



# Criterion

**HCM Without Compromise**



# Criterion is a global provider of Simply Powerful **Human Capital Management** software

## Proven Technology

**500+**

Midmarket customers  
currently running on  
the Criterion HCM  
cloud solution

## Customer Success

**95**

Customer Satisfaction  
Rating **%**

## Awarded



Hearst Top Workplaces  
2020 and 2021



# Criterion HCM is available direct to customers and through a global partner network in **over 10 countries**

## Technology Alliances

PROCORE



Acumatica  
The Cloud ERP

sage Intacct

TRACK TIK

manusonic  
WORKFORCE MANAGEMENT SOLUTIONS

## ERP / Accounting

PROCORE



Acumatica  
The Cloud ERP

sage Intacct

Microsoft  
Dynamics 365



intuit  
quickbooks.

## Channel Partners



Net@Work  
BUSINESS PERFORMANCE UNLOCKED

BAASS  
Business Solutions Inc.

ASG  
Alliance  
Solutions  
Group

DSD  
BUSINESS-TO-BUSINESS

MNP

AMERICAN FIDELITY  
a different opinion

## Solution Partners



JOBTARGET

verified  
CREDENTIALS

SUPREMA  
BIOMETRICS & SECURITY

VERTEX

LCP tracker

FINTWIST

kotapay.

AATRIX

CERIDIAN

Smart Payables

## Security



Azure

okta

PCI

Auth0

aws

USA

CANADA

UK

AUSTRALIA

SOUTH AFRICA

BAHAMAS

GERMANY

SINGAPORE

SRI LANKA



# The HCM vendor landscape has **failed to strike the balance** between power & usability

## Magic Quadrant for Cloud HCM Suites for Midmarket and Large Enterprises

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**Analyst(s):** Melanie Lougee, Ranadip Chandra, Ron Hanscome, Helen Poitevin, Chris Pang, Jeff Freyermuth, Sam Grinter, John Kostoulas, Jason A. Cerrato

HCM suites enable core HR, payroll, talent, workforce management and HR service delivery processes. Application leaders in entities with over 1,000 workers that are pursuing a cloud HCM strategy should use this research to help identify vendors for further evaluation.

### Strategic Planning Assumption

By 2020, 30% of global midmarket and large enterprises will have invested in a cloud-deployed human capital management suite for administrative HR and talent management. However, they will still need to source 20% to 30% of their HCM requirements via point solutions.

### Market Definition/Description

#### HCM Suites

Cloud human capital management (HCM) suites deliver functionality that helps organizations attract,

**“Overall user experience (UX) continues to be a leading selection criteria” yet “buyers will still need to source 20% to 30% of their HCM requirements via other solutions.”**

**Gartner**



# Midmarket Dilemma: Organizations require a simple user experience but are challenged by complexity

Including unique labor, compliance, and industry requirements

## SMB Vendors



Focus on useability, but have limited functionality

## Enterprise Vendors



Robust platforms, but configuring is time and cost prohibitive

## Service Bureaus



Loses control of the payroll process and lacks integrations with business systems

## Criterion

yields power & simplicity, combining advanced enterprise functionality and configurability, with a simple, best-in-class user experience.



# Criterion

## Simply Powerful HCM

### Enterprise-Grade HCM Features

Integrated HR | Payroll | Talent Engagement | Workforce Management

### Best-in-Class User Experience

Self-service | Easy to Use | Desktop and Mobile | Scalable

### Rapid Integration & Configuration

Modern Architecture | Unified | Open | Secure

### Fixed Pricing

Per-user Pricing | 'Price Lock' Contracts





# Power and Simplicity All-in-one.

✓ Drag and Drop Dashboards

✓ User-driven Analytics & KPI's

✓ Easy Access to Back-end Data

✓ iOS, Android Ready

## HR

- Comprehensive HRIS
- Benefits Management
- Workforce Management
- Employee & Manager Self-service
- Dashboard Analytics & Reporting

## Payroll

- Batch Creation, Processing, & Deposits
- ERP/Time Clock Integration
- Dynamic Tax Calculations
- Multi-entity, Multi-location Support
- Employee Expense Management

## Talent Engagement

- Recruiting
- On-Boarding
- Learning & Performance Management
- Employee Feeds & Communities



# HCM That Meets **Cross-Functional** Business Requirements

## Executive

- Dashboard Analytics
- Scales With Growth
- Greater Productivity
- Fixed Cost

## Payroll

- Streamlined Payroll
- Tax Calculations & Filing
- Integrated Time Clock
- Multi-location Support
- Employee Expense Management

## IT

- Enterprise Scalability To 10m
- Secure, SOC II Compliance
- Open API's
- Rapid Integration

## HR

- Centralized HRIS
- Integrated Recruiting, On-boarding, Learning
- Benefits Administration
- Employee Feeds & Communities
- Employee/Manager Self-service

## Finance

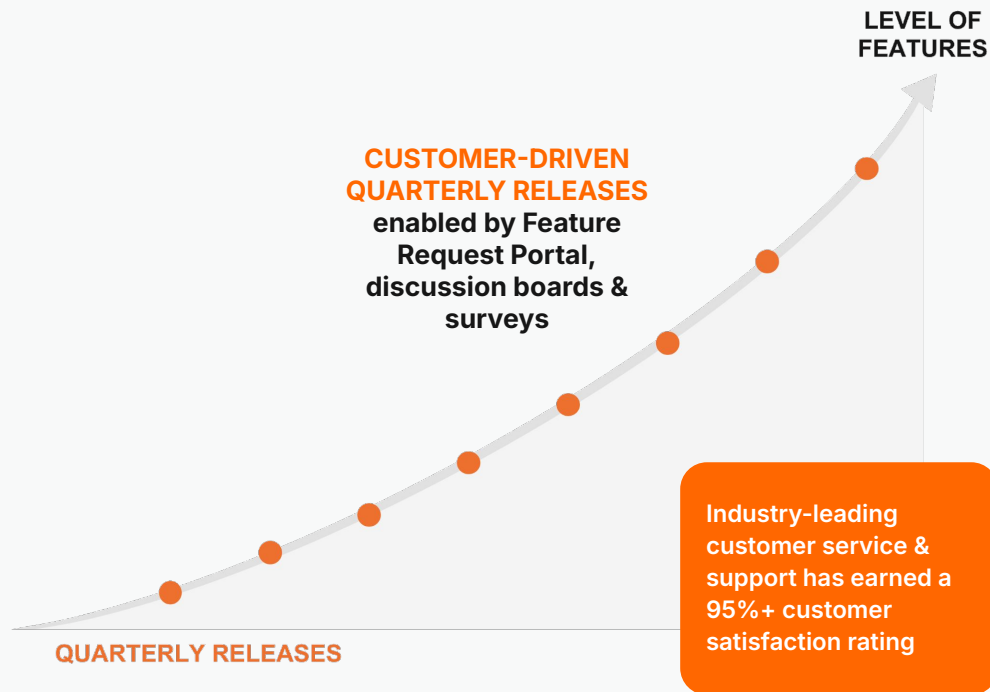
- Fixed Per/User Price
- Compliance
- Data Privacy



# Criterion

## Voice of the Customer Technology Innovation

- ✓ Continuous customer input on Criterion platform roadmap to ensure all-inclusive value to our customers
- ✓ Strive to maintain collective compliance with changing tax, regulatory, and labor requirements across industries
- ✓ Guarantees practical, real-world enhancements to align with changing workforce, market, and industry trends



# Criterion Success System™

- ✓ Named Client Success Manager
- ✓ Feature Request Portal including discussion boards & features surveys
- ✓ Quarterly software updates
- ✓ Continuous, complimentary administrator training
- ✓ 24/7 live monitoring of current & historical software release data
- ✓ 100% uptime





# Over **500 customers** deployed on our cloud HCM platform





## What's Important to <Client Name>

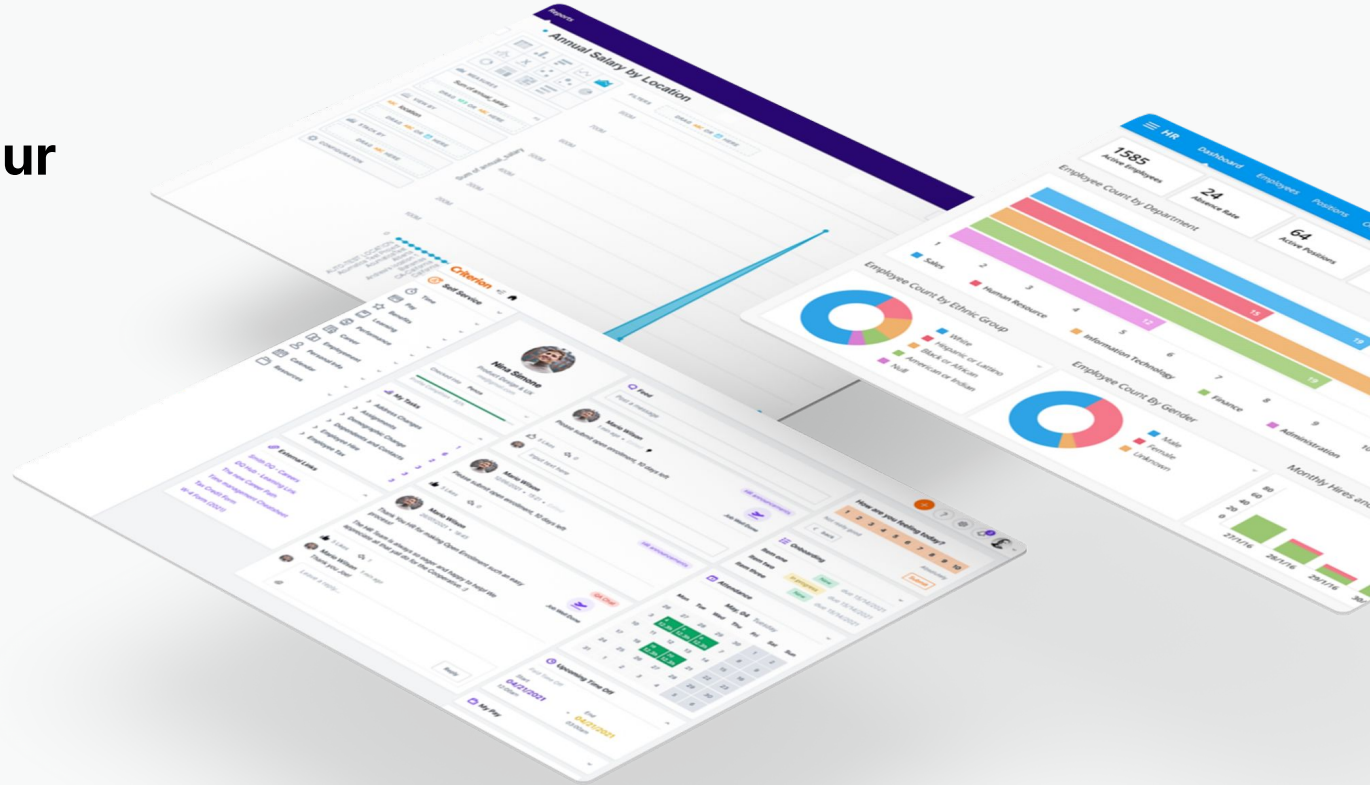


### Criterion Delivers





The HCM Platform  
that's **built on**  
**experience** and  
designed for your  
success.





# Getting Started with Criterion

## Steps Toward Success





# Criterion

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