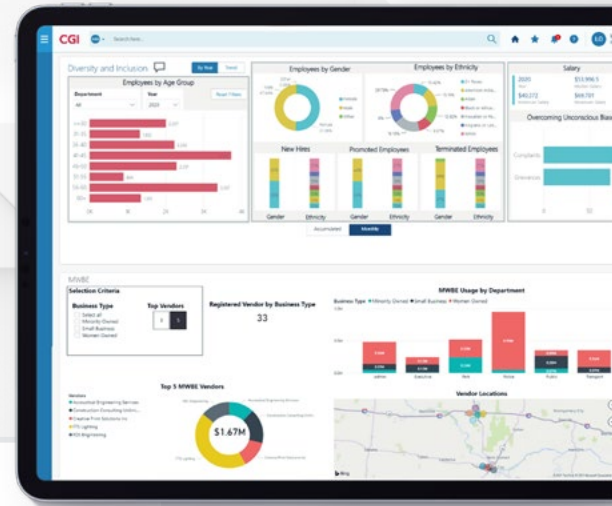# CGI

The Only Unified HCM & Payroll SaaS Solution Built for Agile Government

CGI Advantage® delivers rich, comprehensive HCM & Payroll capabilities designed exclusively for government. Our clients benefit by attracting, cultivating, empowering, and retaining diverse workforces. Our comprehensive public sector capabilities are delivered out-of-the-box box helping our clients achieve initial savings of 25% or more. Leverage the power of a unified solution that eliminates complex integrations, maximizes data quality and compliance, and truly delivers one source of truth.

Trusted experience matters

With over 40+ years of experience in public sector ERP, longer than most other ERP vendors have been in existence, our unified HCM & Payroll solution is proven to help governments stay current on ever-changing and complex compliance mandates. Los Angeles County uses our solution to manage and pay more than 110,000 employees supporting 50+ complex union agreements. In fact, our solution pays over 1.3 million government workers annually.

Power to the people

With a mobile-first design built on industry-leading technologies, CGI Advantage delivers a transformational user experience that increases productivity, improves decision making, and seamlessly engages employees. Designed with ADA Section 508 and WCAG compliance, that powerful experience is accessible to all. With millennials making up 75% of the workforce by 2030, you'll be prepared by delivering the exceptional user experience they expect from today's connected world, increasing employee satisfaction and retention.

Built for agile government

Hire-to-retire capabilities include, but are not limited to: Human Capital Management, Payroll Management, Position Control, Benefits Administration, Talent Management, Labor Cost Distribution, Learning Management, Time & Leave Management. Our clients become more agile and responsive to growing demands and expectations with features that:

- **Comply with current and future legislative mandates:** Including W-4, W-2, W-2C, 941s,

1099R, 1095s, FLSA, ACA reporting, unemployment reporting, EEO reporting and more. CGI was the first to deliver required features to track effectiveness and accountability of funds distributed from the Recovery Act of 2009. We keep up, so you don't have to.

- **Support multiple appointments & positions:** The modern workforce demands unique government requirements are met without manual workarounds... that's in our DNA.

- **Simplify labor cost allocation:** Save time accurately recording timesheet details you need (e.g., time, equipment usage, mileage, activity) to the right chart of accounts to support grants and federal reimbursements. CGI Advantage is the only solution to provide labor cost allocation within payroll, further simplifying your processes and increasing accuracy.

- **Configure less:** Be empowered with no-code configurable business rules and automated workflow. Unlike other solutions, there is no need to configure government-specific functionality. With CGI Advantage, your organization can support public safety schedules and automatically enforce complex FLSA pay rules, all out-of-the-box.

- **Unite and integrate:** With a unified solution, many integrations are eliminated; saving time and reducing risk. When integration is needed, the Advantage Connect™ platform provides a robust API library with over one hundred connectors including Concur, Salesforce, Cornerstone OnDemand, ServiceNow, Gmail and more.

- **Provide deep insight & advanced analytics:** Prepare for the future with increased decision support. Empower your employees with analytics, reporting, and modeling drawn from quality data that only a unified solution can provide. Enrich your ERP with internal and external data sources in a Hadoop-based data lake, a best-of-breed solution.

- **Use technology that matters:** Leverage the latest innovations used by Google, Tesla, and Netflix that we've honed exclusively for the business of government, and do it all on an industry leading, secure, cloud platform.

1.3M+
Government workers paid annually

>25%
Initial savings

Features Ready to Go

- ✓ **User Friendly & Intuitive**
  Automatically adapts to a person's role; minimizes training and increases productivity

- ✓ **Mobile and Self-Service**
  Designed for a secure mobile workforce with simplicity for employee and manager self-service without compromising comprehensive capabilities

- ✓ **Smart**
  Embedded business intelligence and analytics that empower users to make the right data-driven decisions faster

- ✓ **Unified**
  Eliminates duplication and ensures a single source of truth with centralized chart of accounts, budgets, security, and more

- ✓ **Secure**
  First to achieve NIST/ FedRAMP certification; compliance with FIPS 200, FIPS 140-2, SOC 2 Type II, AES 256, and more. CGI works closely with international security associations and defends the most security sensitive U.S agencies

- ✓ **Automated**
  Saves time with simplicity, automation and AI that expedites mandatory government compliance

Trusted partner powering state and local government