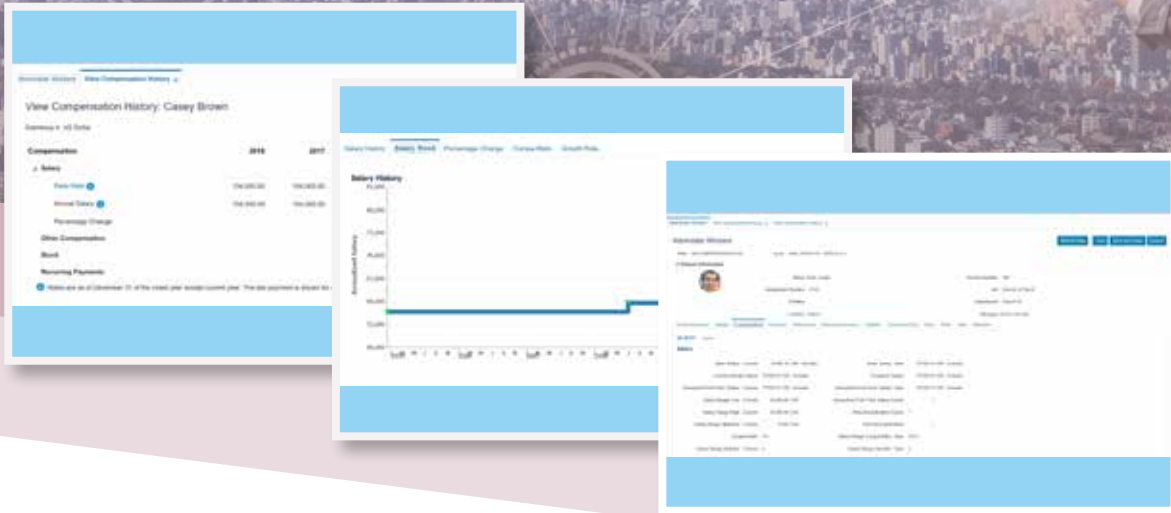


BP4Apps Workforce Compensation



Oracle Workforce Compensation Cloud Insight for Users & Application Experts

Horus BP4Apps stands for „Business Processes for Oracle Cloud Applications“ and provides comprehensive process and application knowledge for the Oracle SaaS product portfolio.

Easy design of comprehensive remuneration processes

The Oracle Workforce Compensation Cloud enables a comprehensive remuneration management. Using this cloud, an indefinite number of remuneration plans can be modeled, analyzed and budgeted – locally as well as globally. The plans are particularly developed for every business as well as adjusted perfectly to the individual strategies and guidelines. This way, the constantly changing business requirements can be considered. A more profound understanding of all remuneration activities is enabled, including the basic salary, premiums and additional equity capital. By the inclusion of performance evaluations, information for the achievement of goals and further key figures in the remuneration estimation, the concept of a performance-related remuneration can be established.

Comprehensive process- and user knowledge for Oracle Workforce Compensation Cloud

With Horus BP4 Workforce Compensation, the user or application expert gains an easy-to-use, knowledge-based system which can be obtained as a service from the Horus Public Cloud.

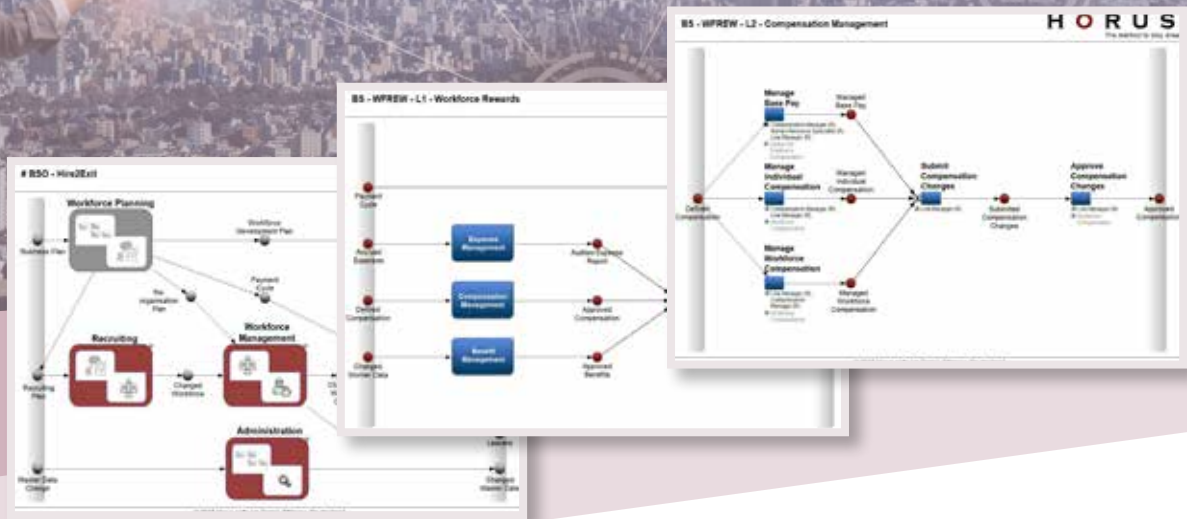
In the private Horus Community Portal, extensive business process knowledge is made available for the relevant Oracle application modules. The user community gains access to the tool in a target-group-friendly way and with regard to the possibility of exchanging invaluable knowledge within the user community.

Components of the knowledge product BP4 Workforce Compensation

An extensive knowledge base is the core of Horus BP4 Workforce Compensation and allows the user a profound insight into the functional structures of Oracle Cloud Applications. This knowledge base consists of easily comprehensible, logically linked models that provide different perspectives on the user-relevant aspects of Oracle Cloud Applications.

The core consists of the following modeling components:

- Definition of an easy and complex remuneration estimation
- Communication of payment and remuneration goals
- Global management of remuneration plans



Extensive knowledge models for functional structures of the Oracle Workforce Compensation Cloud

Commercial Framework

The price of BP4 Workforce Compensation is determined according to the Oracle Workforce Compensation Cloud services licensed for the customer as follows:

Volume class	Hosted Named User	Annual subscription fee
I:	≤ 1.500	EUR 1.000,00
II:	1.501 - 3.000	EUR 2.000,00
III:	> 3.000	EUR 3.000,00

The scope of delivery includes the respective licensed knowledge models as well as the use of the Horus repository and the Horus Private Community as a service from the Horus Public Cloud. The Horus Public Cloud is hosted in a German data center.

Licensing

BP4Apps products contain product-specific knowledge models including reference processes, user instructions and test cases. Cloud licenses of the product „Horus Private Community“ with the restriction of an exclusive use with BP4Apps are included in the distribution package.

The purchase of Horus Cloud Services is based on a cloud service contract of Horus software GmbH. The customer agrees to the terms valid at the time of acquisition. The minimum contract period is 3 years. After that, it is automatically renewed each year.

References

The listed products are trademarked and are property of the trademark owners. For our cloud infrastructure, we rely on renowned providers like Oracle (<https://cloud.oracle.com/home>) and Hetzner (www.hetzner.de).