PM AM HCM Platform Components

PMAM's extensive research during the evolution of our Human Capital Management Platform, (HCM), is clearly represented from a feature perspective. While we recognize the ability to adapt our platform beyond Law Enforcement, is was clearly the catalyst in our development process which has ultimately created what we believe to be the best and most affordable platform solution on the market specific to Law Enforcement today. The primary role of our HCM is maintaining critical compliance, minimizing risk and managing accreditation processes.

Below is a high level bullet-pointed description of our platform components and includes a short narrative of our intent as it applies to each component.

- **Cloud-Based Secure System Approach**
    - Eliminates internal IT maintenance efforts without the need of software loads
    - Assures upgrades and feature additions are immediately available to all users
    - PMAM currently partners with "RackSpace" a secure third party resource for cloud storage

- **Three-Tiered Focused Primary Module Menu**
    - Policy – Standards - Accreditation Module
    - Training Module and Tracking System
    - 360-degree Performance Appraisal Module

- **Policies and Standards**
    - Accreditation Standards can be loaded and reviewed as a guideline to creating effective department specific policies which also serve to detail accreditation proof requirements
    - Policy Manuals can be loaded singularly or in multiples and where applicable associated with appropriate standard/s
    - Policies can be assigned with e-signature recallable historic records maintained eliminating risk of incomplete assignments
    - Each individual maintains the ability to login with a secure password and as assignments are created, they will receive notification of the assignment as well as the date the assignment is due
    - Automated late notices are provided to the assignee, the supervisor and the administrator who assigned the task if past due
    - Many policies require annual review. The PMAM HCM allows you to create future assignment notifications via email. Set up annual automated assignment notifications today and the execution of these assignments are flawlessly executed without risk of missed deadlines

- **Accreditation Module**
  - Load standards specific to each departments accreditation program
  - Align departmental policies with the appropriate standards
  - Flagging specific verbiage within each policy will create a quick-view approach for accreditation assessors to access specific verbiage aligned to a standard and eliminate the necessity to review elongated policies to determine suitability to the standard
  - Upload proofs for assessor review and submit assessment details to accreditation body

- **Training Module**
  - Assign training and maintain a retrievable historic record of all assignment results
  - Assign annual training and certification in advance with automated emails released on a future date as required
  - Upload external training certifications and maintain all records in a historic retrievable report
  - Assign a start date and due date which automatically assigns via email to each user and maintains a full historic record of all activities ongoing.
  - The training module assignment process is the same overall as assigning policies which creates an easy to use approach at the user level.

- **Test Builder Option**
  - Building effective tests measure comprehension. The HCM allows you to build optional tests for Training assignments and also for Policy review assignments
  - Create a bank of questions
  - Randomize your questions to maintain test validity
  - Create a passing threshold score of your choice
  - Analyze your test questions over time and improve your training experience by enhancing lesson plans that align with most missed questions.
  - Requires tests to be passed according to the threshold score selected prior to being able to complete and signoff on an assignment
  - Track the number of failed attempts by individual to assist in suggesting or requiring remedial training

- **Feedback and Survey Tool**
  - Create feedback forms and cultivate a culture of cooperation through honest feedback
  - Develop and assign surveys that measure various topics of importance throughout your organization
  - Make the right organizational decisions on critical changes by measuring internal buy-in prior to executing changes.
  - Surveys can be set as anonymous or open forum