ScerIS ®

ETCETERA® HRMS - Licensing Alternatives

ETCETERA

LICENSING ALTERNATIVES

The ETCETERA® HRMS platform is licensed through a traditional software license, software subscription or by Software as a Service (SaaS). Additionally, and perhaps most important of all, each of the licensing alternatives is available for either named users or concurrent users. The importance of this is described below.

When making a decision between the acquisition of a traditional software license, which is typically a capital purchase, versus a software subscription or SaaS offering, which is typically an expense purchase, it's important to identify the following: where the software will be deployed, the internal rate of return for the license option selected and the availability of capital vs expense.

The licensing choices available for ETCETERA® HRMS are unmatched by other HRM systems.

HOW LICENSES WORK

A traditional software license requires an upfront fee. An annual maintenance fee provides software upgrades. If additional licenses are needed they are purchased and added to the existing license agreement. ETCETERA® HRMS licensed software can be installed on-premises, in the customer's private cloud, or in one of the cloud offerings available from ScerIS.

ETCETERA® HRMS software is available by subscription. A subscription provides the licensed software for a prepaid monthly, semi-annual or annual fee. A modification to the subscription is made if additional or fewer licensed units are required. A subscription to ETCETERA® can be installed on-premises, in the customer's private cloud, or in one of the cloud offerings available from ScerIS. Refer to Hosted Services alternatives.

SaaS (Software as a Service) provides the software and infrastructure in an integrated hosted environment. ETCETERA® HRMS software is available as SaaS on a prepaid monthly, semi-annual or annual fee basis. Any modification to the licensing or infrastructure to support the customer's requirements is reflected in a modified SaaS price. By the very nature of SaaS, it is only deployed in the ScerIS hosted environment. Refer to Hosted Services alternatives.

NAMED Vs. CONCURRENT USER LICENSING

Nearly every HRMS is licensed on a named user basis. That works well if the only users are the employees in HR. Matter-a-fact, it's the user licensing, subscription or SaaS model that ScerIS recommends when the HR department represents all the users of the system.

Expanding the ETCETERA® Enterprise Content Management software to users outside Human Resources, implementing a Manager or Employee Portal or implementing the ETCETERA® Enterprise Process Management software and the number of named users in the system can grow dramatically. The HR processes that are implemented will help to determine the number of concurrent licenses required. With concurrent user licensing, an organization can have an unlimited number of named users, but only license or subscribe to the number of users that require access to the system at the same time.

It's clear to ScerIS that the number of concurrent users determines system utilization, so why should an organization be required to license access to a system based on named users. For this very reason, the ETCETERA® HRMS platform is available on a concurrent user basis.

> *Example:* *A company with 8 employees in HR including the manager has 1800 total employees. It's determined that 30 employees need to access the system at any one time including the employees in the HR department. A license for 30 concurrent users costs a small fraction of a named user license for all 1800 employees.*

Additionally, the license configuration for all modules of the ETCETERA® HRMS platform includes a "Platinum User" designation. A concurrent user license is reserved for employees with a Platinum User designation so that they are always granted access onto the system. When an organization licenses ETCETERA® HRMS with a concurrent user license, it's beneficial to make the HR employees Platinum Users.

ETCETERA® HRMS - SaaS PRICING

	BASIC NAMED USERS	PREFERRED NAMED USERS	PREFERRED CONCURRENT USERS	PREMIUM NAMED USERS	PREMIUM CONCURRENT USERS
Number of Users	Max 20	No Min	No Min	No Min "Private Network"	No Min "Private Network"
Monthly Base	$100.00	$500.00	$500.00	$1,250.00	$1,250.00
+ Price per Named User	$75.00	$95.00	N/A	$115.00	N/A
+ Price per Concurrent User	N/A	N/A	$175.00	N/A	$195.00
+ Price Per Active Employee	$0.50	$0.35	$0.35	$0.50	$0.50
	Best for small to medium sized organizations - up to 20 named users accessing the system. ScerIS is your resource for managing your environment	Best for organizations that are using the system within the HR organization and not extending usage to Managers and/or Employees	Best for organizations extending access to managers and/or employees who access the system on a limited basis. Each concurrent user license might support 8, 15, 25 or more named users in the system	Best for organizations that are using the system within the HR organization, and want a completely private environment with Active Directory integration for single sign-on	Best for organizations that are using the system within HR with extended use to Managers and/or Employees, and want a private environment with Active Directory integration for single sign-on
Number of Named Users	Up to 20	Unlimited	Unlimited	Unlimited	Unlimited
Number of Concurrent Users	N/A	N/A	Unlimited	N/A	Unlimited
Max Number of Active Employees	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Terminated Employees/Other Files	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Employee Database	YES	YES	YES	YES	YES
Documents	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Tabbed View of EE Files	YES	YES	YES	YES	YES
Personnel Files	YES	YES	YES	YES	YES
Health and Safety Files	YES	YES	YES	YES	YES
I9 Files	YES	YES	YES	YES	YES
Benefits	YES	YES	YES	YES	YES
Workers Compensation	YES	YES	YES	YES	YES
Legal	YES	YES	YES	YES	YES
Incident Reports	YES	YES	YES	YES	YES
Other HR Records	YES	YES	YES	YES	YES
Logging and Tracking (Activity Audit)	PBS	YES	YES	YES	YES
Advanced Searches	YES	YES	YES	YES	YES
Data Exports	YES	YES	YES	YES	YES
Application Server	Multi-tenancy	Dedicated	Dedicated	Dedicated	Dedicated
Database	Multi-tenancy	Dedicated	Dedicated	Dedicated	Dedicated
Encrypted Database	YES	YES	YES	YES	YES
Scanner Interfaces (MAX)	2	1/NU	2/CU	1/NU	2/CU
HR Administrator Training	Basic	Advanced	Advanced	Advanced	Advanced
Manager Portal (call for pricing)	Available	Available	Available	Available	Available
Employee Portal (call for pricing)	Available	Available	Available	Available	Available
Manage System/Users	ScerIS Assists	By Client	By Client	By Client	By Client
Active Directory Integration	NO	NO	NO	YES	YES
Services: Set-up, Support, Training					
HRMS Prepurchased Support Pack (10 hours)	$800.00	$1,250.00	$1,250.00	$1,250.00	$1,250.00
HRMS As You Go Support (Min 1 hour per instance)(Per Hour)	$95.00	$150.00	$150.00	$150.00	$150.00

For Digitizing HR only. Pricing does not include digital transformation.
For Traditional license or subscription based pricing please contact a ScerIS representative.

HOSTED SERVICES ALTERNATIVES

There is a hosted services alternative for companies with fewer than 20 named users that are using ETCETERA® Enterprise Content Management for managing the digitized assets of HR.

The other two hosted services alternatives include the ScerIS Hybrid Cloud and ScerIS Private Cloud environments. These environments support companies that have expanded access to HR files to include managers and/or employees or that have implemented HR online processes using ETCETERA® Enterprise Process Management.

- A Hybrid Cloud environment provides each customer with a dedicated virtual application server. Each customer has a dedicated encrypted database for HR data and user authorization services. Digitized files are maintained within each customer's virtual environment. Back-ups of applications, databases and digitized files are regularly performed. Maintaining segmentation between customer databases and stored digitized documents is not only a best practice, it also allows easy migration of a customer's environment to a Private Cloud or an On-Premises environment. The Hybrid Cloud is the infrastructure standard for ETCETERA® HRMS SaaS.

- A Private Cloud environment provides customers with dedicated physical and/or virtual servers that are a part of the customer's domain, connecting the hosted infrastructure to the customer's on-premises environment though a Virtual Private Network. Doing so allows the customer to leverage internal resources such as SQL Server and provides for Active Directory integration that supports single sign-in. Back-ups are provided by the customer, or as a function of services offered by ScerIS in the cloud.

About ScerIS

ScerIS is a resource to its customers for Big Impact solutions and services. Founded in 1993, the company's focus is to help customers retool business processes, automate people centric work, improve workforce productivity and utilize key performance indicators that help position them for increased profitability.

ScerIS is a resource to its customers in healthcare, financial services, business and government. Serving 16 major markets and over 100 industries, ScerIS provides Business Process Improvement Solutions, Business Intelligence Reporting and Data Analytics Tools, Mobile Workforce Solutions, Custom System Design, Implementation Services & Business Process Outsourcing.

ScerIS is the software developer of ETCETERA®, the platform for business process improvement, content management, business intelligence and data analysis. ScerIS also provides Managed Cloud Services, Professional Services and Outsourced Services rounding out its value to customers.

ScerIS®

At ScerIS, information is alive!

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