

## White paper on the VMO staff portal

- The staff portal presents goods and services (benefits) to which the employee is entitled according to their contract of employment, works agreement or collective agreement (e.g. employee profit-sharing scheme, company pension scheme, commission accounts) visually and comprehensibly. It also features prognoses of how they will develop in future. This enables your staff to properly evaluate the value of the benefits the employer offers as part of the contract of employment. This has positive effects on recruiting and staff loyalty.
- Your personnel department benefits organisationally from direct access to all the staff portal data. Queries can thus be settled more quickly on the one hand and the number of staff enquiries reduced on the other as the portal offers easily understood visualisation of the benefits employees are entitled to.
- The staff portal is a platform for intelligent remuneration systems, profit sharing schemes and systems for achieving set goals or targets (both collective and individual at the level of the single employee). This expands the range of individual components of overall remuneration, such expansion being organisationally prepared for in the software. The portal improves company flexibility in reacting to change.
- Transparency in labour law and in accounting and evaluation techniques created by the portal contributes to the generation of synergy effects.
- The staff portal serves as a starting point for external consulting goods and services (auditor, company pension advisor, personnel consultant) and thus improves the results achievable and yields cost benefits.
- Your company profits indirectly from the benefits offered staff:
  - a state-of-the-art communications tool is a statement of company culture;
  - transparency makes staff feel they are being treated fairly; fairness has been proven to be a source of positive motivation, and
  - integrated planning tools such as those concerning company and national insurance pensions directly benefit staff.
- Means of communicating other unquantifiable company benefits are included.

- Labour law data is kept updated centrally via VMO. No further organisational cost is involved for your company.
- The staff portal is an external Internet-based solution and therefore does not utilise your company's EDP resources or incur additional EDP costs.
- Initial setup including harmonisation with corporate design, user rights etc. is carried out by VMO. Client companies have access as administrators so that they may keep the data involved up to date. VMO can, however, do this for you if desired.
- Management access can be used to call up key performance indicators, specify company benefits, update target graphics and assign points accounts. VMO can keep all this information up to date for you if desired.
- The staff portal does not incur non-recurring costs. Tools that can optionally be used by staff such as the pension module and the national insurance pension programme are not additionally invoiced. Annual costs for the portal depend on the scope of data updates and are between €0.50 and €3.00 per employee per month.
  - How many employees can access the staff portal?
  - What current benefits in labour law need to be entered?
  - How complex are they?
  - How (data carrier/s) and between whom (companies, management consultancies, insurance companies, VMO) is data to be exchanged?
  - How often in each year is data to be updated?

Individual harmonisation is of course feasible at extra charge, e.g. company-specific tariffs. Your portal instances can be integrated in your company network via VPN.

- The staff portal with its company-specific design ought ideally to be freely accessible via the Internet. Easy and chronologically unlimited access may have deleterious effects on security. A variety of security concepts are therefore feasible in order to meet differing company needs in this respect.
- Support in both English and German helps integrate staff. Further languages are available on request.