



Perfode

Quick **Simple** **Effective**

Performance Management Cloud Solution

Perfode eReviewz

Automate your performance evaluations, align your workforce around strategic goals, empower your employees with full participation in the performance management process. Perfode-eReviewz gives you the power to turn a once a year “report card” into the very foundation of your high performance workforce.

With powerful features like fully-linked, cascading goals and easy-to-use performance tracking and management tools for employees and managers, Perfode-eReviewz turns performance management into a year-round process. Performance feedback becomes a part of doing business instead of a dreaded once a year event. And because Perfode-eReviewz is designed to be the most flexible system for centrally administering your performance management efforts, your HR department will spend less time policing the process and more time providing strategic direction and refinement.

From goals to reviews to multi-rater feedback to assessment and employee surveys, Perfode provides you a full featured performance management system in an on-demand, hosted platform for one affordable price. Your performance management process can be as simple or sophisticated as you like. And as your processes grow and evolve, Perfode grows with you.





High Quality Reviews Delivered On Time

When it comes time for performance evaluations, Perfode provides the most flexible tool available for gathering feedback and documenting performance.

Perfode steps managers and employees through the process of completing reviews, from competency ratings to development plans, summaries and signatures. With a few mouse clicks, Perfode allows employees and managers to gather feedback from co-workers, matrix managers and others for evaluations or assessments.

Perfode's Feedback Builder lets managers rate an employee's performance on a high/low scale and then generates meaningful text that clearly lets the employee know where they stand. The Feedback Builder breaks through the blank page that is often responsible for late and uncompleted reviews, and ensures that every employee gets consistent feedback across your organization.

Managers simply edit the text by cutting and pasting examples of performance from their Feedback Journal and Goal Progress Notes. Fully customizable language and spell checkers ensure that reviews are professional and free from language that may be legally sensitive and inappropriate for a performance review.

Year-Round Performance Tracking and Feedback

Perfode's Performance Journal makes it easy for managers to log accomplishments and issues that arise 365 days a year. Managers simply enter a date, describe the issue and recap their discussion with the employee. In addition, Perfode's Goal Progress Notes help keep employees focused on key goals, track their progress and provide employees, managers and executives with a clear view of where they stand throughout the year.

Perfode's Assessment feature allows you to implement point-in-time skills and competency assessments giving you valuable information about the skills and competencies in your organization. And Perfode's survey tool allows you to easily administer employee surveys across your organization, or pinpoint them to individuals or departments.

Performance Management on AutoPilot

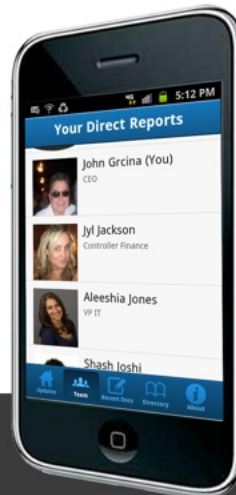


Forget about late, poorly written reviews or the headaches associated with having to police the performance review process. Perfode manages the process for you. Simply map your performance management cycle into the system and sit back as Perfode puts your process on autopilot with reminders and alerts to enforce the performance management cycle(s) you define.

All of Perfode's reminders and notifications integrate with your email. So any time an alert, request or reminder is initiated in Perfode, the employees involved receive an email with a hot link to navigate them to the task at hand.

Intuitive and Easy to use

Perfode provides the most intuitive and flexible tool available for documenting performance, setting goals, setting performance expectations and writing performance reviews. Managing Performance Review process is not easy and therefore we created software, which is intuitive and easy to use even for computer beginners. You don't have to worry about unknown names, terribly looking charts, or enormous amount of buttons. Our active elements are self-explanatory and come with a guided tour for screens your employees will see. The guided tour is configurable and can be edited by HR Managers to better reflect your company culture, procedures and best practices.

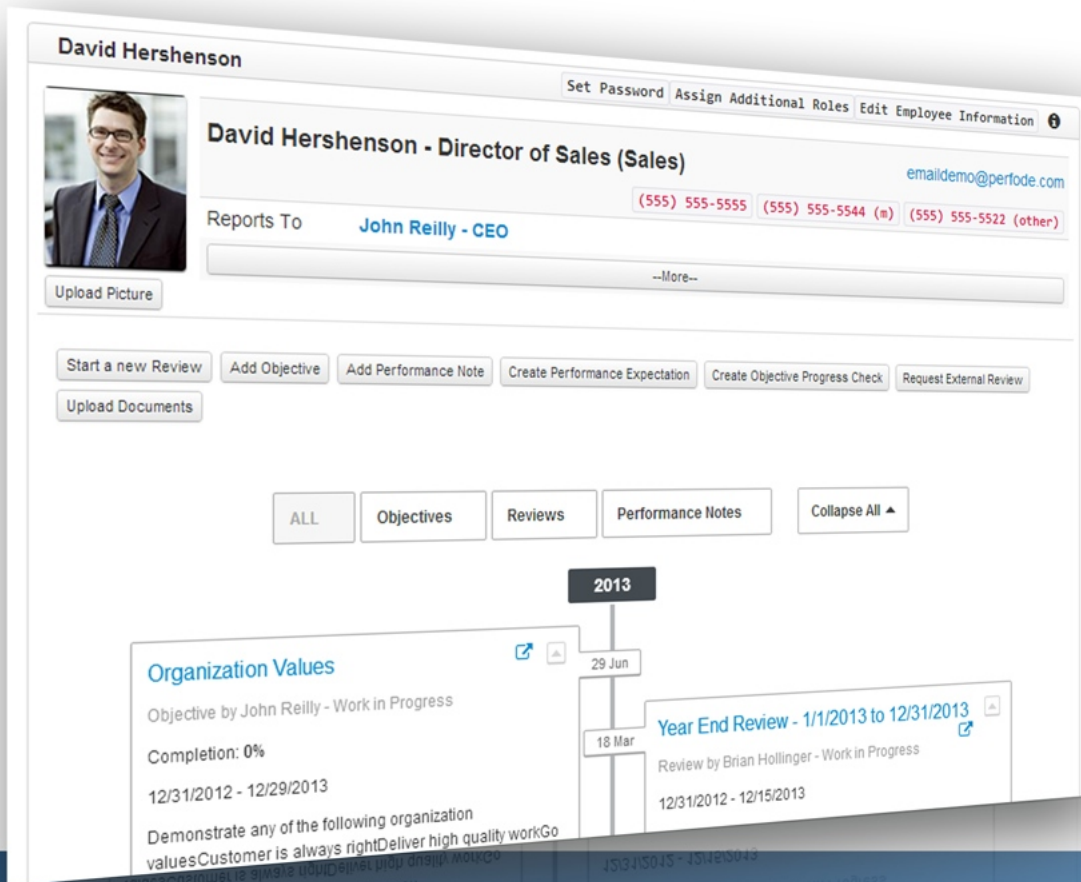


Cascading Goals

Perfode allows you to set goals at the highest level of your organization and let divisions, departments, managers and employees link their goals through each level of the company. The result is a highly focused workforce aligned around key organizational objectives.

Employees and managers can use Perfode to collaborate in creating, routing and approving goals and easily linking them to the objectives they support. This easy to administer goal setting and aligning process provides your organization with a "line of sight" view of its action plan for achieving its annual objectives.

This powerful tool can align your employees and give you the kind of insight into performance that can transform your workforce.



Flexible Administration

Many automated performance management systems look great in demos and are great for small departments or workgroups. But when it comes time to roll them out in the real world, things get complicated. Applications slow down, managing access and permissions, or creating multiple workflows and processes for different divisions and employee groups becomes frustrating, if not impossible.

What if employees have more than one manager? Or more than one role and report across multiple divisions? What if some employees are evaluated based on project rather than reporting hierarchy? What if you need several administrators at different locations with different permission profiles? Can roles and permissions be assigned automatically, or must they be manually assigned?

Perfode represents a second generation performance management application built with years of experience with enterprise-wide performance management processes. Perfode shines where other systems start to slow down and force you to make compromises. Perfode's state of the art platform is scalable from the smallest to the largest organization. Flexible administration tools give you full power to easily create multiple processes, hierarchies, roles and permission profiles for multiple divisions and employee groups.

Perfode was built with understanding that even small to mid-sized organizations need robust administration and implementation capability in order to maintain proper security, and support the best practice of administering an organization-wide process that remains relevant to each individual's job.

Visual Analytics

Perfode provides reports and dashboards to help you manage the performance management process, uncover talent gaps and identify high performers in your organization. This powerful tool can not only help you track and administer your process, but it can uncover valuable performance data that can help drive strategic talent decision within your organization.

Summary

Perfode's Employee Performance review software will empower you to administer employee reviews with an automated and easy to use solution. Many clients have used Perfode's solution to fulfill their talent management needs. Give us a call to schedule your online demo or contact us at Email: sales@perfode.com, +1 (888) 210-3185.

