

INTRODUCTION TO



jobpts

Culture & Recognition Cloud

Delivering Business Outcomes with Employee
Recognition & Rewards Platform

SAP® Certified
Integration with SAP Applications

SAP® Certified
Built on SAP Business Technology Platform

Where Semos Cloud Supports Customers Strategically

CULTURE & RECOGNITION

Recognition

Design desirable programs that align with the company culture and drive purpose, values, and action

Moments that Matter

Celebrate anniversaries, create and participate in engaging "moments that matter" for employees

Rewards

Serve memorable rewards from the largest variety of rewards portfolio, while reducing overall costs

Incentives

Drive up motivation by promoting targets and behaviors with campaigns and incentives

Wellness

Design holistic health and wellness programs for individuals and organizational health

Activities

Holistic activity library that provides each employee with the right set of activities to feel at their best

Skills Intelligence

Enable employees and leaders with AI that learns and identifies soft skills, hard skills, and projects

Drive Competencies

Make your competencies a part of everyday reality through gap analysis and capacity planning

Career & Retention

Accelerate talent growth that empowers employees with choices and turns managers in coaches

Talent Analytics

Map the talent and skills within your organizations in real-time - and adapt with immediate insights

Internal Communication

Reach all your employees, enable content creators, personalize comms., and spark 2-way conversations

Feedback

Build a culture of continuous and focused feedback that fuels developmental and evaluative improvements

Employee Journeys

Build journeys to create, tailor, and deliver step-by-step guidance for employees

Employee Listening

Create surveys and pulse checks from every employee experience to take the right actions

Fundraising

A streamlined and exciting giving and matching experience for program managers and employees

Volunteering

Manage an employee volunteer program and employee resource groups from start to finish

Semos Cloud EX Priorities Navigator for HR Leaders

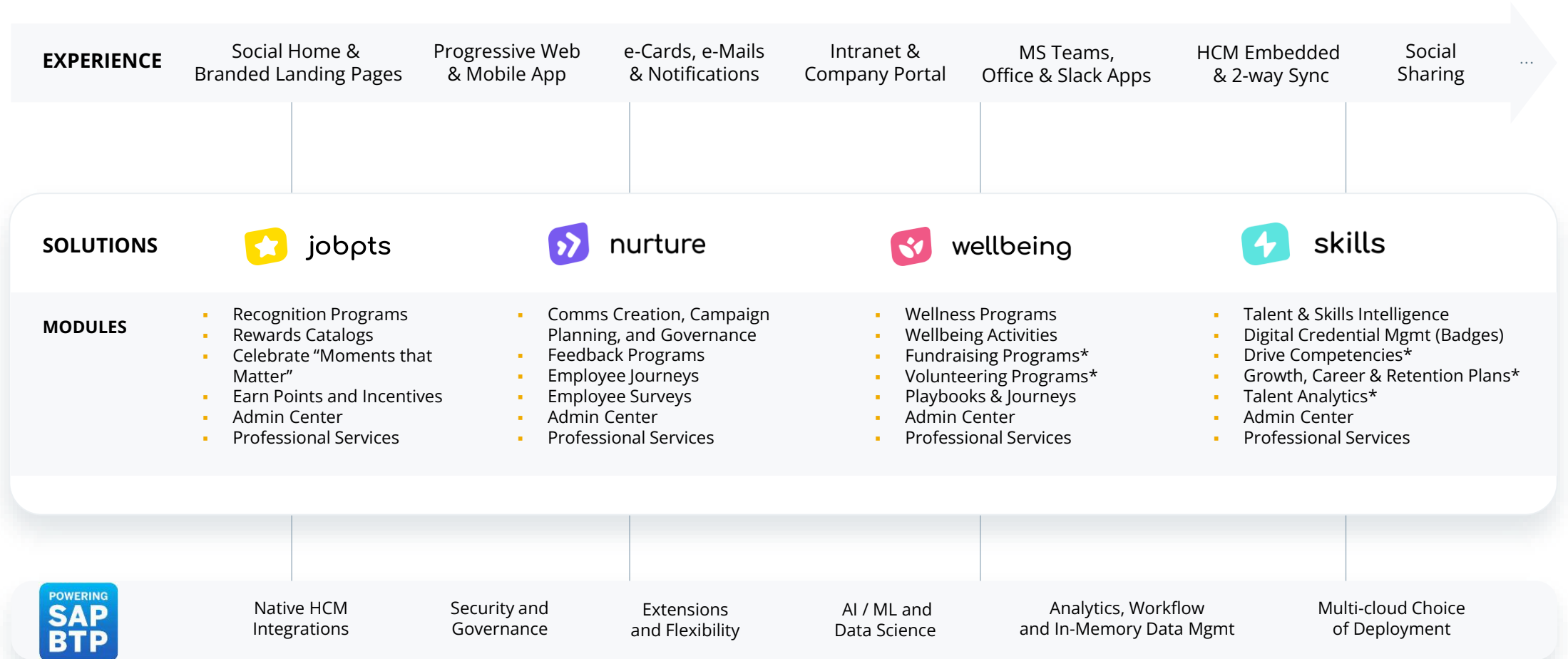
SKILLS & GROWTH

WELLBEING & SOCIAL RESPONSIBILITY

COMMUNICATION, TRUST & GUIDANCE

Our Platform

End-to-end view on the platform from technology to the experience layer



Our Impact

Return on investment from working with us and our products



INCREASE ORGANIZATIONAL PERFORMANCE AND TRANSFORM YOUR CULTURE

175%

Increase in employee engagement

-19,7%

Decrease in employee turnover

2,1 → 4,3

Increase in Glassdoor rating in 12 months

SAVE COSTS AND IMPROVE BOTTOM LINE

+17%

Increase in profitability YoY

180
hours/year

Saved in system mgmt

0,5 FTE

Required to run global enterprise program

Culture & Recognition Cloud

Appreciate Your Employees and Create “Moments that Matter”

JobPts' Recognition and Rewards platform can help you create a culture of appreciation and improve employee experience at your organization. Boost employee motivation, engagement, and retention by recognizing employees for their work.

Recognition Programs

- Monetary and non-monetary
- Nomination, voting and ranking
- Top-down, peer-to-peer and workflows
- Enable global and local programs
- Manage eligibility and dynamic teams
- Manage budgets and govern your spend
- Social recognition and gamification

Rewards and Catalogs

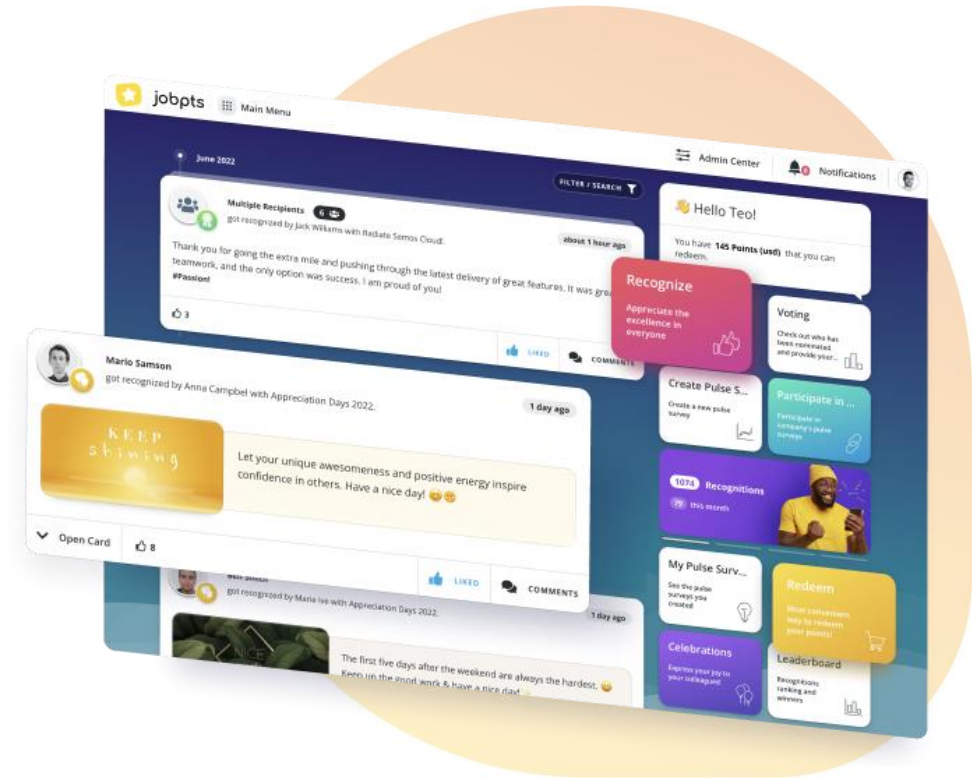
- Global e-gift card catalogs in 120+ countries, plus virtual cash cards
- Unlimited merchandise from Amazon Business and eBay marketplaces
- Donations, experiences & tours, branded swag items and custom stores
- Equitable awards based on standard of living index and local currencies
- No overhead rewards costs - lower TCO

Celebrating Moments that Matter

- Anniversaries and birthdays
- New hires, project milestones and promotions
- Personal life events - marriage, new baby, new home
- Digital and printed memory books
- Create, participate, get reports

Campaigns and Incentives

- Earn points and claim awards during campaigns – employee referral program, quarterly sales program, etc.
- Enroll in subsidies to receive payroll monetary assistance from the company – mental health campaign, sustainability campaign, etc.
- Use points card for company events and raffle where employees will receive or win scratch cards with codes



* Customers can request to include in the Culture Cloud also other modules from the Communications, Wellbeing and/or Skills Cloud.

Multi-channel Access

Reach Employees Where They Are

The average workplace uses more than three communication apps. We connect with every single one:

- Receive emails in Outlook
- Reach employees on a mobile or desktop app that is quick, convenient, and 100% aligned with your brand
- Chatbot and Microsoft Teams enabled
- Sync our products with Slack
- Access from SAP Success Factors, Oracle HCM, other HRIS
- Integrate also in your Intranet of choice



JobPts Culture & Recognition Cloud

Appreciate Your Employees and Create “Moments that Matter”

EMPLOYEE EXPERIENCES



Social Home & Landing Pages



Progressive Web/Mobile App



Localizations & Adaptations



Branded e-Cards and Notifications



Social Sharing



HCM Embedded



Slack Embedded



MS Teams Embedded

CORE FUNCTIONS

Monetary & Non-Monetary Programs

Budgets & Workflows

Nomination, Voting, Ranking

Anniversaries & “Moments that Matter”

Earn Points & Campaigns

Bulk Recognitions



Global e-Gift Rewards

Leaderboards & Gamification

Unlimited Merchandise

e-Cash & Payroll

Donations & Experiences

Custom Company Catalog

SUCCESS FUNCTIONS



HCM Turnkey Integration



Data Privacy & Security



HR & Employee Enablement



Communication Engagement



Feedback Management



Premium Support



Self-Service Admin, Analytics & Reports



Extensions & Tailoring

JobPts Recognition Program Options

Experiencing the best recognition programs with all the right capabilities

		TYPES OF RECOGNITION PROGRAMS					
		Non-Monetary	Monetary	Nomination, Voting, Ranking	Earn Points Campaigns	Milestones Automation	Bulk Recognitions
ATTRIBUTES AND KEY CAPABILITIES	Fully configurable participation based on HR master data	✓	✓	✓	✓	✓	✓
	Fully configurable eligibility to send award based on a role	✓	✓	✓	✓		✓
	Set-up program budgets and automatically govern		✓		✓		✓
	Points based		✓	✓	✓	✓	✓
	Configurable approval workflows		✓	✓	✓	✓	✓
	Track company culture values	✓	✓	✓			✓
	MS Teams and Slack integration	✓	✓				✓
	Printable certificate	✓	✓	✓		✓	✓
	Recognition posted on social feed	✓	✓	✓	✓	✓	✓

JobPts Rewards & Redemption Options

Experiencing the best reward programs with all the right capabilities

		TYPES OF REDEMPTION OPTIONS					
		e-Gift Cards Catalog	Merchandise Catalog	Donations Catalog	Experiences Catalog	e-Cash & Payroll Catalog	Company Catalog
ATTRIBUTES AND KEY CAPABILITIES	Global and local awards coverage	✓	✓	✓	✓	✓	✓
	No markups on face value	✓	✓		✓	✓	✓
	Applying currency and standard of living index	✓	✓	✓	✓	✓	✓
	Non-expiring points	✓	✓	✓	✓	✓	✓
	Top off with a credit card	✓	✓		✓	✓	
	Digital-only / no shipment	✓		✓	✓	✓	
	Non-monetary points						✓
	Buy a reward for someone outside the organization	✓	✓				
	Premium fulfilment support	✓	✓	✓	✓	✓	

High-performing organizations are...

4x

more likely to
**pilot new rewards
offerings** prior to broad
implementation

and

5.5x

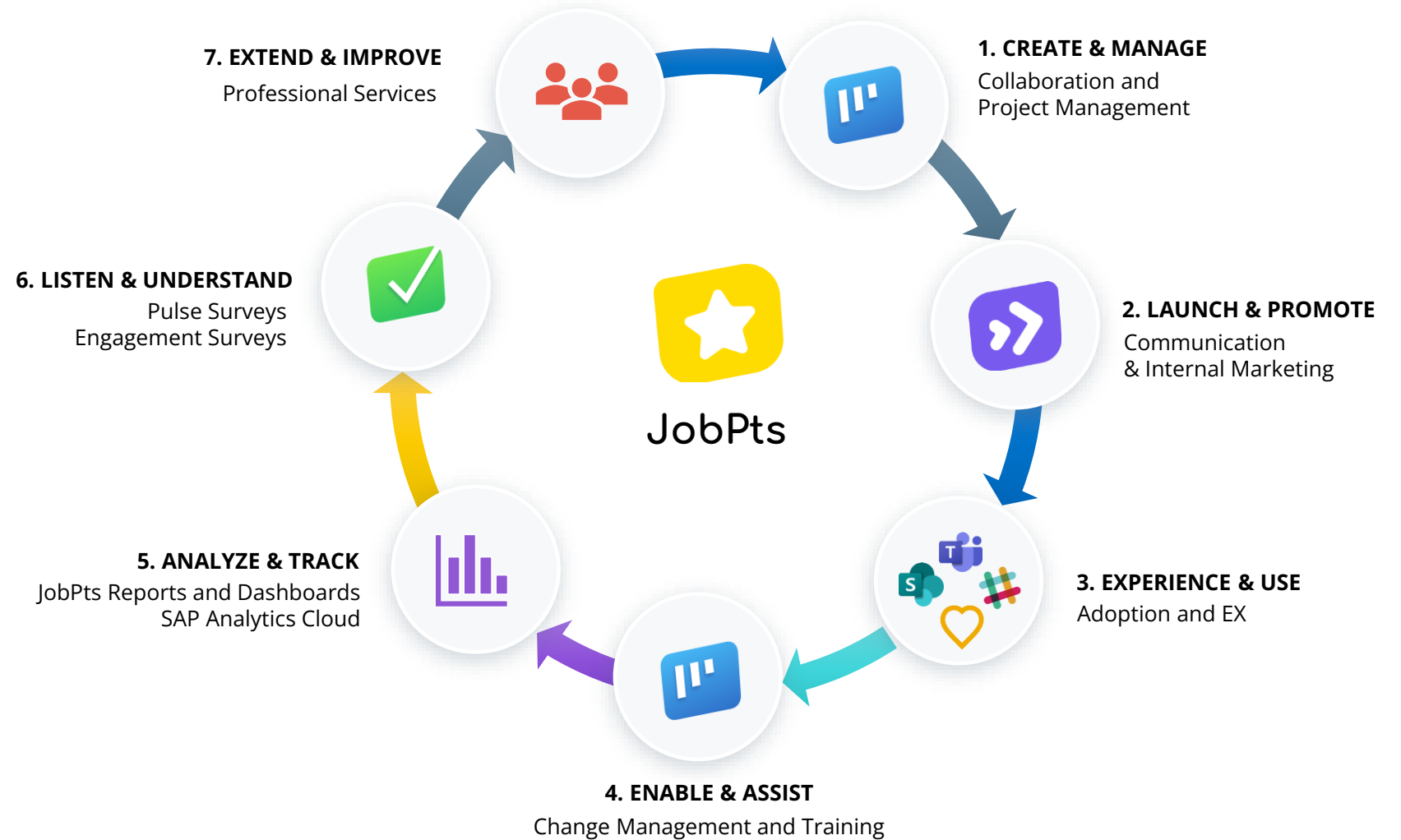
more likely to
involve employees early
in the design and launch
of new or revised rewards
programs

... than are low-performing organizations.

JobPts Culture Cloud

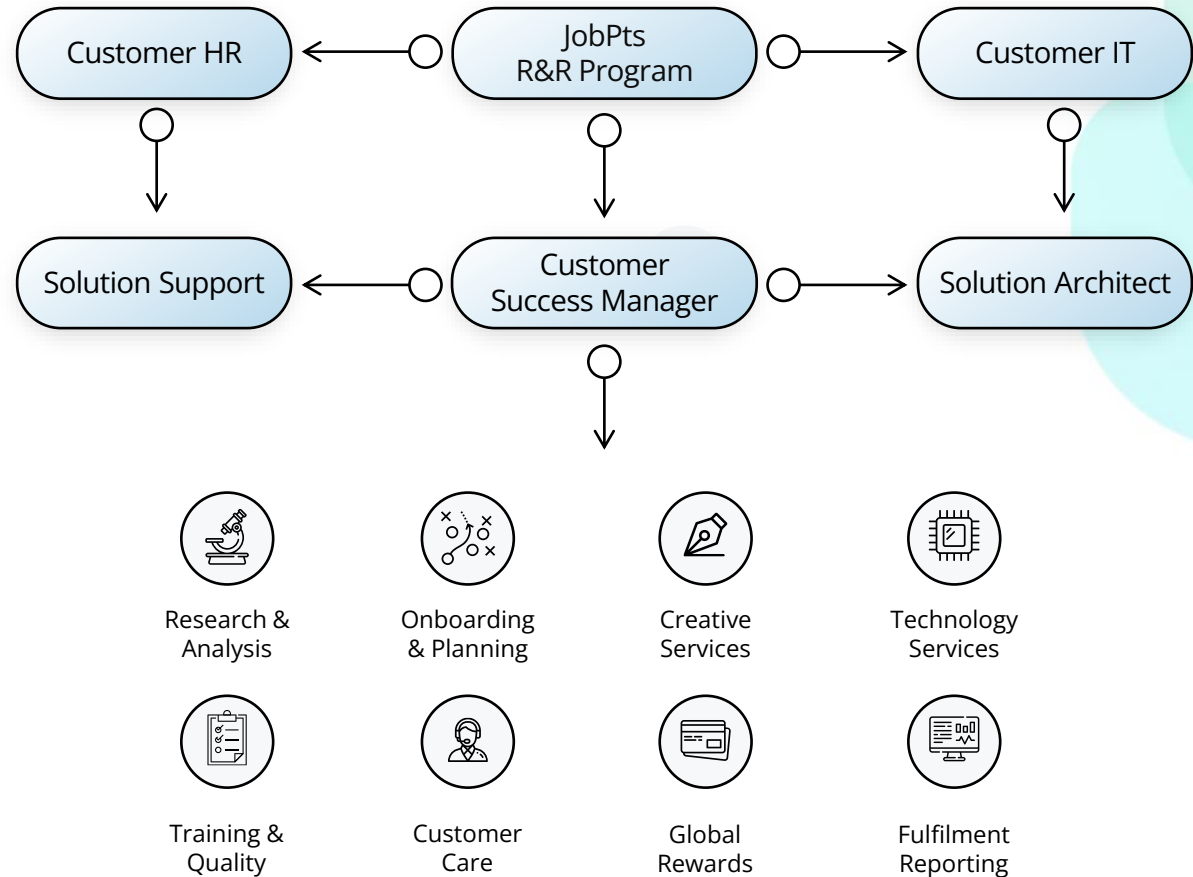
End to end Experience

The lifecycle of the
customer experience



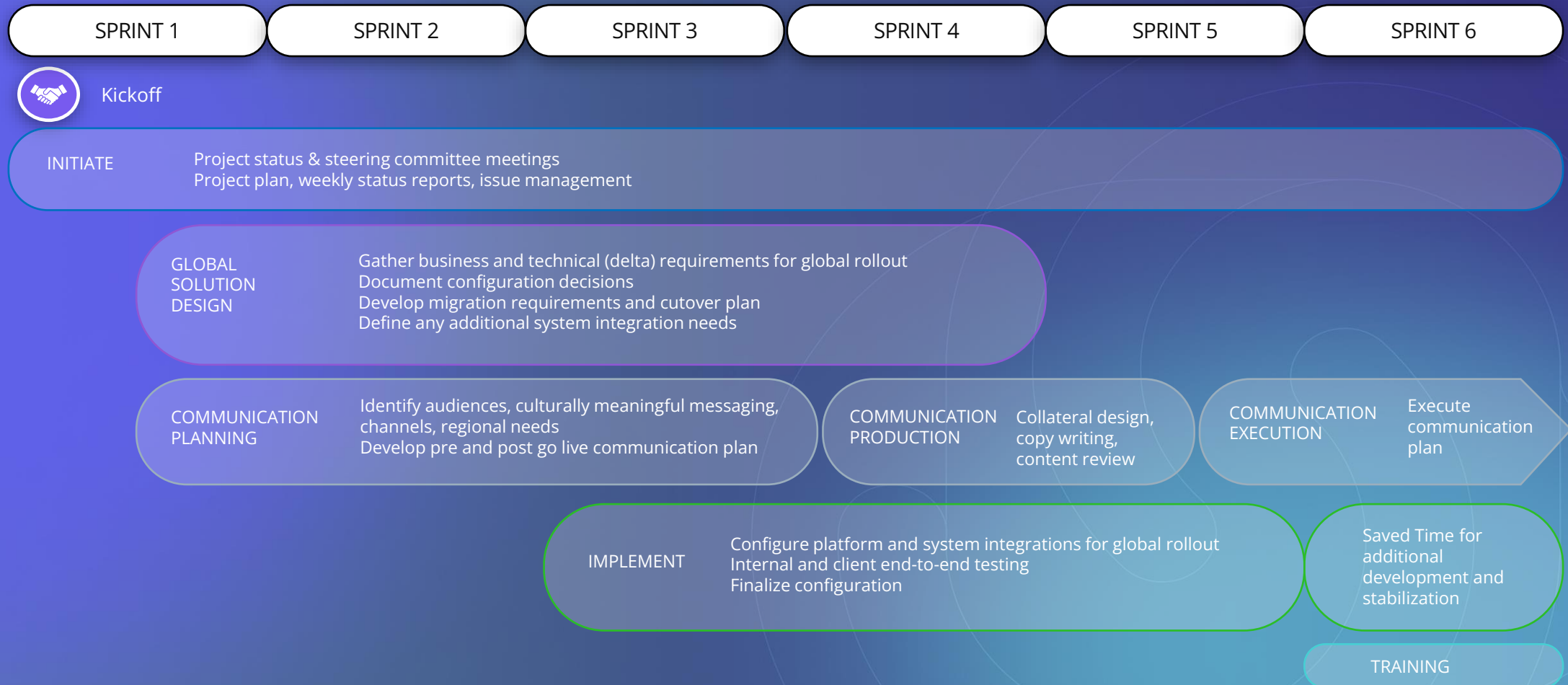
JobPts Culture & Recognition Program Management

Program support via
dedicated CSM,
Architect, Support and
Professional Services



Semos Cloud Services

Standard Implementation Timeline



JobPts – Culture & Recognition Cloud

Best of SAP Suite | Best of Breed | Best Services & Economics



Integration and Security

- ✓ Turnkey, deep integration with SAP SuccessFactors covering employee master organization data, event-based automations, and pushing data back to SF.
- ✓ Enterprise-ready, highest security and data privacy provided together with SAP. Runs 100% natively on SAP Business Technology Platform and is premium certified.

Innovation and Deep Functionality

- ✓ Best-of-breed R&R platform with robust, future-proof technology and multi-channel consumption in MS Teams, Slack, FB Workplace, Google Workspace.
- ✓ EX innovations for recognition & rewards, internal communication, employee journeys, health & wellness, instant feedback, and applied AI.

Services and Total Cost of Ownership

- ✓ Agile and flexible delivery and managed (BPO-like) services to meet all your specific use cases and culture needs.
- ✓ Best-in-class TCO with the lowest risk and highest compliance (incl. GDPR, ISO standards, etc.) for the customer.

JobPts Culture & Recognition Cloud

Analyst Recommendations

Successful employee recognition programs achieve targets improving employee engagement, which, in turn, improves employee retention, productivity, and the overall growth of the business. When reflecting on the key strategies for capitalizing fully on employee recognition investments, there are three key ideas to remember:

01

Effectively communicating expectations and rewards optimizes employee buy-in.

Employee recognition programs coupled with strong and clear communication reaffirms the importance of desired activities and influences the success of R&R programs.

02

Integration between R&R and other relevant systems optimizes the impact of recognition programs.

Whether it is learning analytics, skills assessments, or performance tracking, information from R&R programs can identify otherwise overlooked skills gaps and reveal opportunities for coaching and guidance.

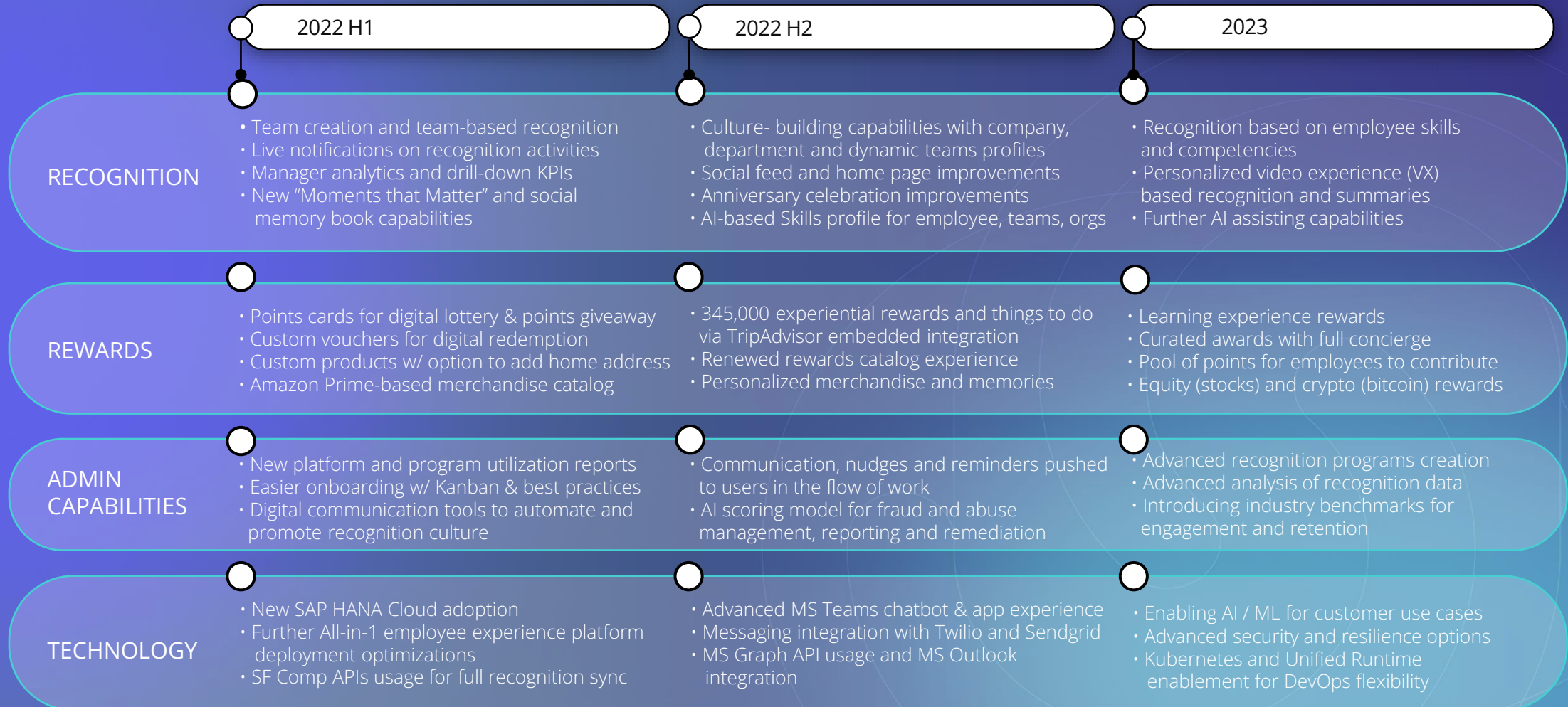
03

Innovative technology enablers amplify the power of recognition platforms.

Providing managers with AI-enabled alerts allows them to form a better understanding of their team's skills and expertise and encourages timely responses to changes in employee activities.

Roadmap for JobPts Culture & Recognition Cloud

Recent Innovations and Future Roadmap



JobPts Culture & Recognition Cloud – Proof of Impact

Select group of customers that appreciate their employees and improve business results with JobPts



SAP Appreciate: Motivating and Engaging Employees with JobPts and SAP® Cloud Platform

Adding a recognition and rewards program not only drives employee engagement and retention, but it can also enhance existing performance and compensation programs. Companies know they should do this, but they get bogged down in the details of how to do it. SAP SE, with over 84,000 employees worldwide, started its search for a tool to facilitate peer-to-peer.

Objectives

- Make rewards programs more engaging for employees
- Introduce innovative programs while maintaining the integrity of HR data
- Maintain a single source of employee data, social recognition, and payroll

Why Semos Cloud

- Competitive advantage with a partner solution on SAP® Cloud Platform that extends SAP SuccessFactors® solutions
- Security and data privacy maintained in SAP data centers
- Peer-to-peer recognition framework with approval workflows for governance
- Advanced reports and analytics based on the SAP HANA® database

After: Value-Driven Results

- Improved user experience and anytime, anywhere access on any device, leading to greater acceptance by employees
- Flexible setup of award levels and integration with corporate culture and values
- Accelerated recognition feedback and reward redemption with electronic gift cards

Future Plans

- Use JobPts to initiate reward programs that enable employees to spend points for special purchases such as wearables
- Run surveys triggered through processes enabled by SAP SuccessFactors solutions, including self-service reporting of survey results

SAP SE Walldorf, Germany



High Tech Industry
Revenue: \$23,4 billion
Products and Services: Business software, services, and technology solutions
Website: www.sap.com



Ralph Schneider
HR Business Information Officer,
Global HR, SAP SE

"JobPts is a superb example of our competitive advantage in HR extensibility and another showcase of drinking our own champagne by combining SAP SuccessFactors solutions and SAP Cloud Platform."

[read the case study](#)



85%
Employee
Engagement



-19,7 %
Attrition Rate
Improvement



+4 %
Profitability



>100,000
employees rolled
into recognition
program

SUN Communities: Reinventing Existing Recognition Program with Fresh, Integrated, and Tailored JobPts Solution

SUN Communities and Sun RV Resorts are public traded real investment trust with more than 350 locations throughout the US and Ontario. With large seasonal workforce fluctuations and wide profiles of employees, they needed a solution that will touch every employee on a daily basis, including their deskless workforce. The existing recognition program was outdated and with limited capabilities. JobPts showed as a perfect solution that offered everything they needed.

Challenges and Objectives

- Increase employee engagement which was in drop-off phase
- Get a modern, easy-to-use, and easily accessible solution
- Give employees the maximum value for earned points, cut down high markups
- Option to customize solution per company culture and needs

Why Semos Cloud

- The application is built on SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors – very fast implementation process
- Unique and attractive features like peer-to-peer recognition, celebration of special occasions, and implementation of a rich award catalog
- Possibility to develop additional features per specific company requirements and implement company's personalized gift catalog

Value-Driven Results

- Custom tailored and SUN branded product went live in only 90 days
- Implemented additional features: custom redemption options, custom catalogs, scratch cards as an option to redeem points for deskless employees, enter a raffle to win a prize, donate to charities, automated anniversary messages and rewards

Future Plans

- Introduce health and wellness solution – Healthain, tie points and recognition with activity achievements
- Intelligent learning with gamification – complete the course and earn points
- Automate exit surveys with SurveyRocks – complete the survey and earn points

SUN



Sun Communities and
Sun RV Resorts, Michigan, USA

Real estate investment trust, Banking

Revenue: \$982 billion

Products and Services: Ownership and development, financing of manufactured housing communities and RV resorts

Website: suncommunities.com



Marc Farrugia

Vice President of Human Resources, Sun Communities

Semos Cloud was EXCEPTIONAL to work with. We now have a highly branded tool that seamlessly fits within our intranet and features a ton of awesome rewards options for our team. Feedback since go-live has been very positive, but even better is the measurable adoption of the product we've seen through user engagement and reporting

[read the case study](#)



175%

Employee Engagement



\$76,000

Saving per year



180 hours/year

Saved in system management



2,1 → 4,2

Glassdoor average rating in under 12 months

Inspire Awards: Non-Monetary Recognition Program That Promotes Top Performers and Mentors in Japan Tobacco International

JTI was looking to introduce a new recognition program as part of their transformation process that has put employees to the front stage of their daily operations. The idea was to start a creative and non-monetary program that would promote companies' cultural values while recognizing top performers through a company-wide, peer-to-peer nomination program that works as a social tool and involves everyone in the process during the voting period.

Challenges and Objectives

- Increase employee engagement
- Get a modern, easy-to-use, and easily accessible solution
- Find a non-monetary program that would facilitate more engagement
- Option to customize solution per company's culture and needs

Why Semos Cloud

- The application is built on SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors. Hence it ensured a very fast implementation process
- From the start, solution offered a lot of unique and very attracting features like peer-to-peer recognition, celebrating special occasions, and implementation of a rich rewards catalog
- Possibility to do a Proof of Concept to test the program and develop additional features per specific company requirements before going live globally

Value-Driven Results

- From free-trial to POC and then to go-live in 4 months
- Implementation of a unique and inclusive social recognition and nomination program to engage people
- Improved employee engagement index score within 2 months from the launch
- >30% engagement in the first 2 weeks of the program go-live, multiple nominations from the 13,000 users that have used the program

Future Plans

- Introduce health and wellness solution – Healthain, tie points and recognition with activity achievements
- Introduce additional recognition programs such as learning with gamification

JTI



Tobacco Industry

Revenue: \$18 billion

Products and Services: Tobacco products

Website: www.jti.com



Andrew Bean

Eastern & Western Europe Regional
People & Culture Manager, JTI

"We wanted a solution that would help us drive cultural change in JTI. As our employees were looking for more appreciation, implementing Rewards & Recognition program with JobPts was the perfect solution."

[read the case study](#)



30%
Employee
Engagement



1300
nominations



27 winners
Across the world

OMV: Adopting Semos Cloud's Recognition and Rewards Solution to Become an Employer of Choice

As OMV strives to be a place where employees can learn, grow, and collaborate to achieve great results, the company was looking for a solution to recognize and reward top performers in a changing work environment.

Challenges and Opportunities

- Introduce a digital and modern peer-to-peer recognition and rewards solution
- Increase employee engagement with tailored recognition program
- Get an easy-to-use and easily accessible solution
- Improve recognition culture and reduce employee retention rate

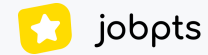
Why Semos Cloud

- The application is built on the SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors
- JobPts was highly flexible and offered a number of unique and very attracting features like peer-to-peer recognition, nominations, excellence awards, celebration of special occasions
- Rich rewards catalog
- Possibility to develop additional features per specific company requirements, implement company catalog, and charity donations

Value-Driven Results

- Point-based reward system that brought more flexibility to users
- Custom OMV branded product went live in less than 90 days: fast integration and development
- Developed additional features per company's need: nomination of peers for donation purposes, custom redemption options, automated anniversary messages and rewards

OMV
Vienna, Austria



Oil & Gas Industry

Revenue: 853 € million

Products and Services: Oil and gas exploration and production

Website: www.omv.com



Petre Florian Gridan
HRIS System Administrator
at OMV

"JobPts, as a main HR tool for recognition, is one of the best on the market. The integration with SuccessFactors is seamless and Semos team did a great job from start to end. If you're a company oriented to offer the best 'recognition' experience, JobPts by Semos Cloud is your best bet."



Ranked
amongst world's
best employers



70
Countries of
operation



15,000
active users on
JobPts

Asian Paints: How Can Employee Motivation and Digital Factories Pave the Way for Major Expansion into New Markets?

As Asian Paints pursued aggressive expansion goals, it needed technology to support innovation and employee growth. With SAP Cloud Platform, it had the solid yet agile foundation to introduce new technologies into factories and back-end operations. As Semos Cloud's recognition and rewards solution JobPts fully integrates with SAP SuccessFactors, it helped to streamline recognition efforts and easily reward employees for success.

Before: Challenges and Opportunities

- Transform HR systems to support a new employee value proposition agenda by transforming the way the company recognizes exceptional work

Why SAP and Semos Cloud

- Centralization of employee data across global subsidiaries in the cloud using SAP SuccessFactors solutions
- Powerful analytics that provide a 360-degree view of each employee within the company ecosystem, helping make better, more informed HR decisions
- Option to enhance and expand SAP software capabilities without affecting the overall IT architecture using SAP Cloud Platform Employee recognition program
- Full integration of SAP Cloud Platform, SAP SuccessFactors solutions, and SAP S/4HANA®

After: Value-Driven Results

- Recognition and reward process and associated experience became comprehensive and now incorporates a wider range of feedback and highlights success to a broader audience
- Transformed reward system from a lengthy process into an enhanced experience, thereby creating a cherished employee recognition system

Asian Paints
Limited
Mumbai, India



Chemical Industry

Revenue: >\$2 billion

Products and Services: Decorative and industrial paints, wall coverings, adhesives, and kitchen and bath solutions

Website: www.asianpaints.com



Harish Lade

Vice President for Information Technology, Asian Paints Limited

"A strong, scalable platform engine coupled with agile, composable infrastructure and development in the cloud make SAP Cloud Platform the tool that can truly help us achieve digital transformation."

[read the case study](#)



In the top 5 decorative coating companies in the world



16 countries of operation



45,000 Local stores in India selling Asian Paints products



6,000 employees rolled into recognition program

Evoqua Water Technologies: Boosting Employee Motivation Through Rewards and Recognition

Evoqua Water Technologies' efforts to promote recycling and reuse of water and support the circular economy affirms its position in the vanguard of the sustainability movement. As one of the companies identified on the SDG-2,000 list, Evoqua's influence is globally recognized. With more than a 100 years of tradition of providing key solutions for safe, reliable and available water, Evoqua Water Technologies is now a global operation and a public company with 150 offices operating in 9 countries and serving 38,000 customers.

Challenges and Objectives

- not all employees have corporate emails, hourly employees need to be included in the rewards and recognition process as well
- the variety of locale and language across 9 countries makes communicating corporate values for multilingual workforce a challenge
- maximum alignment and integrability of HR tech tools for increased scalability and reporting functions

Why Semos Cloud

- The application is built on SAP Cloud Platform, so it was entirely tied to existing data in SuccessFactors – very fast implementation process
- Unique and attractive features like program utilization reports, sender approvals, new hire messages, service anniversaries emails and more.
- Translated to 4 other languages besides English, and contains monetary, non-monetary and pay-out recognition programs, sent and received through various communication channels

Value-Driven Results

- Nourishing cultural alignment and a feeling of trust and belonging in all its employees
- Stronger, more inclusive workplace relationships with increased individual contributions
- Employee recognition is now scalable, structured process with reports able to help managers to detect the covert dynamics in teams across departments and divisions
- The platform is immersed in the employees' flow of work, minimizing the time employees need to engage with recognitions, and maximizing the program adoption

EVOQUA
Pennsylvania, USA



Water and wastewater treatment, Utilities

Revenue: \$1.46 billion

Products and Services: Solutions for customers with critical water needs for energy generation, food & beverage safety and production, healthcare, and manufacturing

Website: www.evoqua.com



Hailee (Milko) Ryskamp

Senior Manager of Total Rewards,
Evoqua

We have been impressed with Semos Cloud's outstanding services, making the introduction of the new program smooth and straightforward. Semos Cloud supported us from the initial stages of implementation, through program adoption, to now successfully using the platform company-wide. Their support and guidance has greatly impacted how the new Rewards and Recognition solution was received by employees, and how we continue to recognize our most valuable resource - our people.

[read the case study](#)



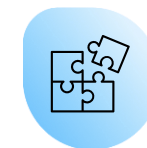
200

Recognitions per month



4000+

Employees use the platform



70%+

Adoption rate

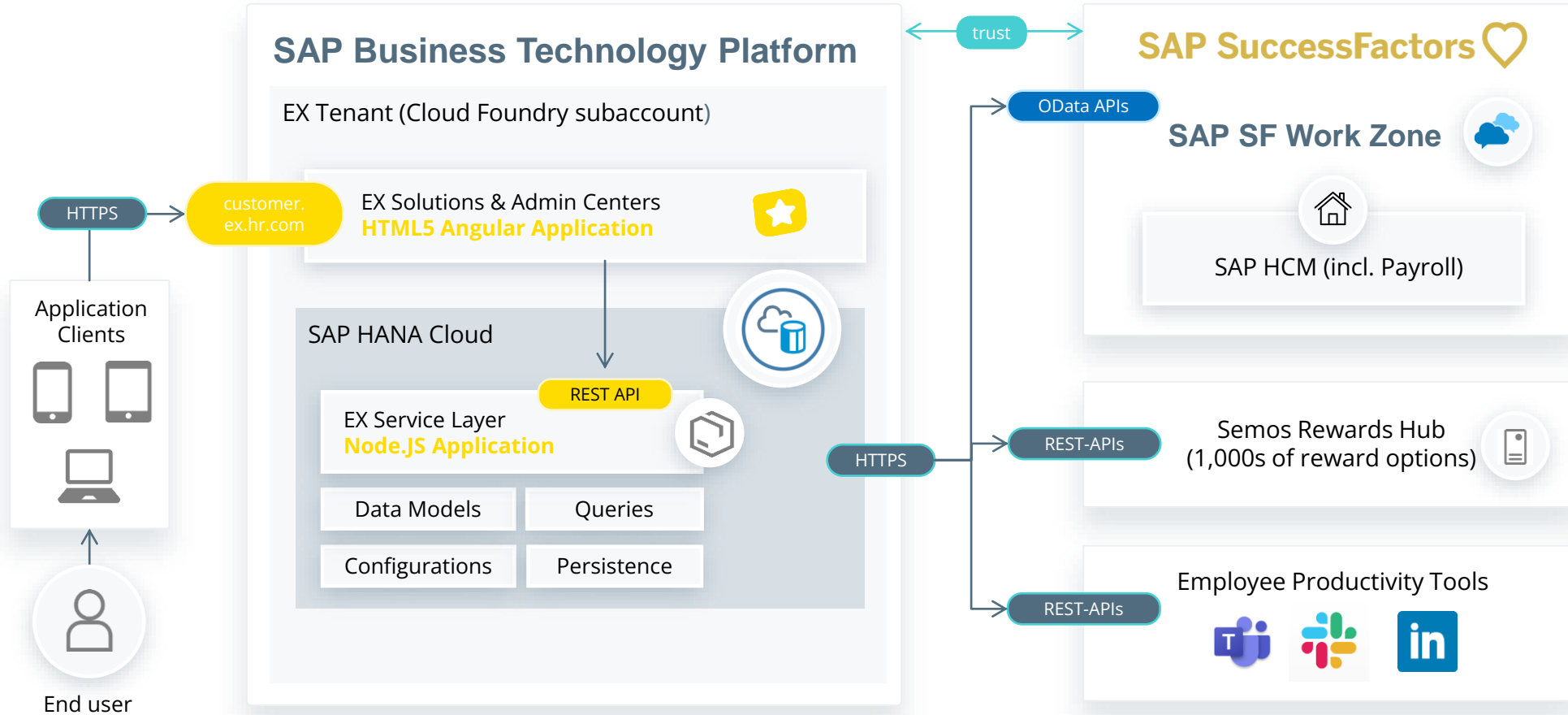


5 Languages

The tool was translated and is being used in 5 different languages

Solution Architecture

Advanced EX Solutions with Certified and Prepackaged Integration



About Semos Cloud

Key Facts

10+

Years in the business of providing reliable enterprise software solutions, IT consulting, and implementations

35+

Global Fortune 500 enterprise deployments of our solutions. Few of our case studies include: Coca-Cola, Japan Tobacco International, OMV, Allianz Group, MAPFRE, and many more

#1

We partner with the leading enterprise software vendors in the world - SAP, Oracle and Microsoft. Our solutions are integrated and available on their app stores and also other leading marketplaces

Brief History

Semos is an independent software company focusing on design, development, implementation, and technical support of sophisticated enterprise solutions. We have experience in building, implementing and delivering cloud solutions.

In 2013, we were accepted into a Cloud Development Accelerator program by SAP. For a decade now, we have been delivering solutions and integrations on the public cloud platforms with the technical and business support from our partner teams at SAP, Microsoft, and Oracle. In 2018, we won the SAP Pinnacle Award. In 2020, we became an SAP Endorsed Partner and joined the SAP's premium partnership program.

Semos Cloud is a founding member of the PACI group (Partner Advisory Council for Innovation) and works alongside with other top SI's and ISVs on building a competitive cloud and AI offerings.

SAP® Certified
Integration with SAP Applications



ORACLE

Build
Partner

Expertise in
Integrated with Oracle Cloud

 **Microsoft Partner**



Thank you!



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