



Statement of Direction Talent Acquisition

Lawson has never been more committed to delivering a leading Human Capital Management solution to the global marketplace. With Lawson's new pattern-based development tools and methodology, a new generation of Human Capital Management products is being created to address the needs of the increasingly global enterprise.

A key discipline within Human Capital Management includes the recruiting and staffing activities necessary to acquire quality talent. The new Talent Acquisition capabilities help enable specific business processes that are tailored to hiring managers, recruiters and others involved in recruitment activities. Lawson recognizes that the ability to attract, hire and retain the right talent can significantly impact an organization's success. With this in mind, we are committed to delivering a comprehensive Talent Acquisition product.

We are planning for the future offering to include an extensible role-based structure that is flexible, scalable, and able to support the needs of both staffing and recruitment practices. Lawson Talent Acquisition will help deliver key features for defining workforce needs, leveraging sourcing methods, tracking critical talent data and process driven on-boarding activities. With new levels of configurability, based on foundational technology improvements, we can provide a link between Talent Acquisition and Lawson Business Intelligence while building on existing frameworks the within Lawson Human Capital Management.

This statement of direction has two important goals:

1. To provide our customers with prompt communication about upcoming product offerings and
2. To simplify your planning process with opportunities to participate in and budget for future projects.

This statement will not indicate specific release dates, nor is it intended to be a comprehensive and final list of future functionality.

Project Overview

- Lawson has been and will continue to work with several lead adopter customers to complete the design and validation phase of the project.
- Beta site implementations for Talent Acquisition is planned to validate functionality and system usability.
- Lawson plans to hold periodic usability labs with customers, non-customers and Lawson Human Resources employees. The objective of these sessions is to finalize user interface and functionality before beta release.

Planned Features – Development Goals of Talent Acquisition

This document outlines Lawson's current vision for this project. This vision could and may change during the development cycle of this project and, as a result, Lawson cannot and does not make a commitment to develop the specific features listed below.

- Requisition initiation for creating, approving and managing job details & recruitment strategies
- Ability to creatively identify and leverage sourcing strategies (job boards, searches, agencies, etc.) and track proven sources and source costs
- Simplified candidate search, registration and profile creation including resume/CV upload and resume/CV builder
- Online legal application with flexible screening components for internal and external applicants

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Planned Features - continued

- Comprehensive new candidate management including features for tracking data on source, screening, assessment and interview results as well as the ability to manage candidates within personal folders
- Configurable components for defining and communicating offers and employment contracts
- Part of Lawson Human Capital Management to help facilitate hiring external candidates and internal movement
- A new generation of on-boarding for internal and external hires that automates your administrative tasks and provides employees with the tools to be quickly productive in their new job
- System Administration for application configuration including user, table, template and workflow maintenance
- Data mart for customizing reports specific to your talent acquisition needs and compliance requirements

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