

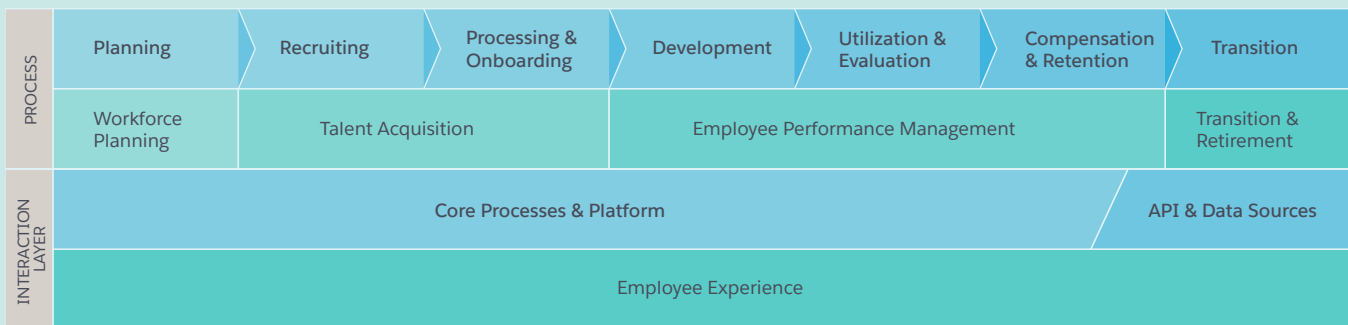


Salesforce Defense Solutions

Transform the Defense Human Capital Management Lifecycle

Across defense, digital transformation and digital service solutions are needed to support the hire to retire lifecycle. Within the hire to retire lifecycle, a system of engagement approach to service member interactions will transform the user experience while providing process automation for service provider subject matter experts. With this approach, defense organizations can streamline recruiting, accessions and onboarding, improve talent management, and increase the retention of the next generation of service members and civilian employees. With the Salesforce platform, which includes Government Cloud,* defense organizations can leverage the power of a 360 degree view of the uniformed service member and civilian employees to deliver a world-class experience from hire to retire—enhanced by the power of analytics delivered in a common operating environment.

The Human Capital Management Solution Blueprint

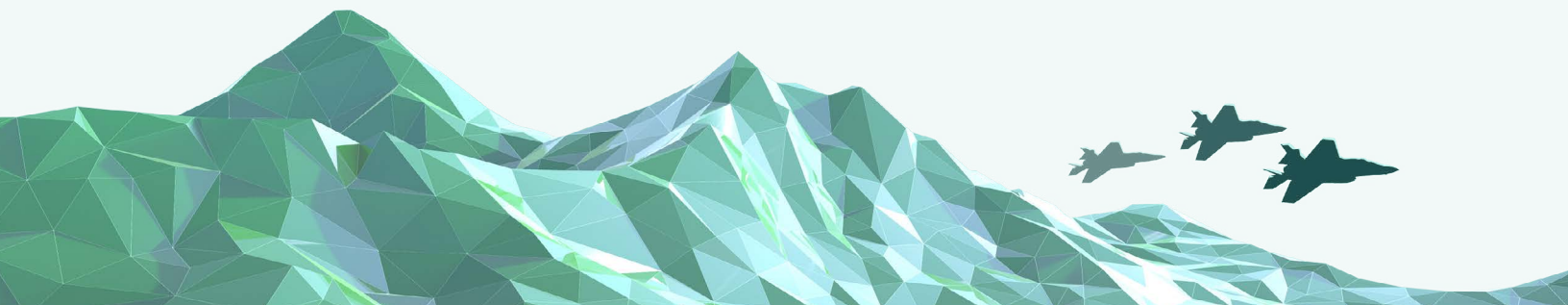


Enhance Defense Talent Management across the Hire to Retire Lifecycle

With the scalable, future-ready Salesforce platform, defense agencies can leverage the power of a 360 degree view of total force service members, their families and civilian employees with analytics and AI to deliver a personalized experience from hire to retire.

- Improve the recruiting and accessions experience for service members and civil service applicants through transparent, streamlined and self-service capabilities on a connected, mobile-ready application
- Enhance the service member and employee experience through a personalized user experience with a simple, intuitive, single sign-on capability and single entry point
- Enable leader transparency by leveraging Tableau CRM to visualize data, equipping leaders to make data-driven decisions and draw insights from trends

* Government Cloud maintains a FedRAMP Moderate Agency Authority to Operate (ATO), along with Department of Defense (DoD) impact level (IL) 4 Provisional Authorization (PA).



Unified Hire to Retire Solutions

WORKFORCE PLANNING

Evaluate mission needs and analyze your workforce to determine talent gaps and appropriate recruiting efforts for military, civilian employees and contractors. Utilize data to address current workforce needs and predict future needs for increased readiness.

EMPLOYEE EXPERIENCE

Build a connected employee community and transform your intranet. Reimagine employee service, and keep every service member and civilian employee up and running. From helpdesks to time and attendance—build apps for everyone, enabling them to be more productive, collaborative, and engaged.

TALENT ACQUISITION

Provide a more collaborative and effective recruiting experience by automating processes with AI, real-time tracking, and deliver the right content to the candidate at the right stage of the hiring process. Manage recruitment, application, qualification and hiring processes.

PERFORMANCE MANAGEMENT

Develop performance management systems and customized apps that can not only accurately evaluate your workforce, but also give leaders the tools they need to effectively train and develop personnel. Integrate performance appraisals, individual development plans, fitness reports (FITREPs) and other mandated evaluations into one holistic view.

ONBOARDING

Deliver new-hires a smooth experience from offer acceptance—through the first year of employment. Streamline mandated form intake, individual benefit programs and personnel record management. Automate new hire training and orientation on one standardized platform, and track progress in real-time.

TRANSITION & RETIREMENT

Automate the processes for transition and retirement to provide a seamless experience for service members and employees, whether they are transitioning to another branch, or retiring after a career of honorable service.

KEY BENEFITS

- Enhances the current HR systems by layering in a system of engagement
 - Greater visibility into the available talent pool, leading to increased readiness
 - Decreases costs through digitizing processes, including digital forms, e-signatures, and an API-led integration
 - Improves communication, collaboration and productivity among HR functions
 - Delivers the right content at the right time to the service member and civilian employees
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See how Salesforce helps defense organizations transform.

To learn more about Salesforce Defense Solutions contact your account executive, call 1-844-463-0828 or visit [salesforce.com/Defense](https://www.salesforce.com/Defense) today.

