A woman in a white blazer is standing and presenting to a group of people seated around a table in a meeting room. She is holding a tablet and pointing at it. The room has large windows in the background showing a blue sky with clouds.

COMTRADE HR PORTFOLIO

FIND THE RIGHT CANDIDATES, MAKE THEM YOUR BEST EMPLOYEES

"You're only as good as the people you hire."
(R. Kroc)






COMTRADE SOLUTION FOR HUMAN RESOURCES MANAGEMENT

An advanced HR solution that enables companies to create a work environment where every employee can reach his or her full potential and is motivated to continue learning.





The companies we work want to be able to strategically manage their human resources by having a complete insight into their employees' performance, capabilities and talents and provide them with opportunities for professional development, training and advancement.

Comtrade System Integration portfolio combines its Harmonix solution with Oracle HCM product.

➤ **Oracle HCM is a modular solution that covers all aspects of talent management:**

-  ▶ Recruitment
-  ▶ Onboarding and offboarding (transition processes)
-  ▶ Performance and goal management
-  ▶ Personal development and evaluation
-  ▶ E-learning and trainings

➤ **Harmonix is a Comtrade solution for human resources management. It includes the following modules:**

-  ▶ Personnel records
-  ▶ Employee absence management
-  ▶ Employee self-portal
-  ▶ Integration with external systems, such as payroll solutions and access control systems

> **Benefits of the integrated Comtrade HR portfolio**



- ▶ Efficient candidate selection, recruitment and hiring process
- ▶ A positive experience for the new hires - higher productivity and loyalty nurtured from day one
- ▶ Better insight into employee performance, talents, skills and potential difficulties with meeting tasks
- ▶ Improved employee efficiency and increased motivation
- ▶ Improved efficiency of the HR department through process automation
- ▶ Better employee relations by enabling participation in HR processes
- ▶ Transparency within the company by enabling insight into the organizational structure and employees' profiles
- ▶ Monitoring professional development
- ▶ Integration with external systems
- ▶ A simple and cost-effective way to manage human resources while effectively uniting all company departments






> **Your employees are your most valuable asset**

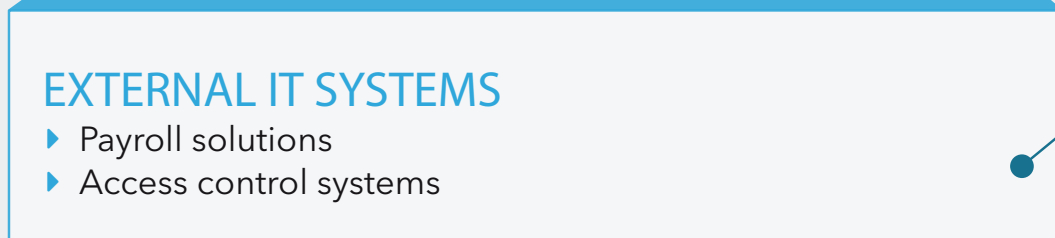
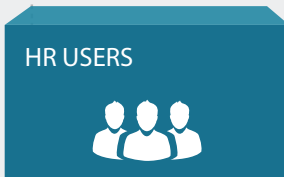


By integrating Oracle HCM (Human Capital Management) and Comtrade's Harmonix, you'll have the best tools for selecting candidates and managing talent, as well as personnel records fully adapted to the local regulatory compliance. Comtrade's integrated HR portfolio fully supports HR activities and enables you to develop and create your most valuable asset:

Expert, dedicated and loyal employees.

ORACLE HCM

-  ▶ Recruitment
-  ▶ Onboarding and offboarding (transition processes)
-  ▶ Performance and goal management
-  ▶ Personal development and evaluation
-  ▶ E-learning and trainings



ABOUT COMTRADE

Comtrade is a leading IT organization in South East Europe specializing in the fields of IT solutions, system integration and hardware distribution. With more than 900 satisfied customers and offices across Europe and the USA, Comtrade has become a recognized name on the global stage. Founded in 1990, Comtrade now employs over 1,500 business and IT experts, including 1,000+ software engineers. With a proven track record of delivering IT solutions and services that help reduce business complexities and costs, we are a trusted technology partner to medium and enterprise businesses.

ABOUT COMTRADE SYSTEM INTEGRATION

Comtrade System Integration is focused on helping businesses enhance performance and efficiency through our innovative system integration services. The company was founded in 2001 and employs more than 200 IT professionals with top industry certifications. Through our partnerships with global technology leaders, including Microsoft, Oracle, IBM and EMC we offer premium IT products, professional services and expertise in design, development and integration of systems and applications. Over the years, our portfolio has grown to include networking, virtualization, data migration, infrastructure software solutions and other services.