

OPTIMIZE YOUR HR PROCUREMENT APPROACH WITH RIZING COMPLETE FOR UTILITIES

Utility organizations face business pressures from many angles: environmental and regulatory, an aging workforce, and finding, recruiting and retaining the right talent in a regulated industry. Often, utilities contend with multiple providers through multiple procurement cycles: one for purchasing licenses, another for acquiring professional services, and another for receiving ongoing support and sustainment. The result is an inefficient and overly complex procurement process.

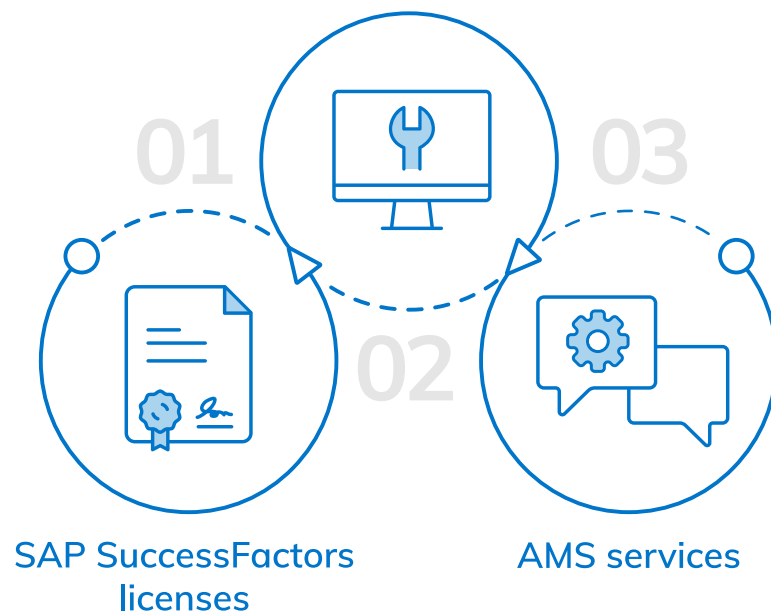
With deep expertise in the utility industry, we designed a solution to fit the precise needs of utility companies with SAP® SuccessFactors® and **Rizing Complete for Utilities**. Through one clean procurement process, you can get the HR solution you need – all while optimizing the balance between operating expenses (OPEX) and project capitalization (CAPEX).



Achieve your end goals quickly and easily with Rizing Complete

Specifically tailored to utility organizations, **Rizing Complete** mitigates procurement challenges when sourcing an HRIS solution.

Implementation



Our unique approach minimizes project operating expenses (OPEX). It supports maximum project cost capitalization (CAPEX) by bundling together all SAP SuccessFactors licenses, full implementation costs, and ongoing application maintenance services (AMS) into one asset.

Rizing Complete makes a complicated process simple.

One investment. One procurement cycle. One partner. One solution.

Extensive
experience
in the utility
industry



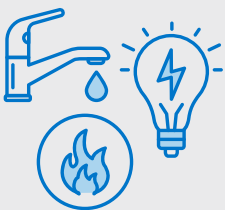
9.25/10

project Net Promoter
Score (NPS) among
utility companies



4.75/5

star rating from
utility customers
on Raven Intel



100+

utility customers



Support a regulated workforce through the entire employee lifecycle with SAP SuccessFactors

01

Rizing Complete includes licenses for SAP SuccessFactors, an experience-based Human Capital Management technology platform that provides a solution for challenges faced throughout the entire employee lifecycle.

The Talent Acquisition modules accelerate time-to-hire and time-to-productivity for new talent, and help upskill workers when planning for an aging workforce. Employees stay current on their training within the Learning module, ensuring both local and global regulatory compliance.

Across the board, the user-friendly SAP SuccessFactors interface encourages employee self-service, making tracking different employee types effortless – from fieldworkers to contingents. Leveraging product extensions, like Rizing's Lyra application, can fill information gaps and provide the context you need to design a data-driven roadmap and culture.



Get things right the first time with our team of industry experts

02

When it comes to implementation, Rizing has a team specifically dedicated to utilities. Over the years, we've grown our arsenal of industry best practices that we then apply when working with new utility customers. Our global footprint also allows us to accommodate any specific staffing requirements.



Ensure continued success with ongoing support

03

Our Managed Services team understands the utility landscape and has mastered navigating the waters in a structured and efficient manner. Rizing supports mergers and acquisitions, ensures regulatory compliance, configures collective bargaining agreement revisions, optimizes the solution through annual roadmap planning and execution, and maintains a great user experience through release upgrades and defect resolution. Our Managed Services experts will ensure continued success in your HR journey by helping you adjust your solution to system and industry changes.

Empower your team with one solution that accounts for everyone

- Finance optimizes capital expenditures and operating expenses
- Procurement streamlines activities with one transaction from one partner
- HR benefits from a world-class SAP SuccessFactors solution and implementation
- IT and HRIS are supported with ongoing application maintenance services Integrate seamlessly with your Enterprise Asset Management operations

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