

Labor Cost Analysis

Budgeting and Forecasting Staffing Costs

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eConsultingNetwork

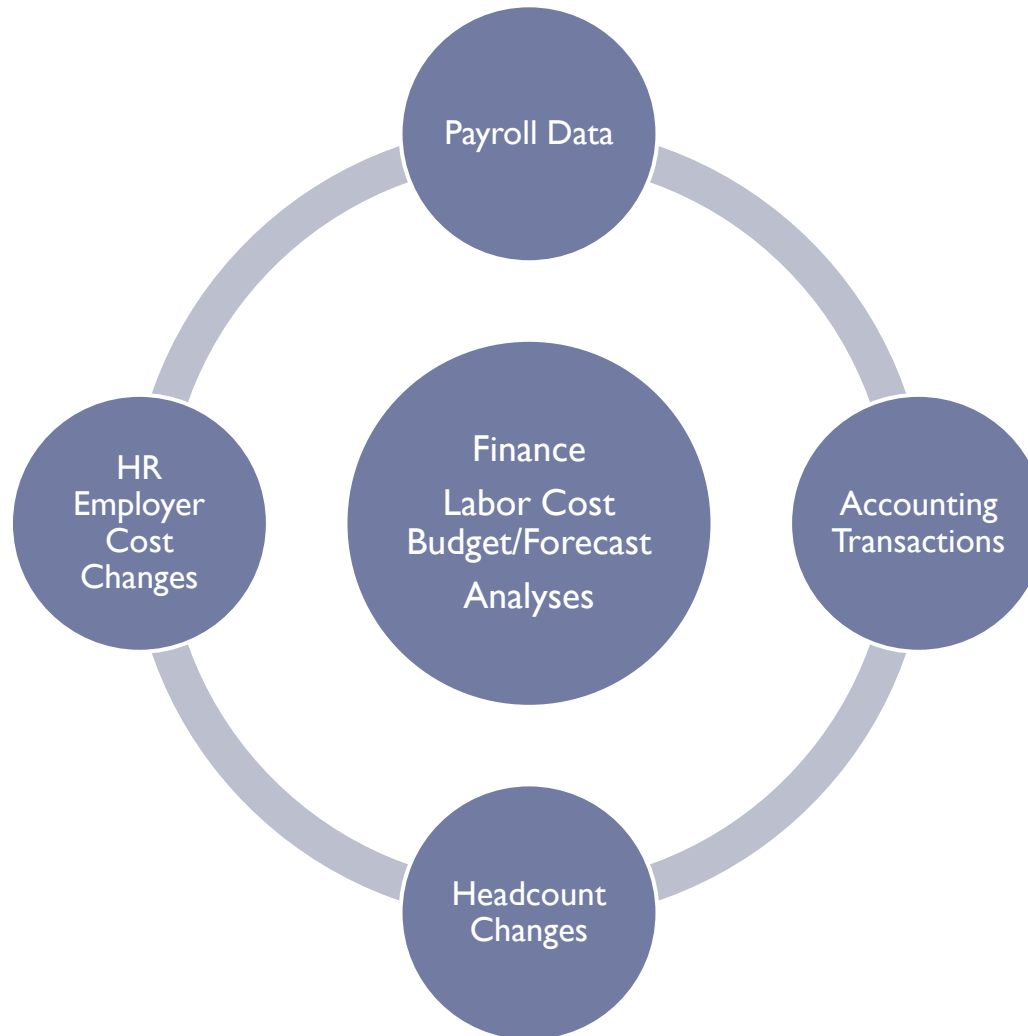
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Employer Budget and Labor Cost Analysis

- ▶ Quickly and accurately **builds annual labor cost budgets; tracks payroll and accounting cost and headcount** by operating company, legal entity, cost center, employee and location against budget
- ▶ Facilitates Finance and HR collaborative budget efforts while ensuring **privacy mandates**
- ▶ Offers accessible real time, precise reporting of your company's labor costs (payrolls and accounting transactions) for all entities in all locations and all payrolls
- ▶ **Forecasts monthly staffing costs and headcounts**
- ▶ Supports labor cost estimates for multiple year business plan
- ▶ Projects impact of changes to labor costs due to modifications to headcount and/or expense type(s)

Harmonizing and Analyzing Staffing Costs



Bringing Multi-National Entities Together

North America

US, Canada

Europe

Gibraltar, Luxembourg
The Netherlands, UK (IOM)

Latin America

Brazil, Mexico

Africa

Ghana, South Africa and Zambia

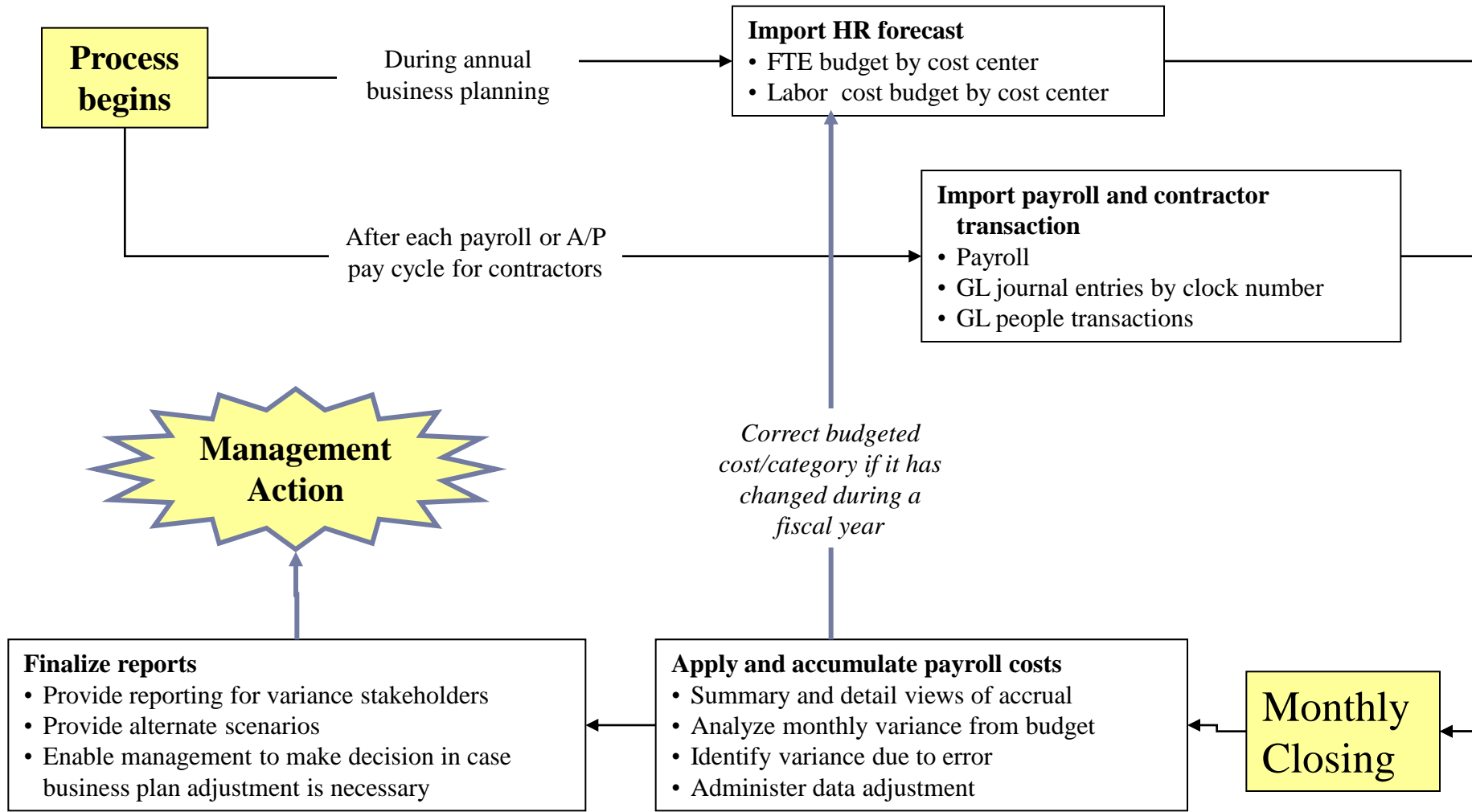
Asia

Australia, China,
Hong Kong, Singapore

Stakeholder's Responsibilities

Stakeholder	Responsibilities
Finance	<ul style="list-style-type: none">▪ Provide budget and forecast information for headcount and coordinate HR labor cost directives (i.e. merit increase %)▪ Review budget and forecast (annual and monthly reports)▪ Coordinate payroll and accounting transaction feeds
HR	<ul style="list-style-type: none">▪ Provide HRIS headcount data▪ Provide labor cost directives (i.e. merit increase %)
Payroll	<ul style="list-style-type: none">▪ Manage pay code▪ Provide updates as necessary
Managers	<ul style="list-style-type: none">▪ Review/analyze budgets/monthly variance reports (actual vs. budget)▪ Take necessary steps to correct variances
Administrator	<ul style="list-style-type: none">▪ Coordinate HR and Payroll data collection on a monthly basis▪ Update the LCA Budget/Forecast System▪ Provide reports to Finance, HR, and Management▪ Create annual budget and monthly forecasts

Web based Labor Costs Analysis Tool Processes



eConsultingNetwork Administrators

▶ eConsultingNetwork :

- ▶ Establishes and maintains the **Finance/HR staffing cost connection**
- ▶ Builds detailed (**by person, by category or payroll code**) annual budgets to specifications
- ▶ Builds extended year **business plans**
- ▶ Manages payroll and HRIS data; loads data into a **shared database** for client / administrator reporting
- ▶ Provides **monthly and annual reports**

Building Budgets

All - Country View

Budget: Version: Current Yr: Current Mo: View: Show:
 Department: Cost Center: Position:

Country	2010 YTD Actual	2010 Forecast	2010 Budget	2010 Budget Jan	2010 Budget Feb	2010 Budget Mar	2010 Budget Apr	2010 Budget May	2010 Budget Jun	2010 Budget Jul	2010 Budget Aug
Edit Gibraltar (GI)	41,470.65	500,652.34	509,013.56	41,417.43	41,417.43	42,617.87	42,617.87	42,617.87	42,617.87	42,617.87	42,617.87
Edit Luxembourg (LU)	1,786,625.58	21,315,510.14	22,222,622.45	1,830,759.17	1,830,759.17	1,825,253.95	1,824,258.83	1,845,122.02	1,883,199.34	1,882,725.72	1,871,111.11
Edit Netherlands (NL)	23,942.44	360,694.64	386,603.55	31,492.17	31,492.17	31,492.17	32,458.56	32,458.56	32,458.56	32,458.56	32,458.56
Edit United Kingdom (GB)	69,941.88	1,645,006.86	787,707.44	64,239.62	64,239.62	64,239.62	64,239.62	65,087.89	66,523.01	66,523.01	66,523.01
Edit United States (US)	3,085,815.65	41,068,795.54	31,814,203.89	2,654,682.48	2,662,101.48	2,775,204.25	2,611,444.87	2,601,816.58	2,608,226.06	2,617,744.48	2,625,111.11

Your Positions – Your Pay Categories

eConsultingNetwork - Position Costs - Windows Internet Explorer

https://test.econsultingnetwork.com/ecntest/secure/positioncosts.aspx?costtype=1

File Edit View Favorites Tools Help

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eConsultingNetwork - Position Costs

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strategic compensation management

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All - Position View

Budget: All | Version: All | Current Yr: 2010 | Current Mo: Jan | View: Position | Show: Forecast 2010 | Country: All

Department: All | Cost Center: All | Position: All

Add Position

Position	2010 YTD Actual	2010 Forecast	2010 Budget	2010 Forecast Jan	2010 Forecast Feb	2010 Forecast Mar	2010 Forecast Apr	2010 Forecast May	2010 Forecast Jun	2010 Forecast Jul	2010 Forecast Aug	2010 Forecast Sep	2010 Forecast Oct	2010 Forecast Nov	2010 Forecast Dec
Edit (FH610900551000000000)	0.00	110,488.15	0.00	0.00	9,691.77	10,079.44	10,079.44	10,079.44	10,079.44	10,079.44	10,079.44	10,079.44	10,079.44	10,079.44	10,079.44
Edit (FH610900990250000000)	12,835.62	118,559.25	0.00	12,835.62	9,335.81	9,638.80	9,638.80	9,638.80	9,638.80	9,638.80	9,638.80	9,638.80	9,638.80	9,638.80	9,638.80
Edit (FH610900HKFH61090000)	9,796.45	9,796.45	0.00	9,796.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Edit (FH610971HKFH61097100)	7,310.83	7,310.83	0.00	7,310.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Edit (FH610971HZFH610971FH)	(5,225.20)	(5,225.20)	0.00	(5,225.20)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Edit (FH610979507500000000)	0.00	165,797.48	0.00	0.00	14,389.66	14,965.25	14,965.25	14,965.25	14,965.25	14,965.25	14,965.25	15,078.73	15,512.53	15,512.53	165,797.48
Edit (FH610979HKFH61097900)	3,598.17	3,598.17	0.00	3,598.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,598.17
Edit (FH610990HKFH61099000)	(1,922.51)	(1,922.51)	0.00	(1,922.51)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(1,922.51)
Edit (FH610990HZFH610990FH)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Edit (FH610991HKFH61099100)	415.13	415.13	0.00	415.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	415.13
Edit (FH610992740100000000)	0.00	185,538.25	0.00	0.00	16,055.06	16,697.26	16,697.26	16,697.26	16,697.26	16,697.26	16,765.31	17,307.89	17,307.89	17,307.89	185,538.25
Edit (FH610992762800000000)	0.00	141,138.50	0.00	0.00	12,309.34	12,801.72	12,801.72	12,801.72	12,801.72	12,801.72	12,801.72	12,801.72	12,801.72	13,145.52	141,138.50
Edit (FH610992HKFH61099200)	5,274.62	5,274.62	0.00	5,274.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,274.62
Edit (FH610993HKFH61099300)	138.01	138.01	0.00	138.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	138.01
Edit (FH610993HZFH610993FH)	(1,583.80)	(1,583.80)	0.00	(1,583.80)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(1,583.80)
Edit (FH610994HKFH61099400)	1,592.66	1,592.66	0.00	1,592.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,592.66
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Online Variance Reporting

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Forecast 2010 - Category View

Budget: 2010 | Version: Forecast 2010 | Current Yr: 2010 | Current Mo: Jan | View: Category | Show: Variance 2010 | Country: Netherlands (NL)

Department: All | Cost Center: All | Position: All | Cost Category: All | Head Count: All

Category		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Tot
Edit Heads (01)	Budget	4	4	4	4	4	4	4	4	4	4	4	4	4
	Actual/Forecast	4	5	5	5	5	5	5	5	5	5	5	5	5
	Variance	0	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Edit FTEs (02)	Budget	4	4	4	4	4	4	4	4	4	4	4	4	4
	Actual/Forecast	4	5	5	5	5	5	5	5	5	5	5	5	5
	Variance	0	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Edit Gross Salaries (04)	Budget	20,997	20,997	20,997	21,837	21,837	21,837	21,837	21,837	21,837	21,837	21,837	21,837	259,524
	Actual/Forecast	20,386	18,607	18,607	19,351	19,351	19,351	19,351	19,351	19,351	19,351	19,351	19,351	231,762
	Variance	611	2,390	2,390	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	2,486	27,762
Edit Shift Premiums (06)	Budget	0	0	0	0	0	0	0	0	0	0	0	0	0
	Actual/Forecast	620	0	0	0	0	0	0	0	0	0	0	0	620
	Variance	(620)	0	0	0	0	0	0	0	0	0	0	0	(620)
Edit Overtime (08)	Budget	380	380	380	380	380	380	380	380	380	380	380	380	4,560
	Actual/Forecast	0	380	380	380	380	380	380	380	380	380	380	380	4,180
	Variance	380	0	0	0	0	0	0	0	0	0	0	0	380
Edit Bonus (12)	Budget	3,062	3,062	3,062	3,185	3,185	3,185	3,185	3,185	3,185	3,185	3,185	3,185	37,852
	Actual/Forecast	0	1,937	1,937	2,015	2,015	2,015	2,015	2,015	2,015	2,015	2,015	2,015	22,006
	Variance	3,062	1,125	1,125	1,170	1,170	1,170	1,170	1,170	1,170	1,170	1,170	1,170	15,847
	Variance %	100.0%	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%	42.0%

Is this headcount approved? What is the annualized cost

Contact us

- ▶ Find out more...

- ▶ Call Deb Grigson 484-883-0318 or email deb_grigson@econsultingnetwork.com