



Product Overview



Payroll & Personnel Data Warehouse

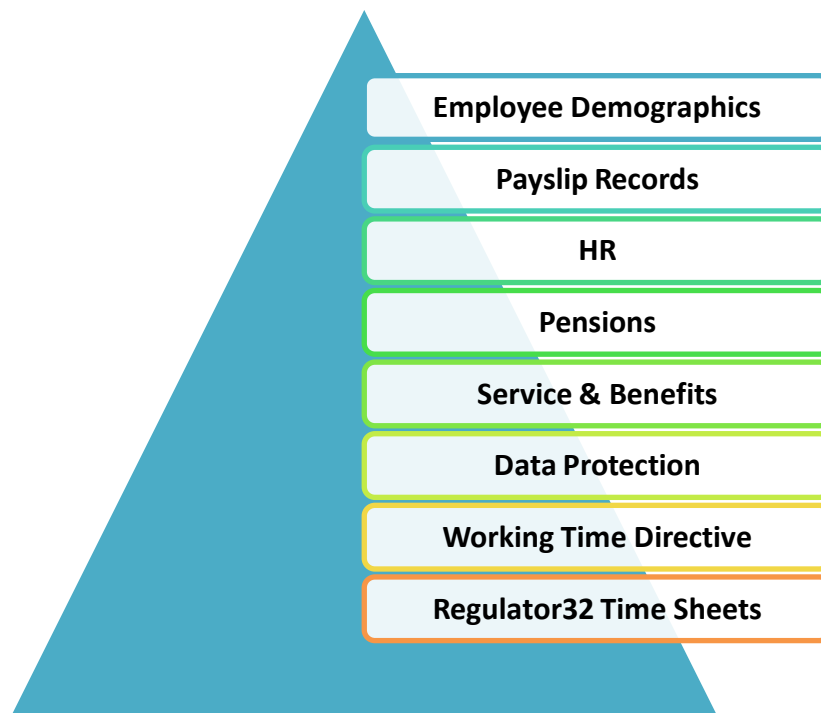
HAPPI Product Overview

HAPPI (History & Archiving for Payroll & Personnel Information) was developed by Grapevine Solutions to meet the needs of organisations that generate large volumes of payroll, pensions and personnel information & who need to retain this historical information for future use.

HAPPI includes a suite of client applications and reports for most payroll, hr and pensions requirements, and can be customised to meet specific customer requirements. The key product components include: -

- Database Archive with unlimited data capacity
- Standard Pension, Payroll, HR & Operational Reports
- Retrospective Payment Calculation Module
- Pensions Service & Benefits Module
- Data Protection or other Regulatory requirements.

The following diagram shows the key information available in most organisations Payroll or HR systems and supported by the HAPPI database archive.



Information Flow

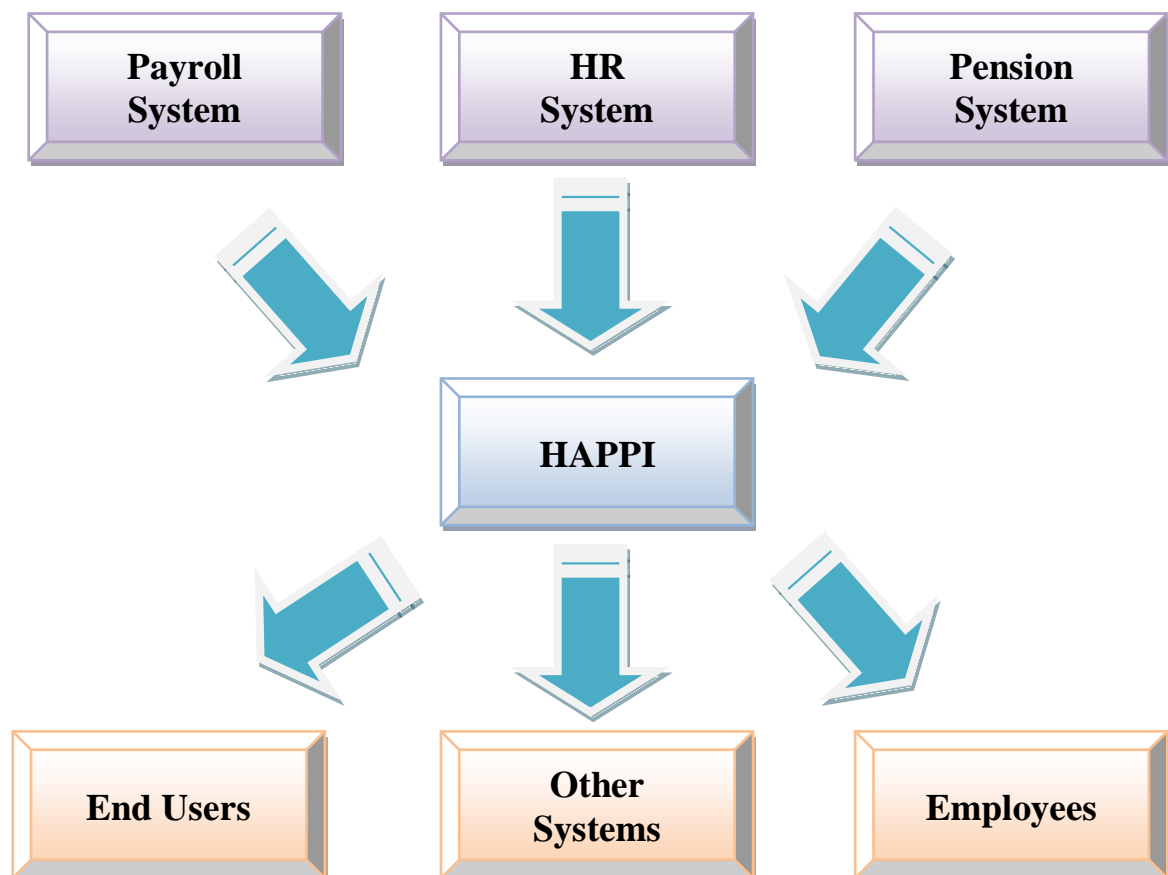
Payroll, HR and Pensions information is generated on a regular basis from payroll, hr and pensions systems. This data is exported from these systems & updated into the HAPPI database and merged with existing historical records. Over time this archive is populated with weeks, months and eventually years of employee historical information. The main updates typically occur after a weekly or monthly pay run.

Other non pay related information such as employee demographics or employee absence information can be updated on a more regular basis.

This information is then archived in a structured format so that it can be used and accessed by end-users and other systems.

HAPPI can also be used as source of information for other business requirements, such as financial cost analysis or employee web portals.

The key information flow is illustrated below: -

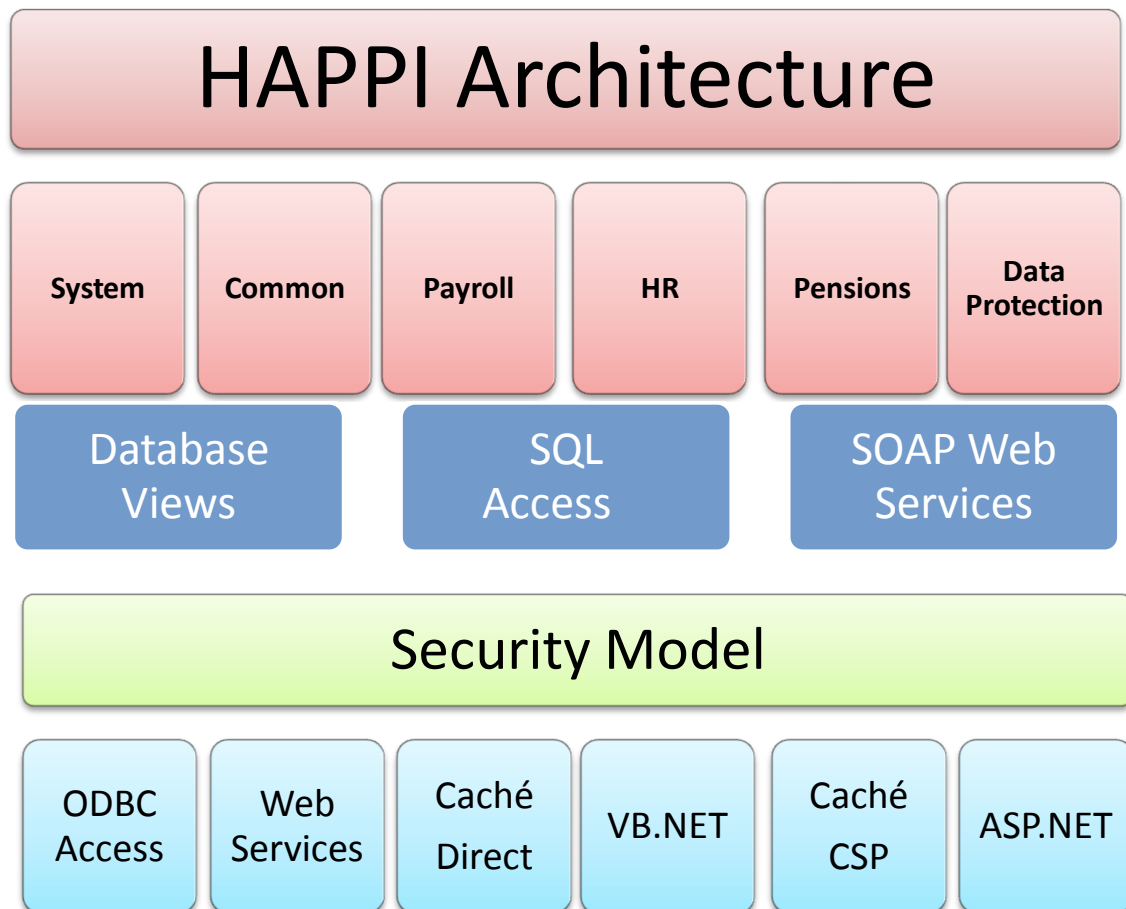


System Architecture

The HAPPI product is based on Intersystem's Caché database technology, which supports both object oriented and relational database structures.

HAPPI also includes a rich suite of industry standard technologies for accessing and retrieving information stored within the system, including SQL, XML and Web Services.

The following diagram outlines the key components within the HAPPI System: -



Key Features

HAPPI includes the following key features, which can be customised to a customer's specific requirements: -

- Can be integrated with any payroll system including Cyborg.
- **Scalable** database architecture that can scale up to **Terabytes** of database size and is only limited by the size of the physical disk storage available.
- **Archiving** of **payroll, personnel, pensions** and other payroll related data in a **highly optimised & structured** Caché database.
- **Security** is provided using a **User Profile** structure that provides row level security on records within the HAPPI database.
- **Customisable Data import** facility for uploading employee, payslip and other related information.
- **HAPPI Administrator application** for configuring and managing the HAPPI system.
- **Optimised SQL query** capabilities to access data through Grapevines own products and third party reporting solutions such as Excel, Crystal Reports or any ODBC compliant product.
- **Fully object orientated database** provides access to data via Intersystems Caché Direct, ODBC, Caché Objects, CSP/ASP, .NET, XML and Web Services.
- Includes a **standard set of Reports** in Crystal Reports format.
- **Customisable field properties** on some tables.
- Can be fully integrated with Grapevines **Regulator32** Data Entry Product
- **Working Time Directive module** to manage and monitor employee working time directive guidelines.
- **Retrospective Payment module** to automatically calculate retrospective payments based on historical payroll information.
- **Pensions Benefit Statement module** to calculate & generate employee benefit statements.
- **Employee Absence Monitoring** to record & monitor employee absence information.

Key Benefits

HAPPI provides many benefits to organisations that require the ability to manage and report on large volumes of historical payroll & personnel information.

These include:-

- A central data source for multiple years of Payroll, Personnel & Pensions data
- Reduced effort & cost when reporting or analysing large volumes of historical information.
- Improved Management Information & Reporting capabilities
- Reduces requirement to store Historical data in the Live Payroll System
- Easily accessible via standard desktop tools such as Excel, Access or MS Word & provides ODBC access to large volumes of data
- Versatile Management Information System that is user-friendly, fast & reliable which supports customised reports ensuring greater optimisation of information to each client.
- **HAPPI** has been in operation in Ireland since 2000 providing benefits and cost savings in every situation.
- Intersystem's Caché database technology allows **HAPPI** to provide unrivalled performance, reliability & scalability.
- **HAPPI** is an extremely cost effective solution for archiving large volumes of historical payroll information.
- Helps meet regulatory & data protection requirements.



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CONTACT INFORMATION

Should you require more information about HAPPI or any of our products please contact us at: -

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Visit our website: www.grapevine.ie

for more information on our full range of products and services