

Overview and Frequently Asked Questions

■ OVERVIEW

Oracle acquires former TempoSoft Workforce Management Application and related intellectual property to strengthen retail offering with workforce scheduling optimization.

TempoSoft was a workforce management applications vendor based in France which developed software that provided customers with a toolset to establish and define their own scheduling systems. TempoSoft created a packaged solution for the retail segment utilizing best practices from their existing retail customers. Oracle recently purchased the TempoSoft intellectual property assets from Altik S.A.S., a software company in France that earlier this year acquired all of TempoSoft's intellectual property, products, and customer assets. This product will complement Oracle's workforce management offering by providing customers a complete suite to manage time and labor, absences, and now scheduling to meet a forecasted workload demand.

Workforce scheduling provides customers the ability to ensure that their most valuable asset (employees) are being utilized efficiently and that they have the right people, with the right skills, in the right place and at the right time. With this solution, it is expected that customers will benefit from improved productivity and cost management including: reduction in overtime costs, reduction in understaffing, reduction in staff turnover, a decrease in payroll costs, and a decrease in time to schedule employees.

This document is intended to outline our general product direction. It is intended for informational purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality and should not be relied upon in making a purchasing decision. The Development, release and timing of any features or functionality remains at the sole discretion of Oracle.

■ FREQUENTLY ASKED QUESTIONS

What has TempoSoft's workforce management application been used for?

TempoSoft's workforce management application has enabled retailers around the world to achieve operational efficiency and improve overall business performance. The integrated, Web-based enterprise platform provides labor forecasting and scheduling tools that have allowed retailers to more accurately forecast their staffing needs based on employee skill sets, costs, preferences, workload, and appropriate labor laws.

Why has Oracle acquired the TempoSoft application?

Workforce schedule optimization is considered a strategic solution in the services verticals (retail, government, healthcare, hospitality, financial services, manufacturing, supporting call centers, and others). Customers in many of these industries consider it a strategic 'must have' along with a time and labor solution. With our continued focus on providing key solutions for our retail customers, the TempoSoft application provides a proven offering that we can quickly deliver to them. In addition, based on the product's architecture, we plan to extend the capabilities beyond the retail market and into banking, hospitality, call centers, healthcare, government, manufacturing, and others.

How will this benefit Oracle customers?

Workforce scheduling provides companies with the ability to ensure that their most valuable asset (employees) are being utilized efficiently and that they have the right people in the right place at the right time. With this solution, it is expected that customers will benefit from improved productivity and cost management including: reduction in overtime costs, reduction in understaffing, reduction in staff turnover, a decrease in payroll costs, and a decrease in time to schedule employees.

How will this complement Oracle Retail applications?

Workforce scheduling has been an area that our Oracle Retail customers have been asking for. Our intention is to eventually provide integration to Oracle Retail's modules. This would allow customers to utilize Oracle Retail's functionality and interface with workforce scheduling.

What happened to TempoSoft employees?

Oracle has hired several of the former TempoSoft staff to continue to develop the product.

How do I learn more?

Please visit oracle.com/TempoSoft or contact Derek Morgan, HCM Product Strategy at derek.morgan@oracle.com for more information.