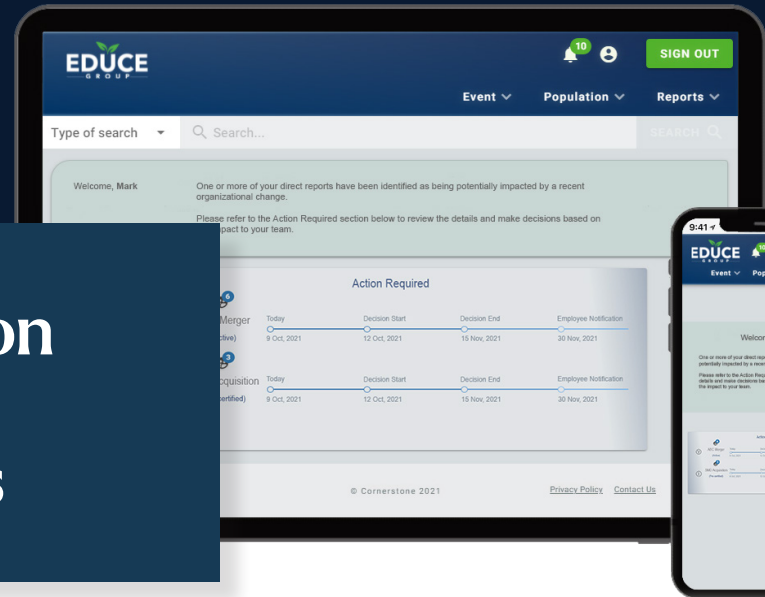


# Transition Manager



Simplify your separation decision-making and administrative process

## What is Transition Manager?

Separation determinations are not easy. Transition Manager is a cloud-based workforce planning application that enables HR and business leaders to model personnel scenarios and make informed decisions when facing voluntary and involuntary separation determinations. The software includes modules to support notification to impacted employees, payment calculations, redeployment and outplacement support, as well as auditing and reporting required by legal teams.

**The bottom line:** Transition Manager simplifies the decision-making process, ensures fairness, manages compliance, and minimizes the overall organizational impact to your business.

## Benefits

- ▶ Ensure consistent, defensible, and fact-based decision-making
- ▶ Reduce rehire, litigation, and administrative costs
- ▶ Accelerate employees off payroll more quickly
- ▶ Reduce employee overpayments
- ▶ Access real-time reporting and analysis data from a single system

# How It Works

## The power of connected data

Transition Manager integrates HR, payroll, and performance system data to put human capital data at your fingertips. The software supports group separation or retention (based on pre-defined criteria such as skills, performance, facility closings, position eliminations, etc.), involuntary separations (decisions made by a direct supervisor using the Assessor portal), and voluntary separations (employees can self-select separation packages using a personalized portal).

When it's time to deliver employee payments, Transition Manager will automatically calculate each employee's severance period and amount based on pre-defined, customized business rules around tenure, salary grade, and other relevant factors. Calculated payment data is then delivered to downstream systems using system integrations.

## Use the software for...

- 1 Group Separation or Retention**  
Make separation decisions for a population of employees based on pre-defined criteria such as skills, performance, facility closings, position eliminations, and more.
- 2 Individual Employee Decisions**  
Direct supervisors or any other decision-maker can make defensible decisions using the Assessor portal. The portal facilitates in-depth consideration of each employee and allows you to capture related comments and justifications.
- 3 Voluntary Separations**  
Allow employees to volunteer to be separated and self-select packages using a personalized portal.

**For additional information,  
visit [educegroup.com](https://www.educegroup.com).**