impact

Return on Investment from Working with Us and Our Products

INCREASE ORGANIZATIONAL PERFORMANCE AND TRANSFORM YOUR CULTURE

175%
Increase in employee engagement

-19,7%
Decrease in employee turnover

2,1→4,3
Increase in Glassdoor rating in 12 months

SAVE COSTS AND IMPROVE BOTTOM LINE

+17%
Increase in profitability YoY

180 hours/year
Saved in system mgmt

0,5 FTE
Required to run global enterprise program

SAP Appreciate: Motivating and Engaging Employees with JobPts and SAP® Cloud Platform

Adding a recognition and rewards program drives employee engagement and retention,and can enhance existing performance and compensation programs. Companies know they should do this, but they get bogged down in the details of how to do it. With over 84,000 employees worldwide, SAP SE started its search for a tool to facilitate peer-to-peer.

Objectives
• Make rewards programs more engaging for employees
• Introduce innovative programs while maintaining the integrity of HR data
• Maintain a single source of employee data, social recognition, and payroll

Why Semos Cloud
• Competitive advantage with a partner solution on SAP® Cloud Platform that extends SAP SuccessFactors® solutions
• Security and data privacy maintained in SAP data centers
• Peer-to-peer recognition framework with approval workflows for governance
• Advanced reports and analytics based on the SAP HANA® database

After: Value-Driven Results
• Improved user experience and anytime, anywhere access on any device, leading to greater acceptance by employees
• Flexible setup of award levels and integration with corporate culture and values
• Accelerated recognition feedback and reward redemption with electronic gift cards

Future Plans
• Use JobPts to initiate reward programs that enable employees to spend points for special purchases such as wearables
• Run surveys triggered through processes enabled by SAP SuccessFactors solutions, including self-service reporting of survey results

SAP SE ⭐ jobpts
### Walldorf, Germany
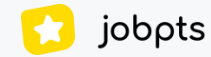
High Tech Industry
Revenue: $23,4 billion
Products and Services: Business software, services, and technology solutions
Website: www.sap.com

Ralph Schneider
HR Business Information Officer, Global HR, SAP SE

"JobPts is a superb example of our competitive advantage in HR extensibility and another showcase of drinking our own champagne by combining SAP SuccessFactors solutions and SAP Cloud Platform."

read the case study
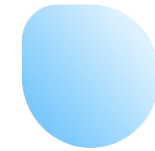
85%
Employee Engagement

-19,7 %
Attrition Rate Improvement

+4 %
Profitability

>100,000
employees rolled into recognition program

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SUN Communities: Reinventing Existing Recognition Program with Fresh, Integrated, and Tailored JobPts Solution

SUN Communities and Sun RV Resorts are a publicly traded real investment trust with more than 350 locations throughout the US and Ontario. With large seasonal workforce fluctuations and wide profiles of employees, they needed a solution that would touch every employee on a daily basis, including their deskless workforce. The existing recognition program was outdated and with limited capabilities. JobPts showed as a perfect solution that offered everything they needed.

Challenges and Objectives
- Increase employee engagement which was in the drop-off phase
- Get a modern, easy-to-use, and easily accessible solution
- Give employees the maximum value for earned points, cut down high markups
- Option to customize solution per company culture and needs

Why Semos Cloud
- The application is built on the SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors – a very fast implementation process
- Unique and attractive features like peer-to-peer recognition, celebrating special occasions, and implementation of a rich awards catalog
- Possibility to develop additional features per specific company requirements and implement the company's personalized gift catalog

Value-Driven Results
- Custom-tailored and SUN branded products went live in only 90 days
- Implemented additional features: custom redemption options, custom catalogs, scratch cards as an option to redeem points for deskless employees, enter a raffle to win a prize, donate to charities, automated anniversary messages, and rewards

Future Plans
- Introduce the health and wellness solution – Healthain, tie points and recognition with activity achievements
- Intelligent learning with gamification – complete the course and earn points
- Automate exit surveys with SurveyRocks – complete the survey and earn points

SUN ⭐ jobpts
Sun Communities and Sun RV Resorts, Michigan, USA

Real estate investment trust, Banking

Revenue: $982 billion

Products and Services: Ownership and development, financing of manufactured housing communities and RV resorts

Website: suncommunities.com~~s .com~~

Marc Farrugia
Vice President of Human Resources, Sun Communities

Semos Cloud was EXCEPTIONAL to work with. We now have a highly branded tool that seamlessly fits within our intranet and features a ton of awesome rewards options for our team. Feedback since go-live has been very positive, but even better is the measurable adoption of the product we've seen through user engagement and reporting

read the case study

175%
Employee Engagement

$76,000
Saving per year

180 hours/year
Saved in system management

2,1 → 4,2
Glassdoor average rating in under 12 months

Inspire Awards: Non-Monetary Recognition Program that Promotes Top Performers and Mentors in Japan Tobacco International

JTI was looking to introduce a new recognition program as part of its transformation process that has put employees on the front stage of their daily operations. The idea was to start a creative and non-monetary program that would promote companies' cultural values while recognizing top performers through a company-wide, peer-to-peer nomination program that works as a social tool and involves everyone in the process during the voting period.

Challenges and Objectives
- Increase employee engagement
- Get a modern, easy-to-use, and easily accessible solution
- Find a non-monetary program that would facilitate more engagement
- Option to customize solution per company's culture and needs

Why Semos Cloud
- The application is built on the SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors. Hence it ensured a speedy implementation process
- From the start, the solution offered a lot of unique and very attracting features like peer-to-peer recognition, celebrating special occasions, and implementation of a rich rewards catalog
- Possibility to do a Proof of Concept to test the program and develop additional features per specific company requirements before going live globally

Value-Driven Results
- From free trial to POC and then to go live in 4 months
- Implementation of a unique and inclusive social recognition and nomination program to engage people
- Improved employee engagement index score within 2 months from the launch
- >30% engagement in the first 2 weeks of the program go-live, multiple nominations from the 13,000 users that have used the program

Future Plans
- Introduce the health and wellness solution – Healthain, tie points and recognition with activity achievements
- Introduce additional recognition programs such as learning with gamification

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JTI

Tobacco Industry
Revenue: $18 billion
Products and Services: Tobacco products
Website: www.jti.com

Andrew Bean
Eastern & Western Europe Regional People & Culture Manager, JTI

"We wanted a solution that would help us drive cultural change in JTI. As our employees were looking for more appreciation, implementing Rewards & Recognition program with JobPts was the perfect solution."

read the case study

30%
Employee Engagement

1300
nominations

27 winners
Across the world

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semos cloud

OMV: Adopting Semos Cloud's Recognition and Rewards Solution to Become an Employer of Choice

As OMV strives to be a place where employees can learn, grow, and collaborate to achieve great results, the company sought a solution to recognize and reward top performers in a changing work environment.

Challenges and Opportunities
- Introduce a digital and modern peer-to-peer recognition and rewards solution
- Increase employee engagement with a tailored recognition program
- Get an easy-to-use and easily accessible solution
- Improve recognition culture and reduce employee retention rate

Why Semos Cloud
- The application is built on the SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors
- JobPts was highly flexible and offered a number of unique and very attractive features like peer-to-peer recognition, nominations, excellence awards, celebrating special occasions
- Rich rewards catalog
- Possibility to develop additional features per specific company requirements, implement company catalog, and charity donations

Value-Driven Results
- A point-based reward system that brought more flexibility to users
- Custom OMV branded product went live in less than 90 days: fast integration and development
- Developed additional features per company's need: nomination of peers for donation purposes, custom redemption options, automated anniversary messages, and rewards

OMV · jobpts
Vienna, Austria
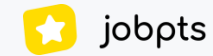
Oil & Gas Industry
Revenue: 853 € million
Products and Services: Oil and gas exploration and production
Website: www.omv.com

Petre Florian Gridan
HRIS System Administrator
at OMV

"JobPts, as a main HR tool for recognition,

is one of the best on the market.

The integration with SuccessFactors

is seamless and Semos team did a great job from

start to end. If you're a company

oriented to offer the best 'recognition' experience,

JobPts by Semos Cloud is

your best bet."

OMV

Ranked
amongst world´s best employers

70
Countries of operation

15,000
active users on JobPts

semos cloud

Evoqua Water Technologies: Boosting Employee Motivation Through Rewards and Recognition

Evoqua Water Technologies' efforts to promote recycling and reuse of water and support the circular economy affirms its position in the vanguard of the sustainability movement. As one of the companies identified on the SDG-2,000 list, Evoqua's influence is globally recognized. With over 100 years of tradition of providing key solutions for safe, reliable, and available water, Evoqua Water Technologies is now a global operation and a public company with 150 offices operating in 9 countries and serving 38,000 customers.

Challenges and Objectives
- not all employees have corporate emails; hourly employees need to be included in the rewards and recognition process as well
- the variety of locale and language across 9 countries makes communicating corporate values for a multilingual workforce a challenge
- maximum alignment and integrability of HR tech tools for increased scalability and reporting functions

Why Semos Cloud
- The application is built on the SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors – a swift implementation process
- Unique and attractive features like program utilization reports, sender approvals, new hire messages, service anniversaries emails and more.
- Translated to 4 other languages besides English, and contains monetary, non-monetary, and pay-out recognition programs, sent and received through various communication channels

Value-Driven Results
- Nourishing cultural alignment and a feeling of trust and belonging in all its employees
- Stronger, more inclusive workplace relationships with increased individual contributions
- Employee recognition is now scalable, structured process with reports able to help managers to detect the covert dynamics in teams across departments and divisions
- The platform is immersed in the employees' flow of work, minimizing the time employees need to engage with recognitions and maximizing the program adoption

EVOQUA
⭐ jobpts
Pennsylvania, USA

Water and wastewater treatment, Utilities

Revenue: $1.46 billion

Products and Services: Solutions for customers with critical water needs for energy generation, food & beverage safety and production, healthcare, and manufacturing

Website: www.evoqua.com

Hailee (Milko) Ryskamp
Senior Manager of Total Rewards, Evoqua

We have been impressed with Semos Cloud's outstanding services, making the introduction of the new program smooth and straightforward. Semos Cloud supported us from the initial stages of implementation, through program adoption, to now successfully using the platform company-wide. Their support and guidance has greatly impacted how the new Rewards and Recognition solution was received by employees, and how we continue to recognize our most valuable resource - our people.
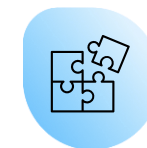
(**read the case study**)

EVOQUA WATER TECHNOLOGIES

200
Recognitions per month

4000+
Employees use the platform

70%+
Adoption rate

5 Languages
The tool was translated and is being used in 5 different languages

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Semos Cloud- Proof of Impact

Select Group of Customers that Appreciate their Employees and Improve Business Results with JobPts