

Nakisa Hanelly:

Advantages of **Native Cloud Architecture** for Enterprise



NAKISA®

Innovation and Technology

The global leader in business transformation software, Nakisa is committed to innovation. Nakisa works closely with highly experienced developers, global partners, and trusted customers for the end-to-end development their leading HR solution, Nakisa Hanelly.

The Nakisa solution is one of the most advanced, secure, and reliable organizational design solutions for implementing transformational change. Built on powerful technology, Nakisa Hanelly allows organizations to successfully implement and integrate any reorganization activity such as M&As, restructuring, or a transition to remote work.

As a cloud-based solution, Nakisa Hanelly provides global visibility and access with easy integration to existing, and varied HCM solutions.

Built-In Advantages

Nakisa Hanelly provides users with the tools they need to hit the ground running. Nakisa's out-of-the box solution includes a robust series of pre-configured dashboards and leverages existing HCM data and supportive services.

Software-as-a-Service (SaaS) Model

Consistently striving for service delivery excellence, Nakisa's service-level agreement governs the quality, availability, and support commitments Nakisa makes to each and every partner. Using a SaaS model, Nakisa Hanelly provides, maintains, and upgrades all solutions, including storage and back-ups. Nakisa Hanelly also provides native SAP and Oracle connectors with robust APIs to support integration with SAP and Oracle ERP systems, reducing implementation time and total cost of ownership (TCO).

Nakisa Provides:

- Single tenant environments (network isolation)
- High availability & burstable performance management
- Backup & disaster recovery services
- Logs & monitoring services (application & infrastructure)
- ERP dispatcher service
- Orchestration of apps
- Service mesh management
- Persistent volume management service

Architecture:

Nakisa's native cloud solution provides every partner with exceptional reliability and control over data, performance, and customization. In order to offer the highest levels of availability, operational sophistication, and security, Nakisa employs a multi-tier cloud architecture.

Rapid Deployment:

Sophisticated cloud technology eliminates the need to assess or review hardware requirements and software compatibilities. By eliminating the intricacies of a complex on premises deployment, Nakisa can configure, connect, and deploy the solution more quickly.

Upgrades:

Nakisa's upgrade policy is focused on client needs and is designed to ensure organizations always have access to the latest and most reliable solution. Nakisa is responsible for managing the upgrades to all solutions. As new features

and functionalities become available, they become part of the next scheduled release. Solution upgrades are designed in such a way that they will not disturb or impact operations.

Compliance:

Nakisa is SOC 2 certified and continuously builds updates and rigorous safeguards to maintain the highest possible levels of security. With SOC 2 certification, strict information policies are followed to ensure integrity and confidentiality of consumer data.

Security:

Identity and access management are key to data security for any organization. Nakisa products support standard based Single Sign On (SSO) solutions (e.g. Okta, One Login, RSA SecurID, Idaptive, Ping, Azure AD, or CA Technologies) to ensure sensitive data is secure. Robust standard based data encryption at rest and in transit provides enterprise grade data security.

Nakisa's Key Solution Differentiators

1. Business Transformation Excellence

- SOC 2 compliance
- Covers all reorganization use cases, from simple to complex
- Burstable CPU management
- End-to-end organizational design functionality in a sandbox environment, with write-back to existing ERPs

2. Operational Efficiency

- Streamlines organizational design processes
- One system for global visibility of all HR and People Data
- What-if scenarios creation and in solution sharing with change log for traceability

3. Flexible Integration

- Flexible integration with SAP, Oracle, Workday, and any other ERP system
- Connectors exist to support integration with the largest ERP systems
- API-driven architecture allows users to read and write to any HR system

Native Integration

Integration with external systems can be a challenge for IT teams. Data must be transformed, protocols and messaging formats brokered, and endpoints managed. Nakisa simplifies the integration process while still providing options to allow for customization. By providing a native SAP and SuccessFactors bi-directional integration, Nakisa supports customer integrations without requiring the customer to source or manage costly, bolt-on integration middleware. Nakisa's flexible solution is designed to support enterprise system architecture.

The Nakisa solution includes:

- Flexible maintenance: Frequent timely master data updates such as exchange rates, cost center changes, and job updates can be automated and scheduled, meaning IT/administrators are not required to update the same information in two different places, making it easier to maintain streamlined business solutions.
- Cross-system data consistency: With master data automatically updating from a single source, business operations are consistently stored across platforms
- Reduced risk: Organization and Employee data can be synced so that users don't have to enter the same info manually.



Powerful Application Programming Interfaces (APIs)

To promote collaboration and support integration requirements, Nakisa uses an API strategy to achieve bi-directional integration between organizations ERP system and the Nakisa Hanelly Solution providing the flexibility to manage both workloads and data.

Nakisa API allow our customers to build data integration interfaces that are tailored to their needs and exchange data between Nakisa Hanelly and their other cloud-based or on premises solutions such as SAP ECC, SAP SuccessFactors, LDAP, AzureAD, Workday, Oracle PeopleSoft, or any other system. They allow for immediate adoption as they are built-in to the software, saving organizations from spending both time and money developing custom middleware.

The Benefits of Using Nakisa's APIs

Versatility:

Developers can create extensions that enable customers to integrate and interact with data from other applications directly in Nakisa Hanelly.

Scalability:

Nakisa APIs can be employed to explore growth opportunities and expand the scope of an organization's platforms.

Agnostic:

Any programming language or platform can be used to extend capabilities and program new functions, reducing the need to onboard new resources.

Objects Managed by Nakisa Hanelly APIs

Nakisa Hanelly APIs enable customers to build and update their organization structure in Nakisa Hanelly.

There are groups of resource end points allow authorized users and systems to access and maintain all data records within the solution.

Personnel and Talent Objects:

- Employee
- User
- Central Person
- Performance
- Potential
- Job
- Others

Business Unit Objects:

- Business Units
- Division
- Departments
- Positions
- Others

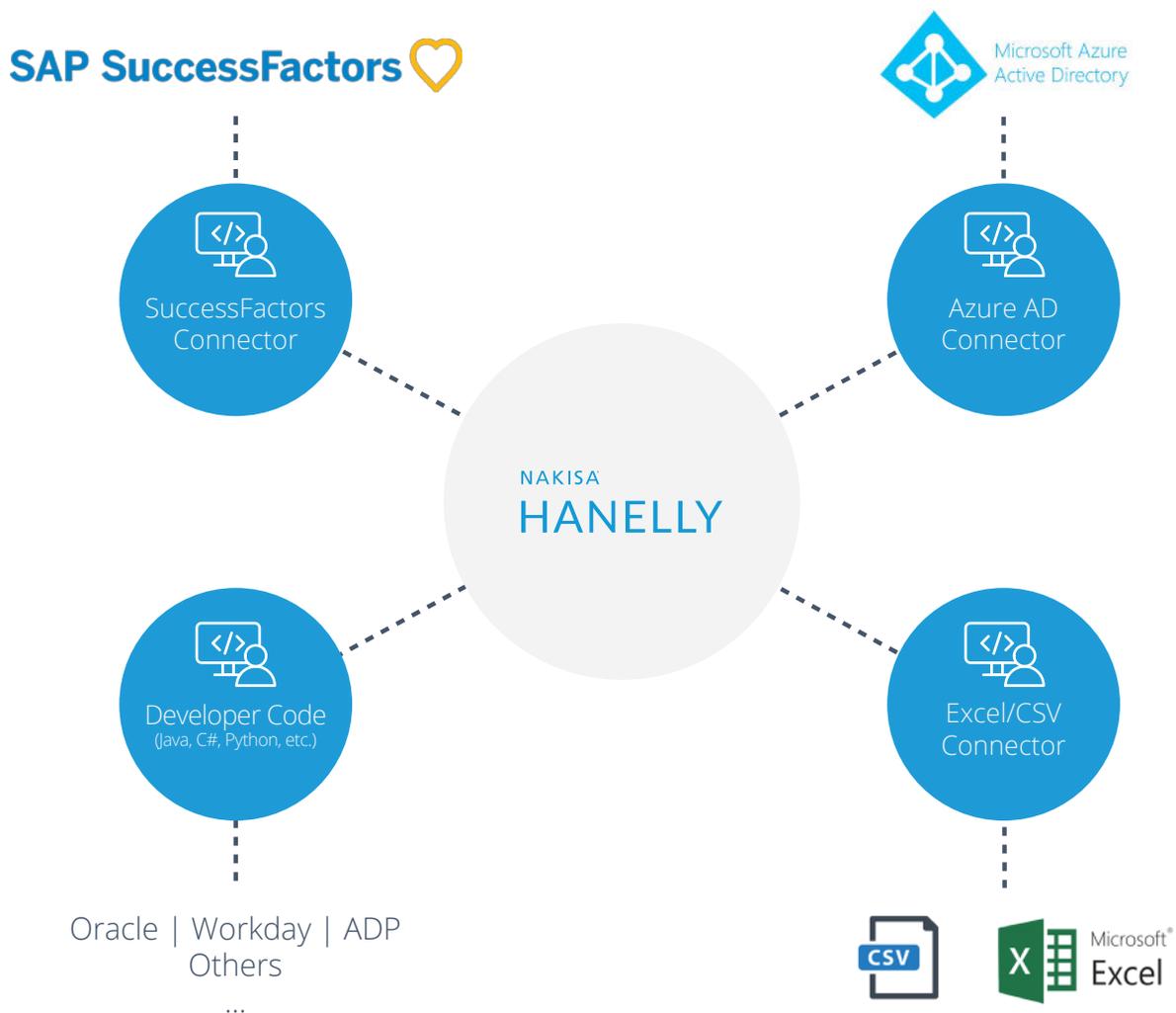
Financial Objects:

- Controlling Area
- Cost Center
- Company Code
- Personnel Area
- Salary Scale
- Pay Grade
- Others

Lookup Objects:

- Country
- Region
- Nationality
- Language
- Currency
- Others

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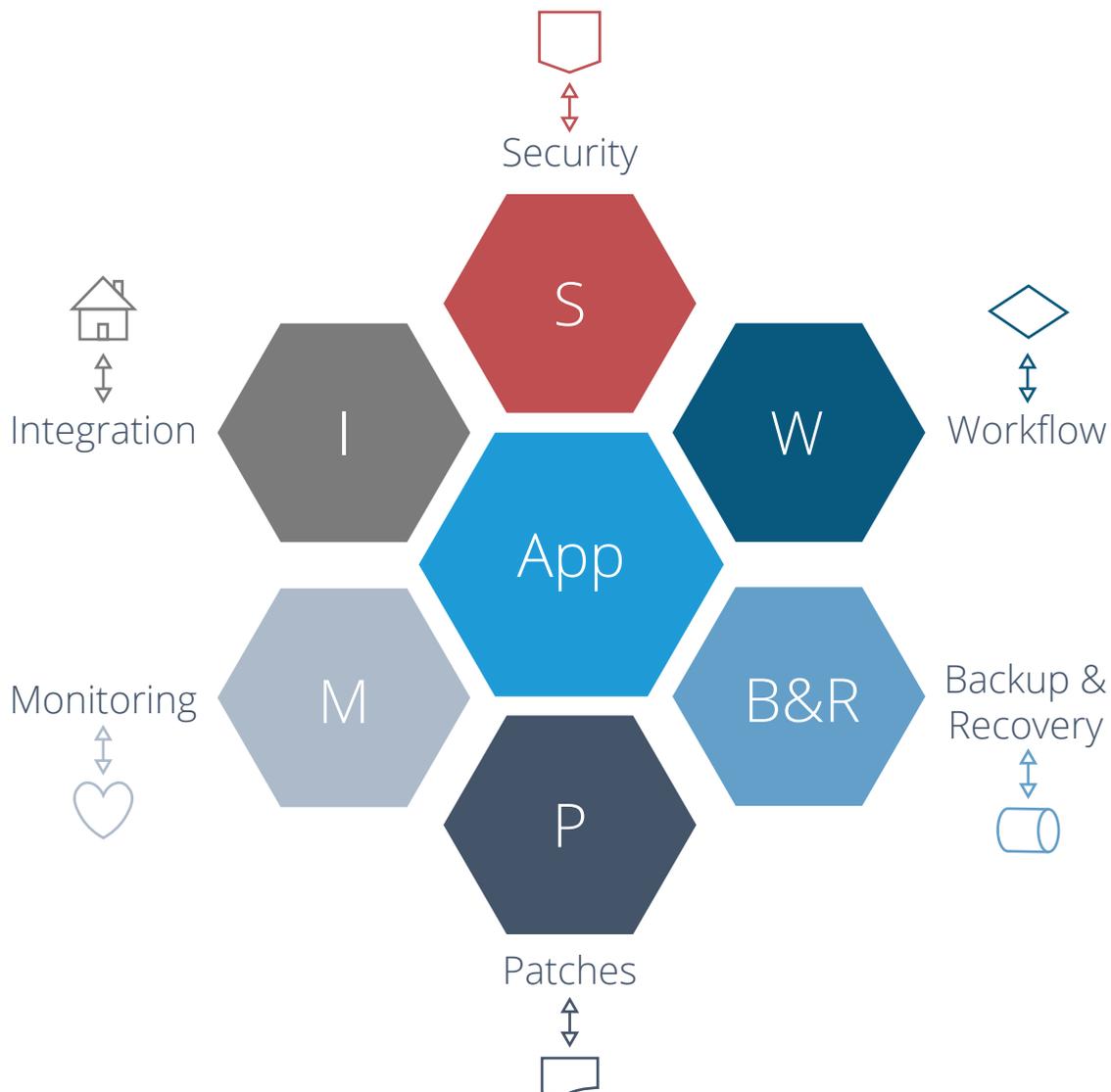
Industry-Proven Tools: Nakisa's Cloud Platform

Nakisa's Native Cloud Platform (NCP) provides infrastructure, process, services, and technology to run native cloud applications. The benefits of using NCP include the following:

- Built on industry-proven tools and platforms
- Delivers the best techniques and technologies, including Machine

Learning, Microservices Development, Asynchronous-Stateless Services, and API-driven development

- Automates IT processes required to manage enterprise applications
- Built-in, ready-to-use services like Security, Workflow, Backup and Recovery, Version Management, Configuration Management, Storage, Message Queues, Patch Management, Canary Deployments, and much more

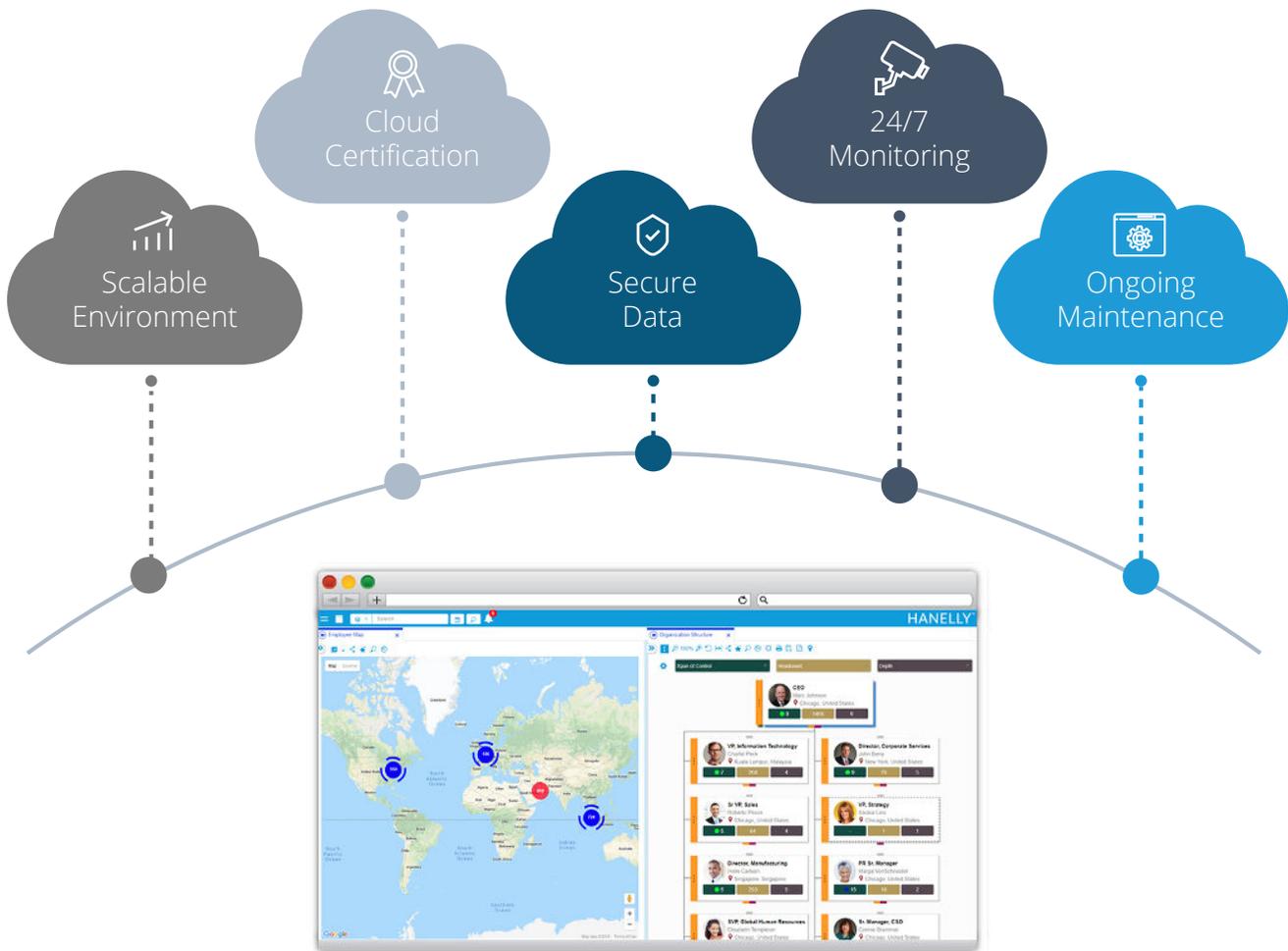


Scalable Cloud Solutions

With over five years of experience providing scalable cloud solutions to some of the world's most renowned brands, Nakisa Applications empower organizations to make informed decisions using a best-practice methodology that provides seamless updates. Nakisa's cloud technology enables organizations to use the out-of-the-box solution immediately,

with minimal customization. This makes it the most efficient choice for configuration, connection, and deployment.

Moreover, by partnering with cloud service providers, Nakisa offers organizations a secure and reliable solution while relieving the operational burden of operating, managing, and controlling all the moving parts individually.



The Gold Standard of Modern Infrastructure

Nakisa's solution uses Kubernetes to automate and simplify an organizations' daily container workflow. Kubernetes is an orchestration and management system that allows for high availability, workload scalability, and load balancing—the process of distributing a series of tasks over a set of resources for overall processing to be more efficient. A cutting-edge tool for cloud technology, Kubernetes was heralded by Forbes as being “the gold standard of modern infrastructure.”

Kubernetes Offers:

- Highly available
- Workload stability
- Load balancing

In the same way that containers changed the shipping industry, today's container

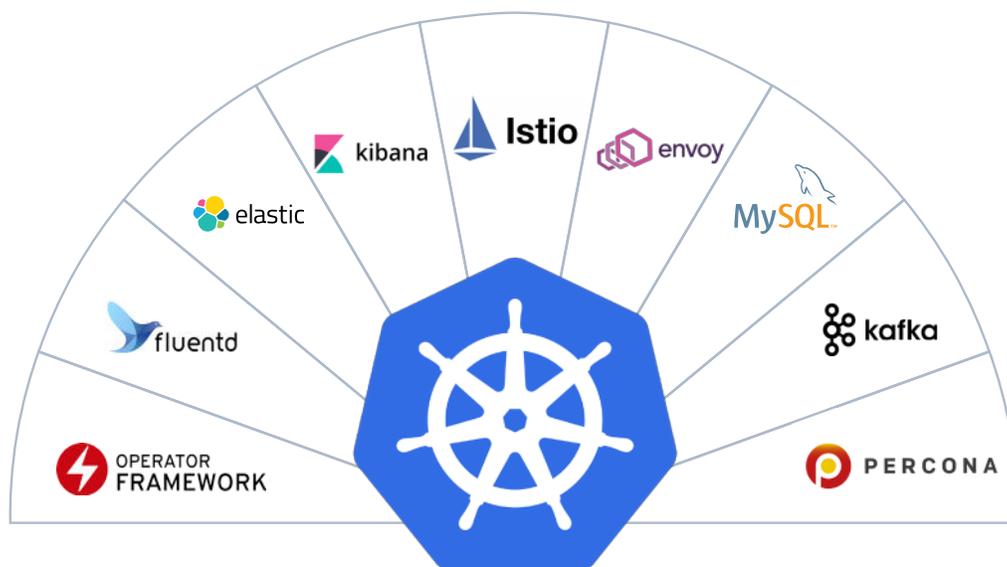
technology is changing how businesses deploy and use applications in the data center and the public cloud.

According to Forbes, container adoption is growing rapidly in enterprise organizations—much faster than expected. A recent Gartner report states,

“By 2023, more than 70 percent of global organizations will be running more than two containerized applications in production, up from less than 20 percent in 2019.”

Proven Technology

Knowing that the solution you choose is robust enough to handle everything required without question is essential. Nakisa's cloud technology stack was selected for its proven ability for performance and scalability for every type of business.



The platform is built using cutting-edge technology with an industry-proven track record and is shown to be successful for enterprise organizations.

Nakisa uses robust and scalable technology to support end-to-end reorganization requirements for enterprise organizations.

Why Nakisa?

1. Proven Implementation Methodology

Nakisa's simple and effective approach ensures an on-time and on-scope implementation. Nakisa's continuous product development and extensive experience working with Fortune 1000 organizations with complex IT landscapes, global operations, employee counts into the hundreds of thousands with unique integration requirements, ensures a smooth and successful transition.

2. Purpose-Built Solution

Built from the ground up to support reorganizations, Nakisa Hanelly offers optimal and flexible visualization of global organizations with organization charts, HR and people analytic dashboards, and organization design functionalities to plan and implement any organizational change.

3. Global Partner Network

Nakisa's global partner network plays a unique role in pairing organizations with the Nakisa business transformation solution to accelerate and streamline implementation of organization change.

Combining product knowledge and expertise, Nakisa, together with its partners, increases the value and speed of implementation. Providing valuable insight contributing to faster decisions and a clear understanding of how the application behaves.

4. Enterprise Customers

Nakisa is committed to co-innovation with its customers. A global network of industry-leading companies has supported the end-to-end development of Nakisa Hanelly. These companies access the first versions of new releases and provide their most complex use-cases for testing.

Nakisa Hanelly

Nakisa Hanelly provides the integration to all core HR systems and global visibility required to monitor productivity and enable success.

Creating a secure environment to view all information, up-to-date reports, leveraging live data from your existing HCM solution, and robust, secure technology, Nakisa Hanelly is the leading business transformation platform on the market.

Nakisa's solution allows users to make informed decisions, powered by the best technology, in order to best manage reorganization requirements. Nakisa Hanelly helps organizations stay resilient no matter the requirement.

About Us

A global leader in cloud business solutions for Organization Design and Accounting & Compliance, Nakisa delivers innovative, forward-thinking and robust human resource and financial management solutions that advance your business strategies.

Contact Us

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