

GLOBAL OPERATIONS CENTER

HighRoads Global Operations Center is the centralized document repository for the HighRoads Human Resource Information Management solution. It is a technology platform operated and serviced by HighRoads benefits and human resource experts designed to maintain and repurpose domestic and global benefits and human resource content. The HighRoads Global Operations Center provides a master system of record through which information managed by the HR function is securely passed both internally among departments and functional areas and externally to and from suppliers and administrators allowing collaboration and workflow across all stakeholders.

By storing content in a single data document repository, HighRoads makes information auditable and allows for data to be leveraged to review current and historical strategies and reports across multiple variables. HighRoads' Global Operation Center addresses Sarbanes-Oxley section 404 compliance through the aggregation of all material contracts and benefits information ensuring proper internal controls have been applied and have not materially changed. Clients reap efficiency benefits by shifting focus to strategic initiatives, eliminating the need to re-key

data into multiple systems, expanding and improving employee offerings and doing far more with less.

HighRoads offers a number of packaged solutions, depending upon your most immediate HR or benefits requirement. All solutions leverage the HighRoads Global Operations Center to act as one system of record resulting in improved auditability, speed and accuracy of decisions and quality of service for employees.

Our packaged solutions include:

- Vendor Management
- Procurement Management
- Contract Management
- SPD Management
- Global Data Management
- Union Negotiations Management
- Merger and Acquisition Management
- Third Party Data Integration

ABOUT HIGHROADS

HighRoads, Inc., is the only company providing employers year round access to real-time, unbiased benchmarking data for HR plans and pricing for complete market visibility. HighRoads HR managed service aggregates HR plan and supplier information into a central repository, dynamically fueling its real-time benchmarking tool, The Lab™, while automating the entire HR supplier management process. HighRoads has automated HR processes for more than 100 Fortune 500 employers along with 700 of their vendors, consultants and outsourced administrators. Clients include some of the world's largest companies, such as General Dynamics, Honeywell, IBM, Kraft, Staples and Textron. Founded in 1999, HighRoads is a privately held company headquartered in Woburn, Mass.