

INTRODUCTION TO



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

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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 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 in a Cloud Development Accelerator program by SAP. For a decade now, we are delivering solutions and integrations on the public cloud platforms with the 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 alongside with other top SI's and ISVs on building a competitive cloud and AI offerings.



ORACLE

Partner



Our Impact

Return on investment from working with us and our products



INCREASE ORGANIZATIONAL PERFORMANCE AND TRANSFORM 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

Our Vision

Reimagining Employee Experience by Creating “Moments that Matter”

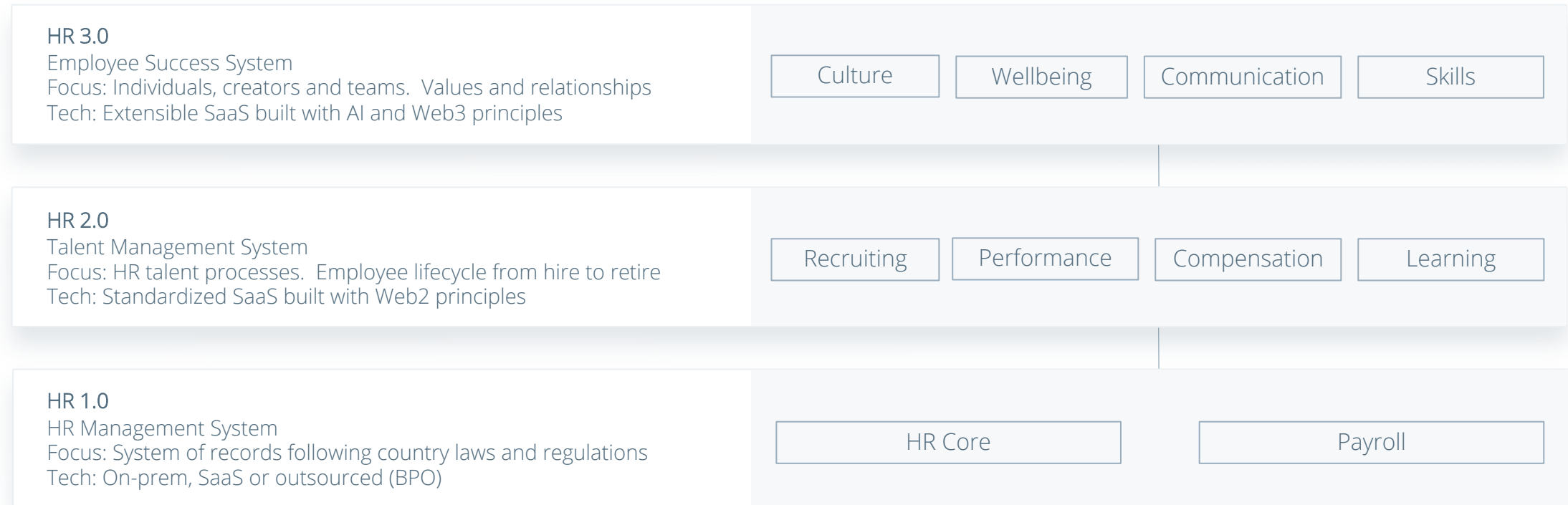
The following employee experience magnets define the essential categories of experiences that employees look for in a great place to work:

- **Communication** of 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



Evolution of HR and Web Technology

The overall technology stacks that touch employee experience



Our Platform

End-to-end view on the platform from technology to the experience layer



How Semos Cloud Adds Value for HR Leaders

Key insights and proposals to support your 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

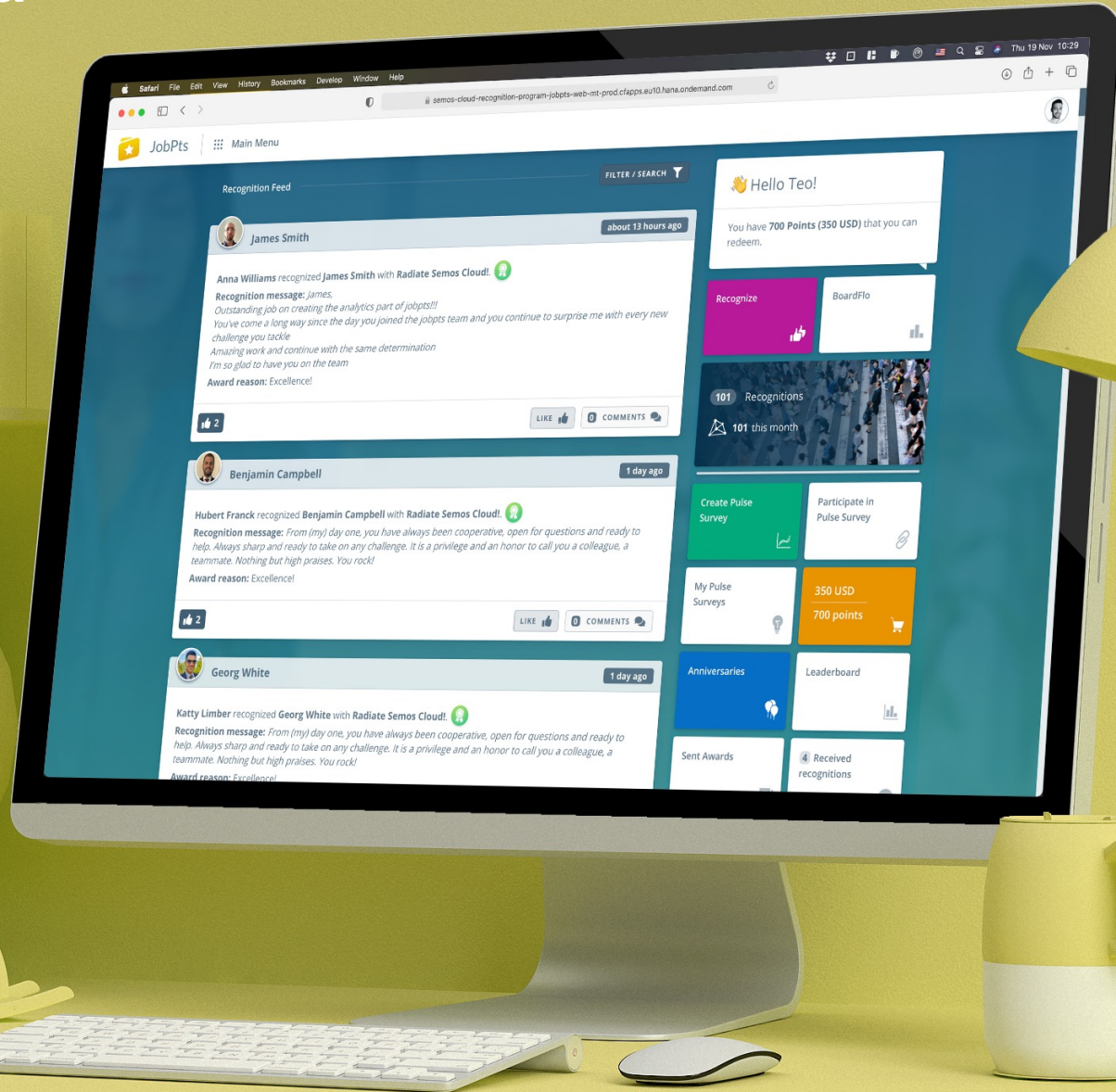
- Build and deliver the programs required to achieve your EX goals
- Sustain and advance the programs to keep up the impact

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 intended benefits



Culture Cloud



Culture Cloud

Appreciate Your Employees and Create “Moments that Matter”

JobPts' Recognition and Rewards platform can help you create a culture of appreciation and improve positivity at your organization. Boost your 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

Rewards and Catalogs

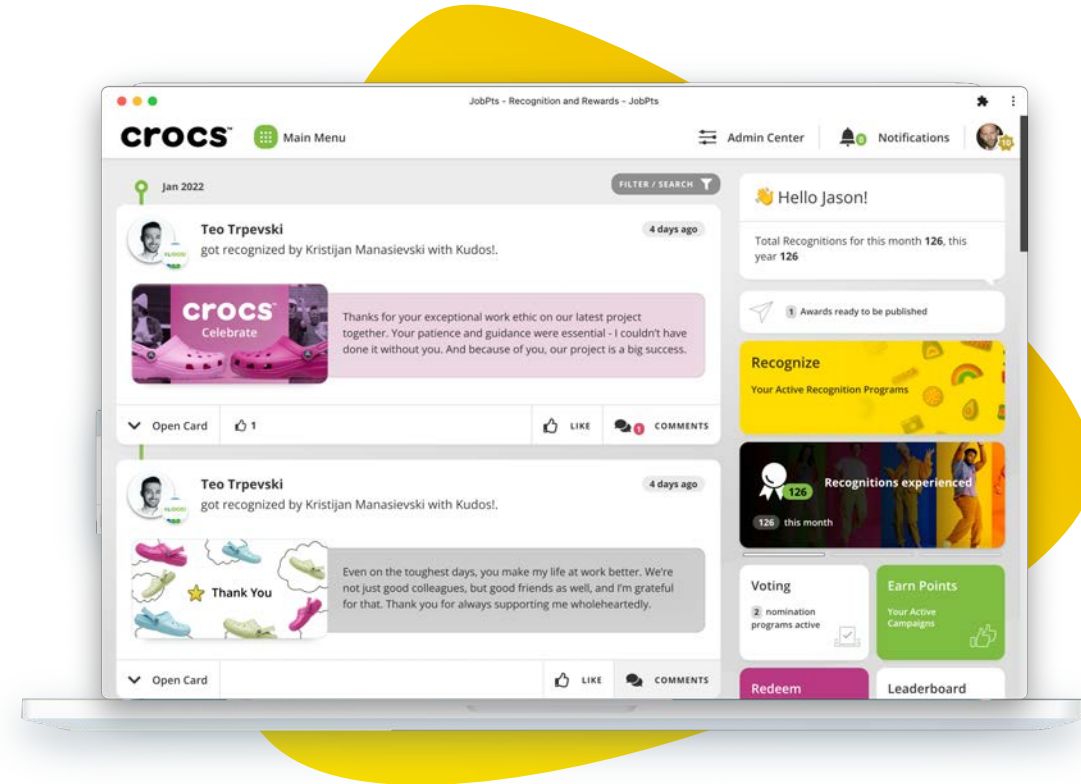
- Global e-gift card catalogs in 120+ countries, plus virtual cash cards
- Unlimited merchandise from Amazon Business and eBay marketplaces
- Donations, experiences & tours, branded swag items and custom stores
- Equitable awards based on standard of living index and local currencies
- No overhead rewards costs - lower TCO

Celebrating Moments that Matter

- Anniversaries and birthdays
- New hires, project milestones and promotions
- Personal life events - marriage, new baby, new home
- Digital and printed memory books
- Create, participate, get reports

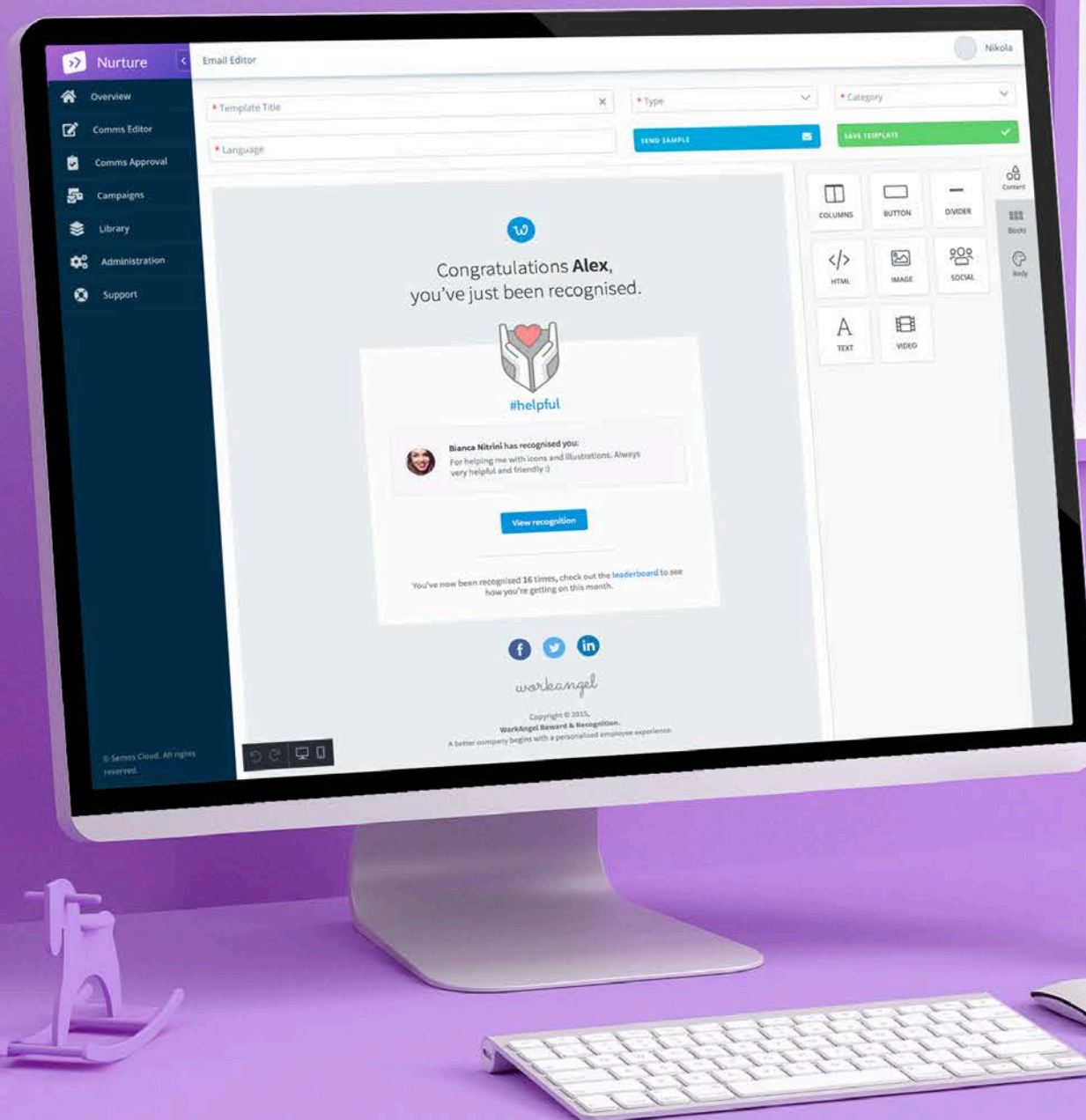
Campaigns and Incentives

- 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 card for company events and raffle 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.

Communications Cloud



Communications Cloud

Employee Communications that Drives Trust and Organizational Alignment

Our internal communications platform is built for leaders and business communicators to empower their content creation, to reach all employees with the message, to listen to employees, to 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 central library
- Report on impact and drive adoption

Multichannel Access

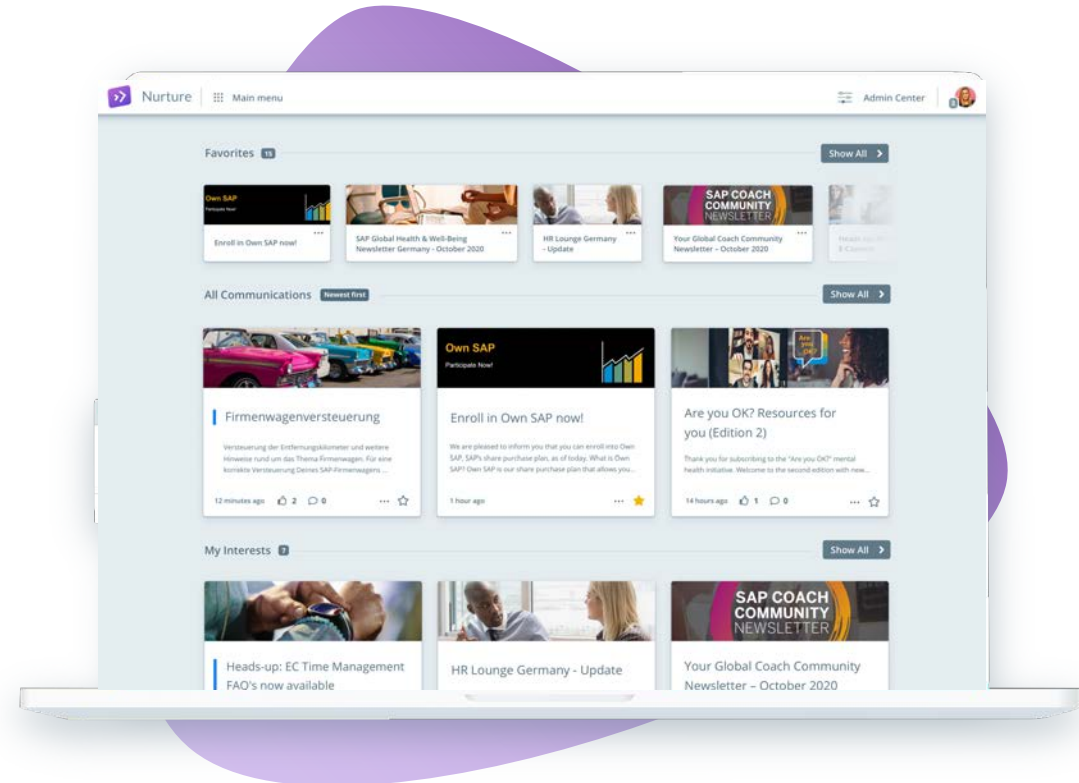
- Receive emails in Outlook that employees will actually read and engage
- Reach employees on a mobile or desktop app that is quick, convenient and 100% your brand
- Chatbot and Microsoft Teams enabled
- Publish to SAP Work Zone
- Integrate also in your Intranet of choice

Employee Listening

- Create, automate and target questions to hear every voice in your organization
- Easily collaborate on and reuse surveys
- Take action on analytics and reports
- Enable your employees and managers to create pulse surveys without HR or IT support

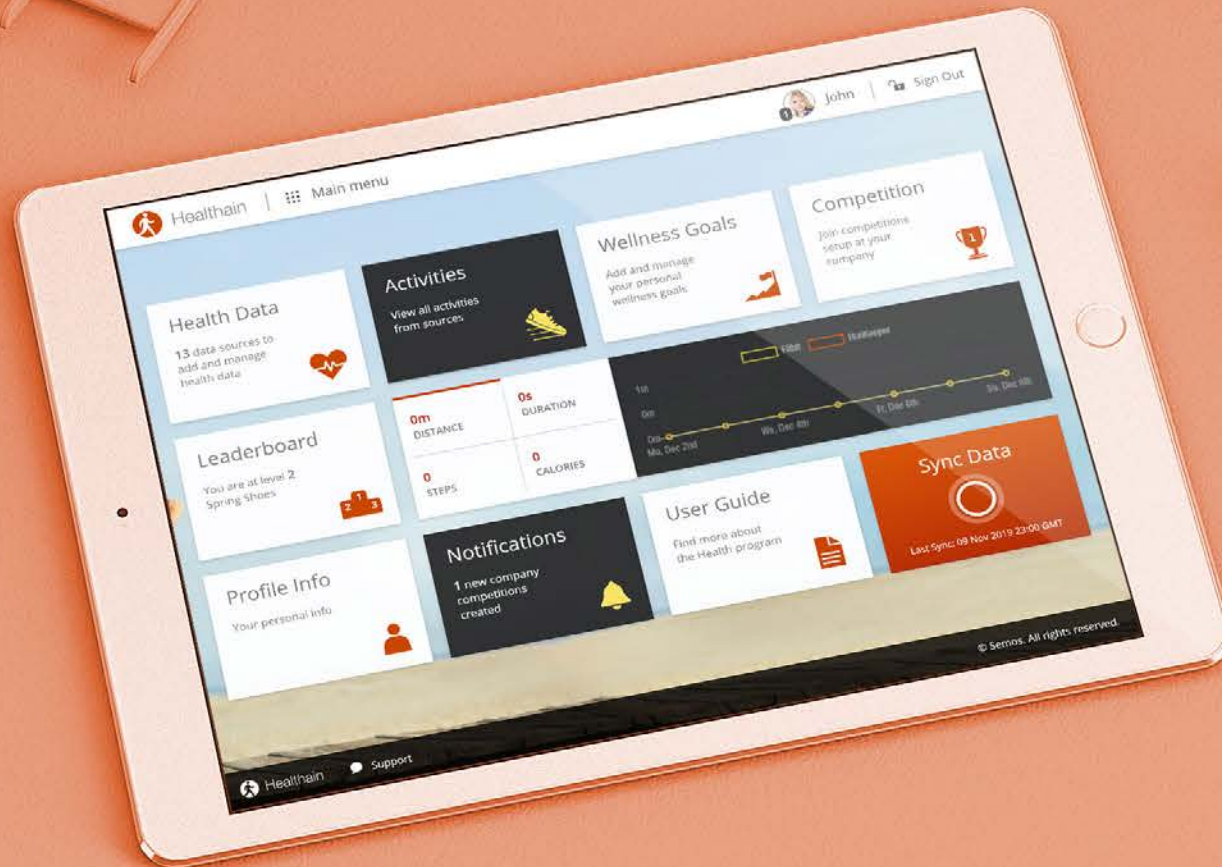
Employee Journeys

- Create personalized employee journeys and steps to guide people through diverse events and needs like 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 of the progress of journeys that people started or joined



* Customers can request to include in the Communications Cloud also other modules from the Culture, Wellbeing and/or Skills Cloud.

Wellbeing Cloud



Wellbeing Cloud

Support Your Employee, Organizational and Community Wellbeing

Wellbeing Cloud is a set of solutions for companies to keep employees healthy, to drive a feedback culture that works, to perform on organizational objectives, and to empower employees in taking action around causes they care about in creating a sustainable world.

Wellness Programs

- HR professionals can create incentives 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

CSR / ESG Programs

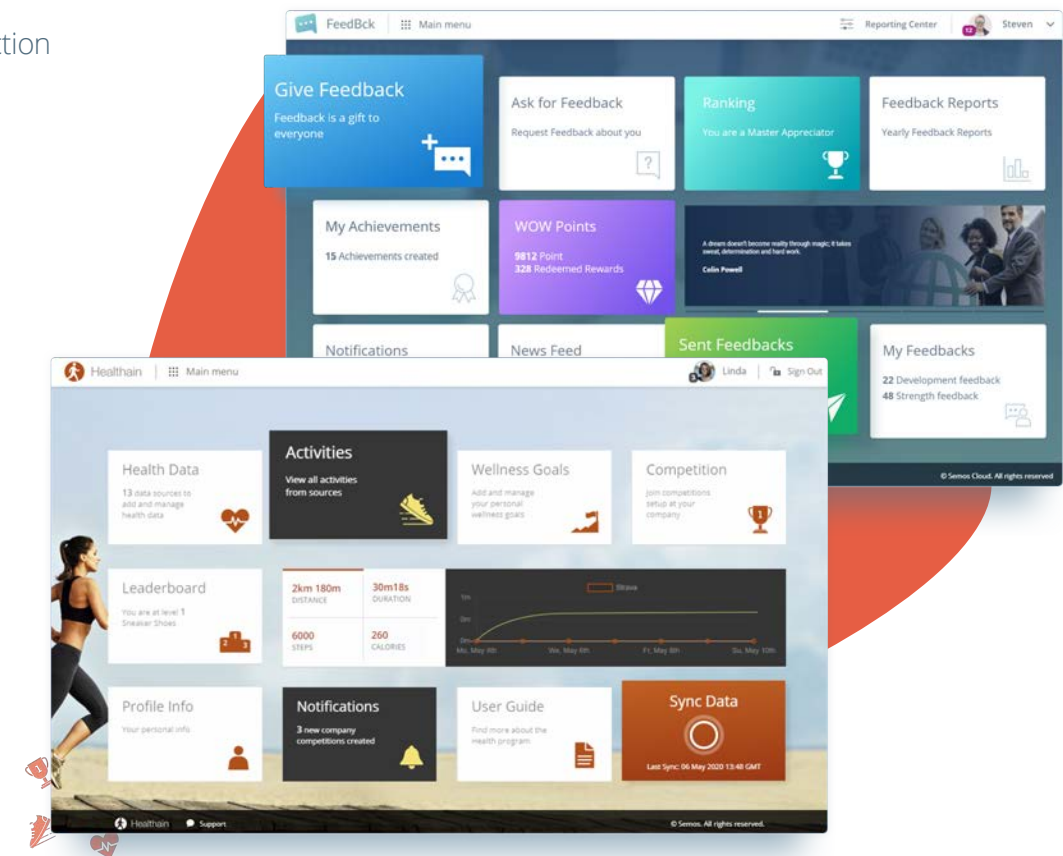
- Employee giving and matching made easy for global & local donation projects
- Customize and manage your giving and matching program, and budgets
- Employees and admins can easily set up fundraisers, and inspire others to join
- Manage an employee volunteering program (event-based and skills-driven) from start to finish

Feedback Programs

- Manage modern and tailored feedback programs globally and locally
- Instantly give or ask feedback for / from individuals or a dynamic team
- Never lose track of your feedback
- Analytics for employees and managers to assess improvements and growth

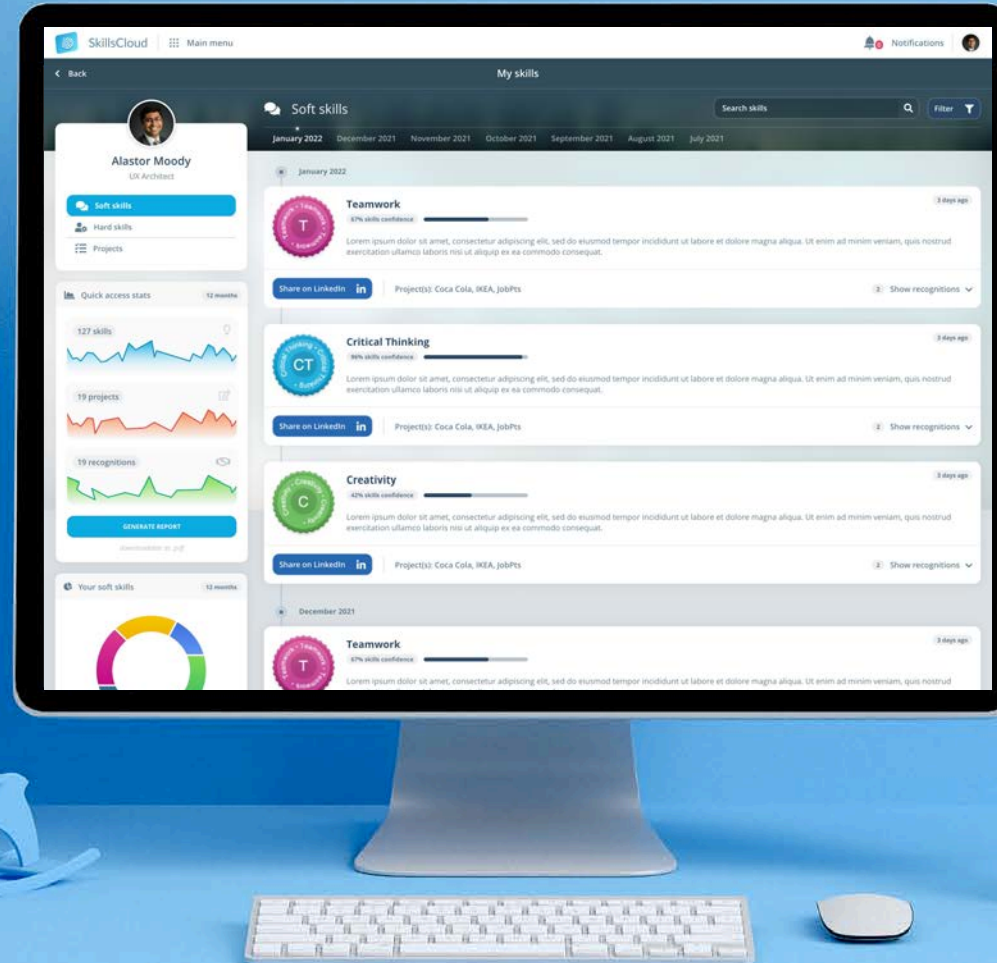
Objectives and Key Results (OKR)

- Get your company on the same page with crystal clear objectives
- Drive alignment and activate every business unit and employee
- Track OKR status and progress to identify where they can take action and keep the company on track
- Reuse templates and enable collaboration



* Customers can request to include in the Wellbeing Cloud also other modules from the Culture, Communications and/or Skills Cloud.

Skills Cloud



Skills Cloud

Skills as the New Oil of the Agile Economy

Validated skills will fundamentally change how employees, managers and HR finally understand and see 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 by updating them via integration
- Learns, evolves and grows with the employees and the organization
- Supports 15+ languages

Upskilling and Reskilling

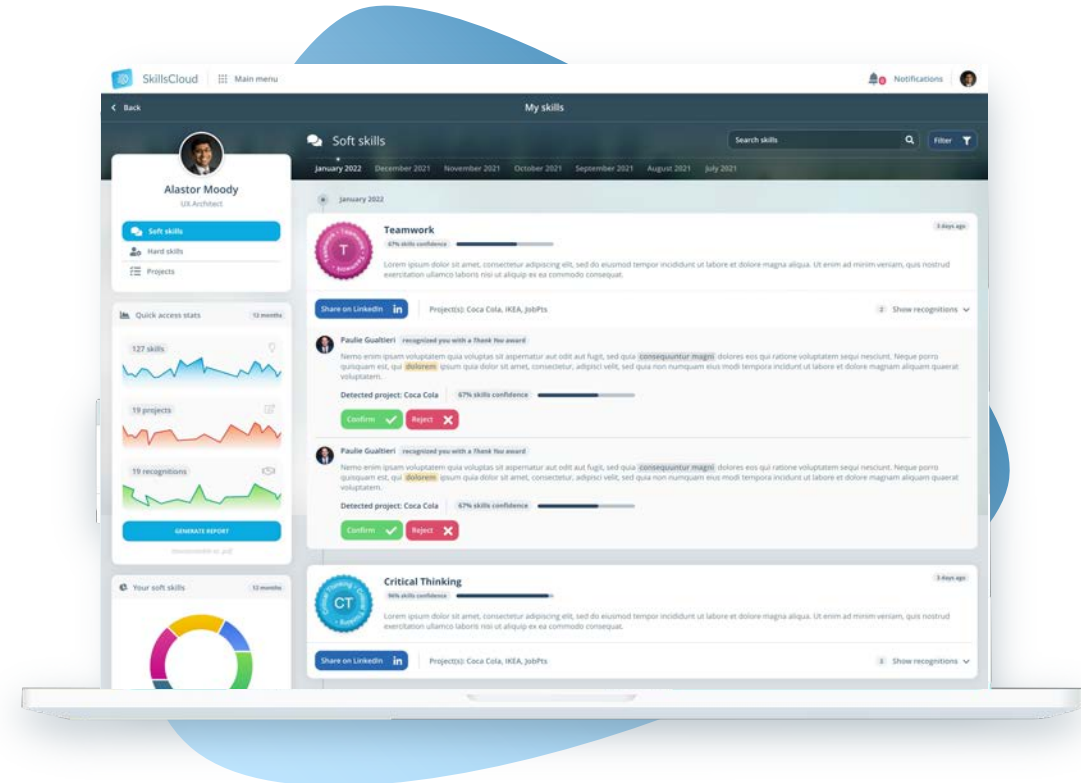
- Gain detailed skills gap analysis and recommendations
- Develop new capabilities with real-world projects, talent marketplace, and other experiential learning options
- Discover in-house opportunities to learn new skills and capabilities
- Work directly with recommended mentors and peer programs

Career and Retention

- Chart their career path 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

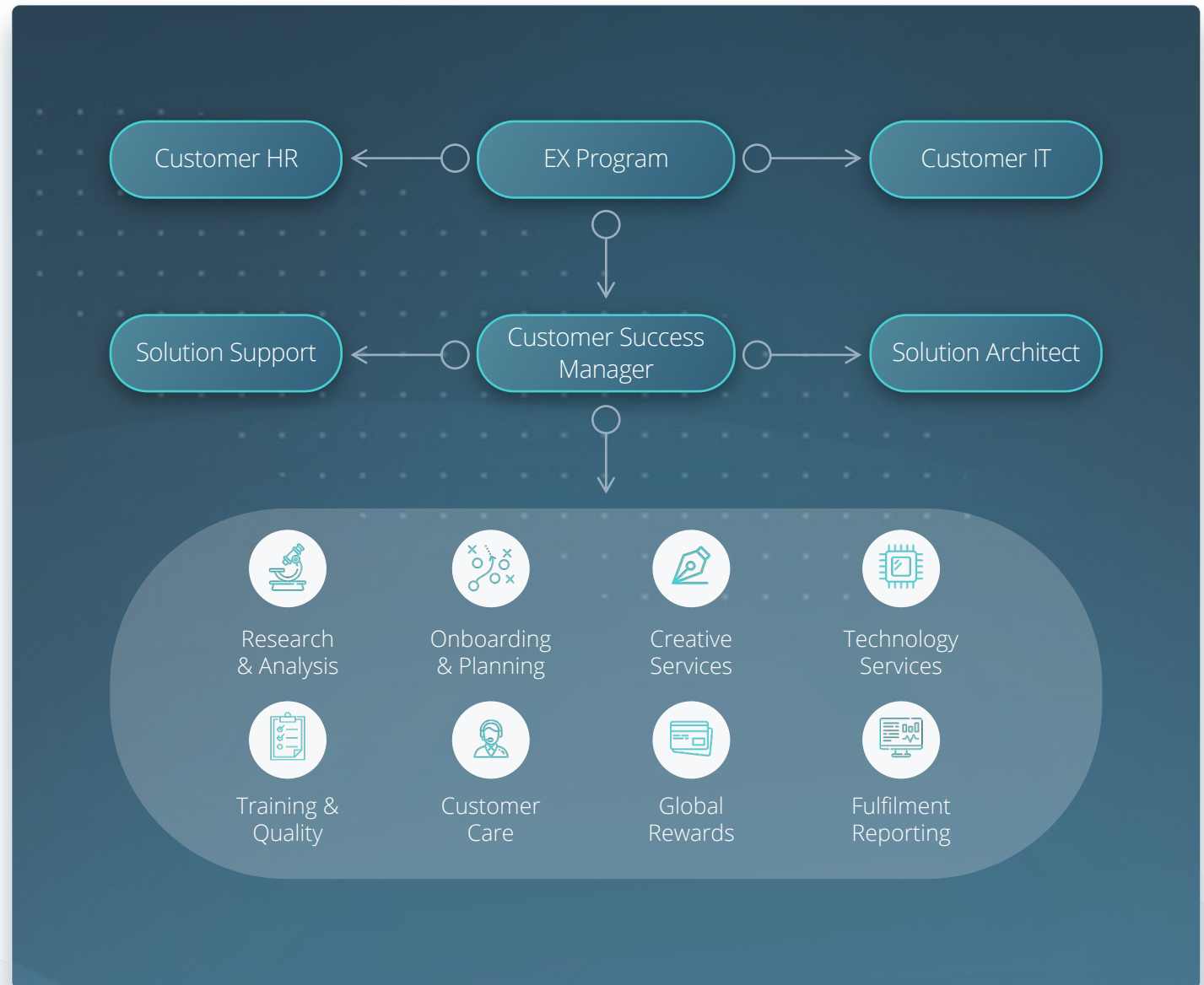
- Deep-dive views for Manager and HR on the organizational map of skills
- Skill adjacency and context to determine an organization's future capability and needs
- Understanding anomalies and recommendations for process and relationship improvements



Employee Experience

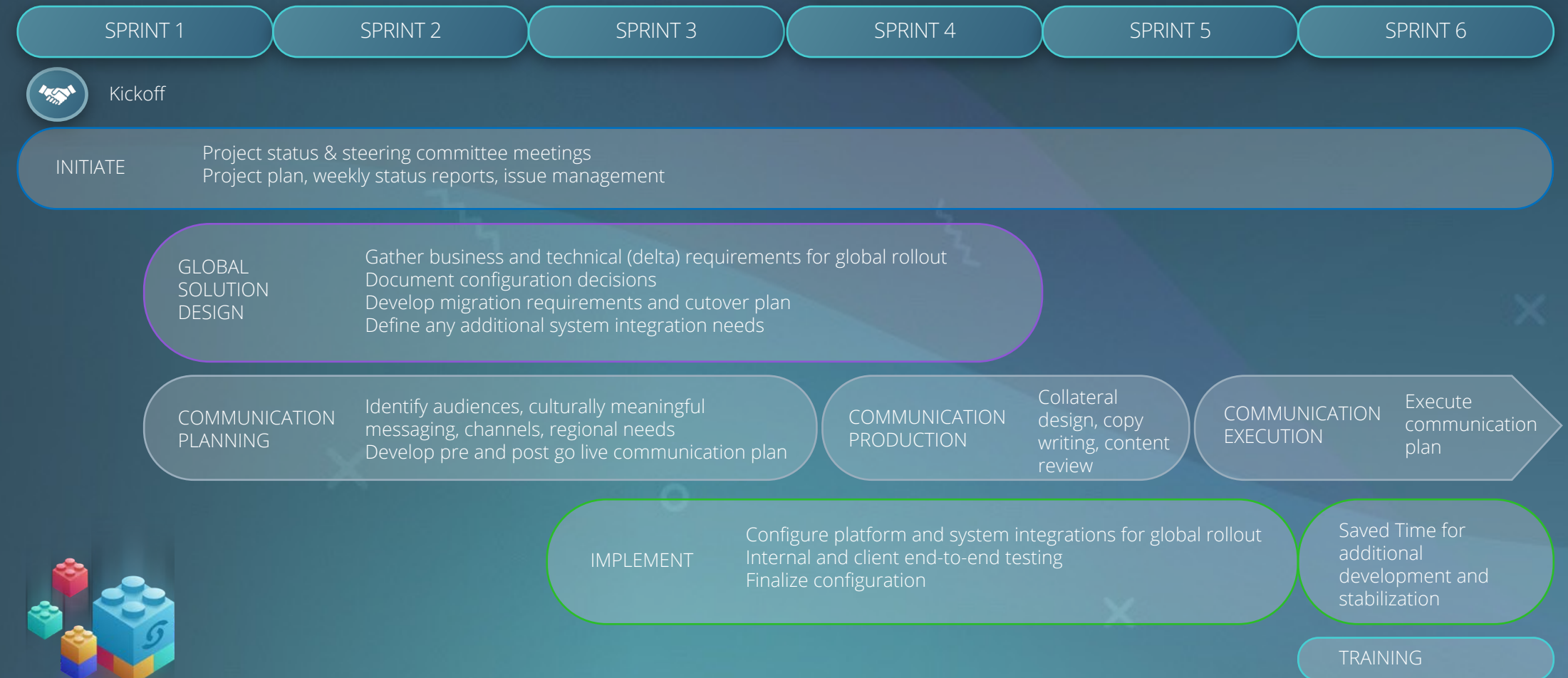
Program Management

Program support via dedicated CSM, Architect, Support and Professional Services



Semos Cloud Services

Standard Implementation Timeline



Employee Experience Platform

Why Us?

Winning Combination for all Business Units



For HR Teams:

- ✓ Best-of-breed, integrated EX platform with robust and future-proof innovations
- ✓ End-to-end professional services and support to consolidate and run all programs
- ✓ Agile and flexible delivery to meet your specific use case scenarios

For IT Teams:

- ✓ Turnkey, deep integration with SAP SuccessFactors, Oracle and Microsoft covering employee master data, org data, event-based automations and pushing data back
- ✓ Enterprise-ready, highest security and data privacy provided with our Partners
- ✓ Runs 100% natively on a leading cloud platform and premium certified

For Procurement:

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

Thank you!



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