



SumTotal®
One Solution For All Your HCM Needs

sumtotal[®]
A Skillsoft Company

**iGroup**

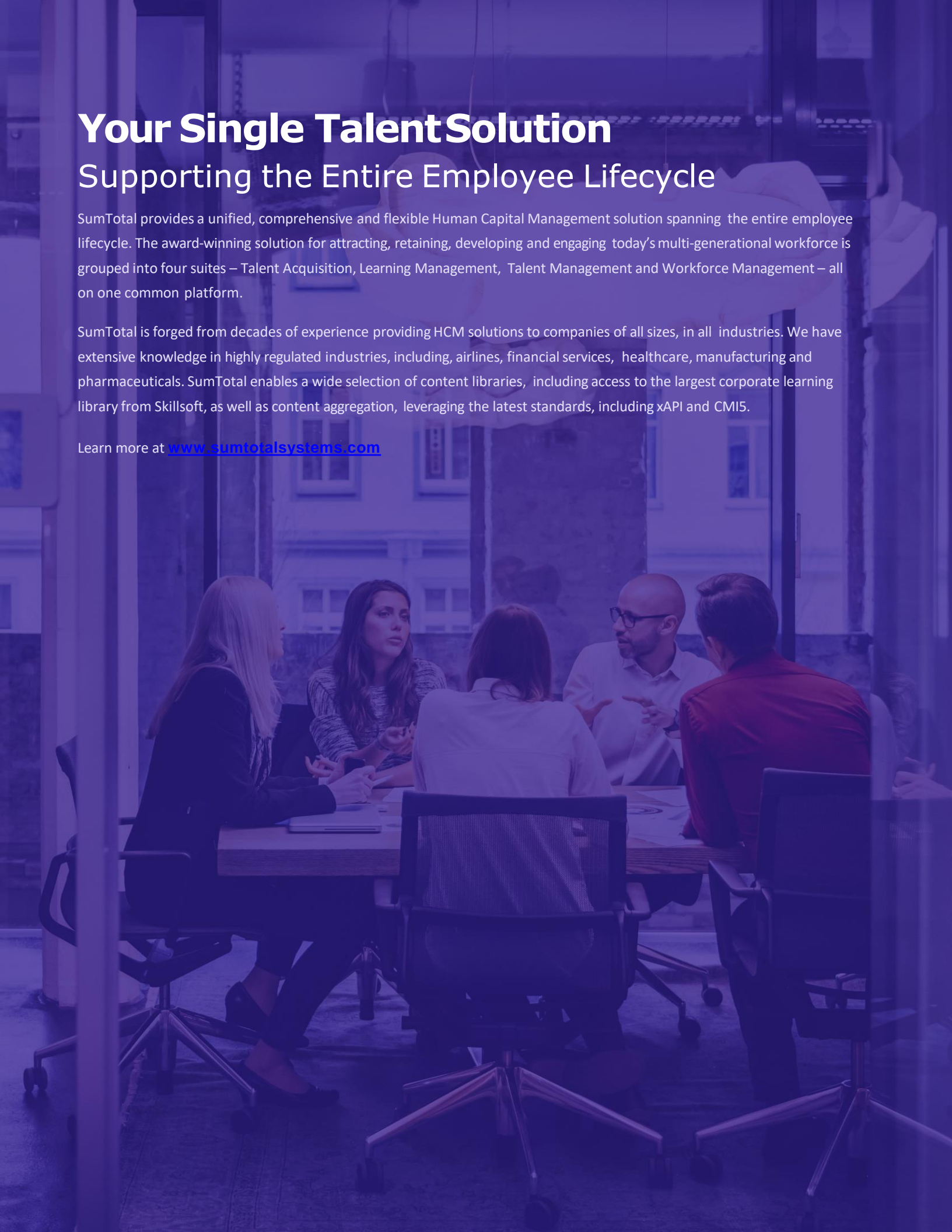
Your Single Talent Solution

Supporting the Entire Employee Lifecycle

SumTotal provides a unified, comprehensive and flexible Human Capital Management solution spanning the entire employee lifecycle. The award-winning solution for attracting, retaining, developing and engaging today's multi-generational workforce is grouped into four suites – Talent Acquisition, Learning Management, Talent Management and Workforce Management – all on one common platform.

SumTotal is forged from decades of experience providing HCM solutions to companies of all sizes, in all industries. We have extensive knowledge in highly regulated industries, including, airlines, financial services, healthcare, manufacturing and pharmaceuticals. SumTotal enables a wide selection of content libraries, including access to the largest corporate learning library from Skillsoft, as well as content aggregation, leveraging the latest standards, including xAPI and CMI5.

Learn more at www.sumtotalsystems.com



Executives and HR Leaders Face Critical Business Challenges

CHANGING EXPECTATIONS OF THE WORKFORCE

With five generations in the workforce and millennials soon to make up the majority, there are changing expectations in the what employees are looking for from their employer and how they make career decisions. In addition, there is an expectation that the technology available will provide the intuitive and engaging experience they have with consumer applications.

THE ANALYTICS OF EVERYTHING

With advances in Artificial Intelligence and Machine Learning there seems to be no end of what can be analyzed, predicted and prognosticated today. This hyper-segmentation through interaction analytics opens up new opportunities and challenges for HR Leaders. How to best apply these analytics to make informed, data-driven decisions requires new skills and a new level of understanding about what the data is telling you.

NEW WAYS OF WORKING

Traditional hierarchy is no longer the norm. Project and team based initiatives are more common which provides unique challenges to managers and employees alike. In addition, with the gig economy becoming a more relevant choice for more workers today, how does HR plan, educate, measure and develop all employees in this newly formed work environment?

BUSINESS SUSTAINABILITY

No challenge is greater for HR Leaders than to design, develop and execute talent strategies aimed at building business sustainability. Over the last fifteen years 30% of the companies that make up the Dow Jones Industrial Average have been replaced. Each was disrupted by organizations that have embraced technology, innovation and automation to deliver a talent strategy that allows them to continue to remain agile and growing. HR Leaders must think about the rapid pace of change in today's economy and build a resilient and agile talent strategy to deal with digital transformation and its impact on their workforce.



30%

COMPANIES REPLACED ON
DOW JONES INDUSTRIAL
AVERAGE SINCE 2005
(SOURCE: DJIA)



50%

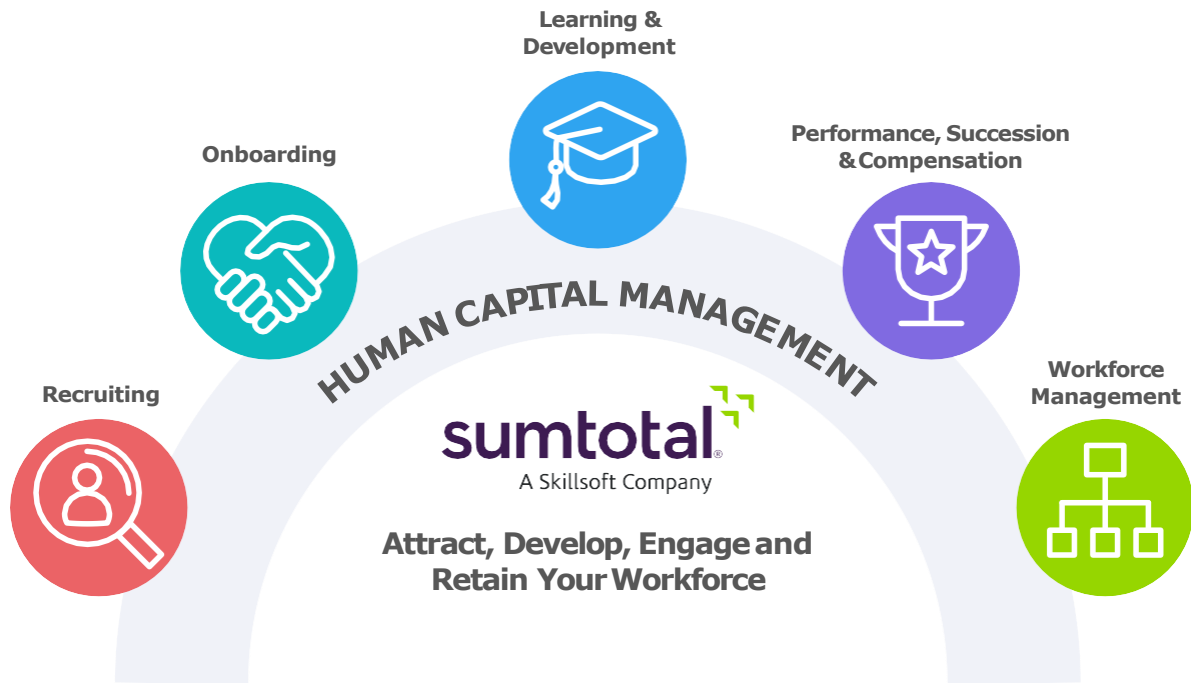
JOB'S THAT ARE SUSCEPTIBLE
TO AUTOMATION FROM ARTIFICIAL
INTELLIGENCE ALREADY IN
THE MARKET TODAY
(SOURCE: MCKINSEY)



70%

GLOBAL 1000 COMPANIES
THAT ADDRESS TALENT
MANAGEMENT STRATEGIES
ON THEIR INVESTOR CALLS
(SOURCE: BERSIN)

Impact the Entire Employee Lifecycle With One Comprehensive Solution



ACQUIRE AND RETAIN TOP TALENT WITH SUMTOTAL TALENT ACQUISITION

SumTotal's comprehensive Talent Acquisition suite streamlines the hiring life cycle with tools to deliver an engaging candidate experience and an immersive onboarding process all designed to find the right candidate and ensure they are productive even before day one.

SumTotal Recruiting facilitates hiring the right talent with an intuitive and customizable requisition process, screening, interview and application tools, and the ability to search and manage pools of external and internal employee candidates.

It is no secret that a strong onboarding program significantly reduces first-year turnover and speeds up time-to-productivity. SumTotal Onboarding makes it easy for you to provide your new hires with the important resources they need to get acclimated with your organization and up-to-speed even before day one.

ELEVATE YOUR WORKFORCE WITH SUMTOTAL LEARNING MANAGEMENT

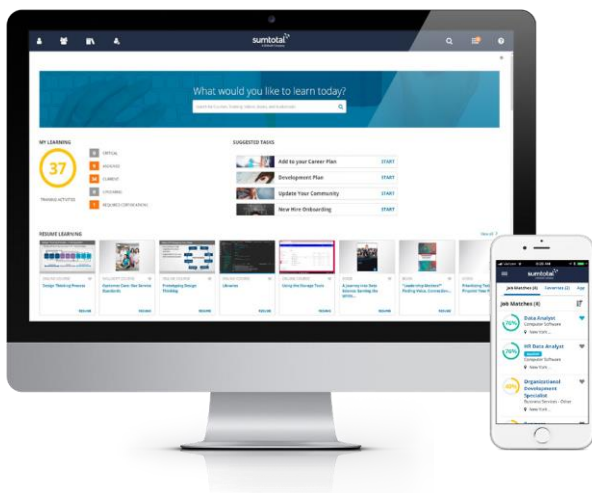
The SumTotal Learning Management suite is the only enterprise LMS that connects the dots between the skills and competencies people need now – delivered in the context of what they are trying to accomplish – and prepares the organization for tomorrow, to measurably improve performance. SumTotal Learning Management delivers an unrivaled learning experience. You can deliver expertly designed content, minimize the burden of constant curation, enhance content discovery, and utilize usage analytics. Regardless of where learning occurs SumTotal Learning Management can track it. SumTotal's learning experience is modern, engaging, consistent and trackable.

Give your employees a personalized learning experience, right in the palm of their hands. The SumTotal mobile app puts continuous learning within reach for online and offline use, ensuring a seamless connection to courses and content in the flow of work.

INSPIRE GROWTH AND PERFORMANCE WITH SUMTOTAL TALENT MANAGEMENT

SumTotal's Talent Management suite delivers innovative solutions that develop, grow and reward your workforce. Our Talent Management suite consists of Performance Management, Succession Planning & Compensation Management solutions that work seamlessly together.

Empower your people with intuitive, personalized tools that allow them to pursue their own self-directed path for development and career growth. Align goals with the strategic objectives of the broader organization. SumTotal's Performance and 360 Feedback solutions deliver real value to every employee and manager by making performance feedback insightful and actionable. SumTotal's Succession Planning enables leaders and managers to identify and nurture talent pools, eliminate organizational risk and support internal career mobility to retain employees. Using SumTotal's Compensation Management solution, there is no need to rely on spreadsheets or outdated legacy software. SumTotal ensures you have a unified view of your talent with real-time data that aligns compensation decisions to the performance of individuals and groups.



DRIVE COMPLIANCE AND SAVINGS WITH SUMTOTAL WORKFORCE MANAGEMENT

Make Time & Attendance, Scheduling and Absence Management your competitive advantage to maximize top and bottom-line growth. SumTotal helps organizations of all sizes deploy the right number of people at the right time and place, and at the right cost with Workforce Management suite.

Minimize risk and avoid fines and litigation with SumTotal's Workforce Management suite to automatically ensure that your employees have the current certifications they need to be both safe and compliant. SumTotal Workforce Management helps minimize compliance risks by leveraging pre-set rules to help you stay in accordance with regulatory laws.

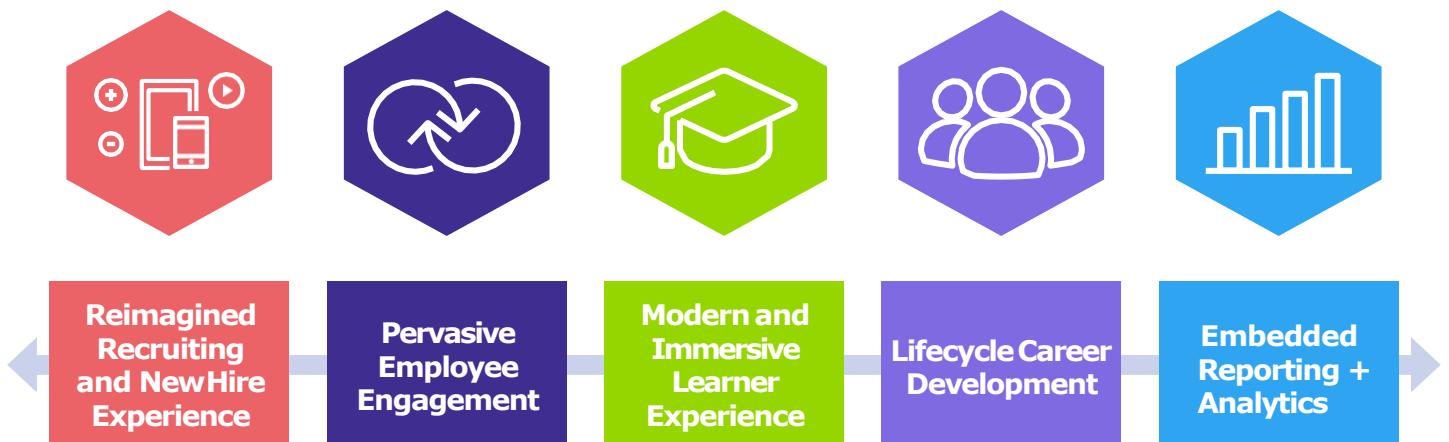
Get the most from your workforce with full process automation. Entirely streamlined procedures across locations will increase your bottom line by reducing administrative overhead, total cost of ownership, and file errors. We give you the tools to manage your workforce quicker and more efficiently than ever.

SUMTOTAL REPORTING & ANALYTICS

Business leaders get the insight they need to make informed business decisions with SumTotal Reporting and Analytics. Real-time insight and accessibility deliver actionable information and enable swift decision-making – including the ability to create web-based charts with simple drag-and-drop functionality.

SumTotal Committed To Innovation

Innovation through an industry leading commitment to R&D has allowed SumTotal to deliver a unified solution where data and functionality are seamlessly available across the suite. SumTotal is the most flexible, configurable and powerful HCM solution on the market today.



SUMTOTAL SERVICES

SumTotal has focused heavily on customer enablement and services to ensure smooth implementation and ongoing support. We are committed to building strong partnerships with every SumTotal customer. Recognizing that business consulting and change management are critical to implementation success, SumTotal has tripled our partner ecosystem to provide even more resources to help ensure a smooth implementation and delivery of the SumTotal solution.

SUMTOTAL SUPPORT

SumTotal's transformation investments in customer support and product quality have delivered on improving resolution times and increased client satisfaction. Our award-winning support solution includes bi-weekly "office hours" to support customers with expert consulting post go-live, improving adoption and providing ongoing support. SumTotal provides full transparency to support activity via an industry first mySupport mobile app.



SumTotal Offers Deployment Options That Meet Your Organization's Needs

SumTotal is one of the few solution providers that offer organizations a choice of deployment options. This flexibility enables organizations to select the model that works best for them rather than the vendor. Regardless of which hosting model you choose, there is no difference in the SumTotal solution. Unlike many vendors who offer one product for SaaS and a different product for On-Premise or Private Cloud, SumTotal's deployment models use the same product and code base. Another unique attribute of our deployment models is that as a customer's business needs and requirements change, their deployment model can change with the organization. Options include:

SAAS

With this deployment model, clients are always on the latest release of our solution giving you immediate access to all the latest updates and enhancements. The SaaS option is ideally suited to clients who always want to be on the latest version and take advantage of the latest enhancements and new features. Our SaaS offering is designed for customers of all sizes and delivers the lowest total cost of ownership (TCO).

SAAS EXT

SumTotal designed this deployment model for customers who want to be current but require longer testing cycles than are traditionally available. SaaS EXT offers similar advantages to traditional SaaS, however with new upgrades and enhancements, customers receive more notice and an extended testing period. SaaS EXT is an excellent choice for customers in regulated industries who require more detailed testing and/or validation time. SaaS EXT can reduce the number of changes for your end users while still being on the current release.

PRIVATE CLOUD

Private cloud is your traditional hosting subscription model that provides clients with control over the timing of upgrades. To minimize disruption, cost and internal effort, this model accommodates at least one major upgrade per year. This model is best suited to organizations who require the maximum possible control from a vendor-hosted option.

ON-PREMISE

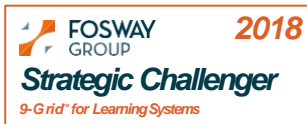
On-premise is a self-hosted deployment model that gives clients the broadest level of control as the application is deployed in your data center and is completely managed and controlled by your organization's IT staff. The on-premise model best suits organizations that demand complete control over their HCM and business applications in their own data centers managed by their IT staff.

SumTotal is Consistently Recognized by the Analyst Community and Beyond



SumTotal Recognized as a Leader: IDC MarketScape: Worldwide Learning Management in Integrated Talent Management 2018

“SumTotal covers all the learning management bases well and with great depth,” noted Lisa Rowan, Research Vice President, HR, Talent and Learning Strategies, IDC. “Clients are optimistic about the company’s plans to increase the breadth of the platform and to innovate in new areas, presenting opportunities to grow existing accounts and increase overall market momentum.”



SumTotal Advances its Core Challenger Position in the Fosway 9-Grid™ for Integrated Talent Management

David Wilson, CEO of Fosway Group comments, “One of the great benefits of the Fosway 9-Grid™ for buyers of talent management solutions is to see the change in suppliers’ capability and performance. SumTotal’s stronger trajectory within the Core Challenger zone reflects its continued investment in innovation and improving customer experience, as well as its growing success in EMEA.”



SumTotal Solidifies its Position as a Leader in Nucleus Research’s Human Capital Management Technology Value Matrix 2018

“SumTotal is one of the few HCM platform vendors that offers the full breadth of HCM solutions and integrations that organizations increasingly demand, uniting Core HR, Talent Acquisition, Learning Management, Talent Management, Payroll and Workforce Management in one offering,” said Rebecca Wettemann, VP, Research at Nucleus Research. “Further setting it apart, SumTotal’s Learning Management solution is the first to fully enable content aggregation across xAPI, CMI5, third-party and custom content in addition to providing unified access to the largest corporate learning library via Skillsoft.”



Aragon Research Positions **Skillsoft and SumTotal as a Leader** in the 2018 Globe for Corporate Learning

"Today's enterprises require modern learning technology and engaging content to support the rapid upskilling and continuous learning their workforce needs to drive innovation and success," said Jim Lundy, founder and CEO, Aragon Research. "By delivering (content) in multiple modalities via modern learning platforms, Skillsoft and SumTotal are helping enterprises shift to a consumer-oriented, Netflix-style experience that enables learning in the flow of work."



Skillsoft and SumTotal Recognized as a Champion in Wainhouse Research Report on Video Solutions for Corporate Learning

"Skillsoft and SumTotal are amongst a select group of vendors that are leveraging video to add value and extend corporate learning within the realms of Human Capital Management platforms," stated Charles DeNault, Senior Analyst, Wainhouse Research. "With the addition of the company's Learning Experience Platform, Percipio, Skillsoft and SumTotal have created an appealing combination of portal and learning material."



SumTotal Ranked a Top 10 Vendor in Apps Run The World's HCM Top 500 Market Report

"SumTotal has shown an uncanny ability to sustain its core values in many segments of the HCM market, while helping customers formulate a Cloud-first strategy for eLearning, talent management and Core HR," said Albert Pang, president of Apps Run The World.

"I expect SumTotal to continue scaling out its product portfolio across different verticals and countries, boosting its market share along the way."



SumTotal Wins **Technology Services Industry Association STAR Award** for Transformation of Support Services

"SumTotal did an outstanding job executing a business-critical transformation across its global customer support program with significantly improved results that impressed TSIA STAR Award judges," said Steve Frost, vice president of Expand Selling Research, TSIA. "Congratulations to SumTotal for coming so far, so fast and winning the STAR Award for Transformation of Support Services."



Learn More at SumTotalSystems.com