

### Benefits of HR & Payroll Monitoring

- Decreases cost of errors, policy violations and regulatory compliance
- Ensures accuracy of employee records, and streamlines data maintenance process
- Identifies fraud, and serves as a deterrent
- Drives quality and accuracy through every step of the HR and Payroll process
- Optimizes the use of self-service solutions
- Eliminates manual review and audit of HR and Payroll transactions, and allows you to focus on true exceptions
- Out-of-the-box functionality lets you begin monitoring your HR and Payroll process quickly and gain rapid bottom-line benefits

Human Resources (HR) and Payroll can easily represent one of the top cost items in the entire budget, and the cost of errors, policy violations and related fraud is significant. Quality assurance in HR and Payroll processes and efficient policy enforcement are required to control these costs. Oversight's Continuous Transaction Monitoring solution applies predefined Integrity Checks, drawn from deep subject-matter expertise and knowledge of best practices. Oversight automates testing of each step in the HR and Payroll process to detect and prevent costly errors, misuse and fraud. Oversight's advanced analytics and workflow-enabled exception resolution environment support the needs of the different user constituencies associated with the proper management of the HR and Payroll business processes; whether maintaining accurate employee data, processing wage and benefits information, streamlining processes or enforcing policies.

### Continuous Transaction Monitoring of HR and Payroll

Through ongoing analysis of HR and Payroll transactions, Oversight identifies:

- Business process risks
- Control design and implementation weaknesses
- User privilege conflicts
- Potential collusion between employees and managers
- Time reporting exceptions
- Employee data conflicts and inaccuracies
- Workflow chokepoints
- Paycheck irregularities
- Promotions and benefits inconsistencies

### Automated Resolution Workflow and Audit Log

Exceptions in HR and Payroll transactions are managed through Oversight's powerful Workbench, with workflow that facilitates validation, remediation and root-cause analysis. Integrated, configurable exception-handling features drive highly efficient problem resolution, and ensure the best assignment of resources.

The system automatically records and preserves a record of resolution activity and related notes in a permanent journal. This journal records all activity to "prove" exceptions were resolved, and documents your review and remediation of controls effectiveness. This objective evidence of due diligence can be used to prove compliance, and directly impacts the level of reliance placed by your auditor. Through this permanent record, you can automatically document and track the resolution of every exception:

- Identify the source of an exception
- Review all potential violations and root causes
- Evaluate related exceptions
- View all related records in a standardized format (i.e., employee data, wage info, time reports, etc.)
- Assign resolution to appropriate employees
- Teach the system about permissible exceptions so it won't draw the same conclusion twice
- Document exception handling for regulatory compliance

#### FIND IT. FIX IT. PROVE IT.

Oversight Systems uniquely delivers on the promise of continuous monitoring, with real-time transaction integrity inspection for identifying fraud, misuse and errors. Oversight's software provides a platform for continuous monitoring with powerful analytics that excel at finding problems, then raises the bar with an investigator's workbench for cost-effectively fixing the problem, and workflow-enabled audit trail and journaling for proving problem resolution and compliance. By inspecting each step of individual transactions across all financial systems, Oversight identifies errors and fraud, drives defects out of the process, and sustains regulatory compliance.