

About Allocate Software



Our Company: The Workforce Optimisation Specialists

Allocate Software is the leading workforce optimisation software applications provider for global organisations with large, multi-skilled workforces. With over 18 years' experience, we ensure customers can match operational demands with workforce supply. Using MAPS, Allocate Software's workforce optimisation application, organisations can deploy the right people with the right skills, to the right place, at the right time. Founded in 1991, Allocate Software plc is listed on the AIM market of the London Stock Exchange ("ALL").






Our Ethos

At Allocate Software we have a clear objective; to continue as a successful growing and profitable business that provides sustainable value to our customers, partners, investors and employees.

Our Vision

Our vision is to be the leading supplier of Workforce Optimisation Solutions in our chosen market sectors.

Five Attributes Underpin our Vision and Objectives:

-  **Customer First** – at Allocate Software we are passionate about our customers and their success. By improving our customers' business processes and making a positive impact we aim to create a long-term relationship that delivers sustainable value.
-  **Integrity** – by encouraging open and honest debate, by taking responsibility for commitments to customers, partners and other team members we inspire trust because we act ethically and honestly at all times.
-  **Innovative** – as a company we are continuously developing both the software platform and the expertise of our team as we strive to meet the ever changing challenges and requirements of customers' businesses.
-  **Trusted & Proven** – customers depend on being empowered to achieve effective and efficient management of their most important resource: their people. We have been delivering against these expectations for over 18 years in some of the most critical and complex working environments around the world.
-  **Our People** – our company is a success because of the talent and commitment of our people. Our team work hard to achieve common goals, by listening to each other attentively and with an open mind. We expect a great deal from every member of the team because our customers have high expectations of our company.

Our Technology

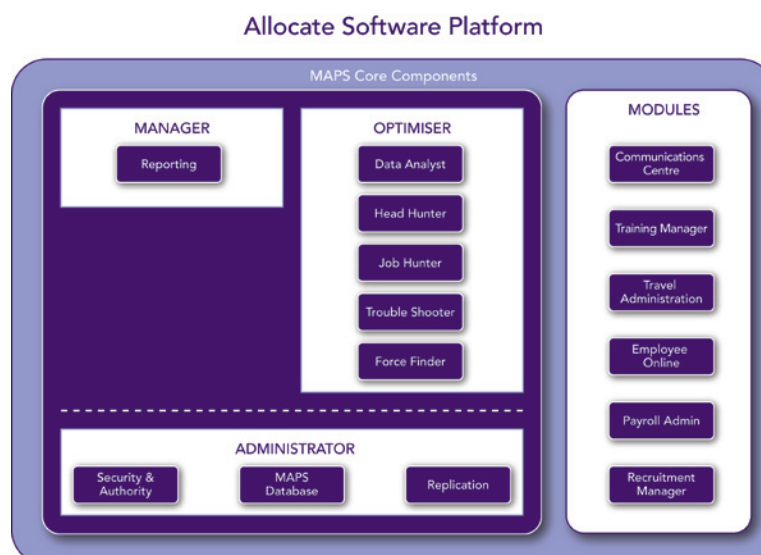
Working with customers to optimise their workforce, Allocate Software’s industry-leading MAPS software platform is a powerful and proven technology. As an enterprise-level platform, it has been designed to meet the demands of organisations with large, multi-skilled workforces. The MAPS software platform is the enabling technology that today, has more than 1,000,000 people deployed globally.

As a constantly evolving software framework, with over 18 years investment in research and development, the platform is continually developed with Allocate Software’s customers in mind. This ensures that MAPS is the leading workforce scheduling software platform for each industry to which it is tailored.

Key Features of MAPS

The MAPS software platform provides its users with a number of key features and operational benefits:

- ✦ MAPS unique temporal database has the ability to provide workforce optimisation over a period of time.
- ✦ With time-based matching of an organisation’s workforce demand, against its workforce supply, MAPS accommodates simple, rapid, changes to organisational structure and requirements. Using a time-line gives users the ability to model future commitments, based on workforce supply in both the past and the present.
- ✦ MAPS manages information about people and competencies, together with operational commitments and requirements: providing a single source of information to plan and meet organisational workforce demands.
- ✦ The powerful rules engine within MAPS takes into account specific workforce-related circumstances and criteria when posting individuals to assignments and events.
- ✦ MAPS provides views of information via multiple levels: enabling easy zoom in and out to the most appropriate view of the workforce resources and organisational demand over time. This gives the user an instant view of the impact of the changes.



Our Solutions

To meet the challenges of workforce optimisation, Allocate Software has developed the industry-leading MAPS Software Suites. This gives organisations the tools to manage intermediate to large workforces that have world-wide locations and complex shift patterns. Customers use MAPS to oversee the entire capability of their workforce, including:

- ✦ **Workforce Management** – managing changes to supply and demand by rescheduling and preplanning.
- ✦ **Workforce Scheduling** – matching competencies, skill mixes and knowledge to the demands of the posts.
- ✦ **Workforce Planning** – recruiting, developing, training and educating to ensure the workforce supply is sustained over a managed career progression.
- ✦ **Workforce Analysis** – interpreting historical and real-time data, optimising the most efficient and effective use of the workforce.

Industries and Customers

At the core of the Allocate Software solutions is MAPS, a workforce optimisation technology platform. MAPS is configurable to the specific requirements of each industry, delivering a MAPS software suite specific to each sector. As a constantly evolving software framework, with a dedicated R&D investment, the suite is continually developed in collaboration with customers. This ensures MAPS is the leading workforce optimisation application for each sector. Whilst continually developing workforce planning software for other industries, resource scheduling solutions have been built for key sectors:

- ✦ **Defence** – Allocate Software understand the complex military demands of force modelling, force planning, force preparation and force generation. MAPS Defence Suite is used by the British Army, NATO, The Royal Australian Navy and the Royal Navy amongst others.
- ✦ **Healthcare** – Designed in partnership with the NHS, the MAPS Health Suite provides a complete workforce planning solution. From day-to-day duty rostering, to recruitment and training needs analysis, Allocate Software helps healthcare organisations achieve a balanced approach to the clinical needs of the ward.
- ✦ **Maritime** – The MAPS Maritime Suite has been developed to manage crew administration and crew manning in the shipping, offshore engineering, oil and gas and cruise & ferry sectors. Allocate Software maritime solutions are currently in use with P&O Cruises, A.P. Moller-Maersk, Maersk Oil Qatar, Acergy Group, and one of the leading family entertainment companies in the world.
- ✦ **Construction and Engineering** – Working closely with construction and engineering organisations, the MAPS Software Suite provides a total workforce management solution. Enabling effective deployment of staff to projects and providing visibility of future load, Allocate Software helps construction and engineering customers meet their goals.
- ✦ **Government & Education** – Allocate Software has developed solutions for both government and education to support the growing need to control costs and provide an effective and efficient way to streamline processes. Customers include leading education establishments such as Cambridge University, London School of Economics and Manchester University amongst others.

MAPS Supply and Demand

The following diagram depicts how workforce supply and organisational workforce resource demands can be optimised by the MAPS Software Suites.



Benefits of Our Workforce Optimisation Solution

The many benefits in utilising Allocate Software’s MAPS suites for workforce optimisation include:

- ✦ An up-to-date picture of workforce supply and demand can be seen at any point. As MAPS is time-based, an organisation’s rapidly changing operational demands can be matched by supply quickly and simply.
- ✦ Based upon previous and current patterns in supply and demand, future projections can be modelled by the software.
- ✦ An advanced rules-engine factors in specific workforce criteria when posting individuals to an assignment or event.
- ✦ Workforce-related data can be managed from the level of a person and their competencies right up to groups and larger commitments of an organisation. This provides MAPS users with a single source of information from which to manage workforce demands.

Global Reach, Local Support

With UK headquarters in London, regional offices in the UK, USA, Australia and Malaysia, Allocate Software provide services and support to an international customer base across Europe, North America and Asia Pacific. To help customers reach the full potential of an investment in the our software suite, experienced consultants and partners deliver a first-class support and implementation service across each territory.

To ensure customers see a rapid return on their investment, it is the job of the Client Services team at Allocate Software to ensure workforce optimisation goals are reached quickly. Having helped customers meet their short term targets, the Client Services team builds long term relationships to ensure that the return on investment continues throughout the partnership.

The Client Services team at Allocate Software consists of experienced industry professionals, with each senior consultant having previously delivered solutions to ISO 9001 quality. Whilst all consultants have a strong track record, each new customer’s implementation is unique. Customers benefit from best-practice methodologies proven on previous projects and new ideas tailored to their specific needs.

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