



DocuSign®

DocuSign Agreement Cloud for HR

SAP NOW Italia

Customer Value Management Office EMEA
Nils Ebert, October 2019

The background of the image is a night sky filled with a dense field of stars, likely representing a constellation. In the foreground, the dark silhouettes of tall evergreen trees are visible against the starry sky. A white rectangular border frames the central text.

**DocuSign
for
Forests™**

DocuSign at a Glance



537K
Customers
FY20 Q2

66
Net Promoter
Score

FY18

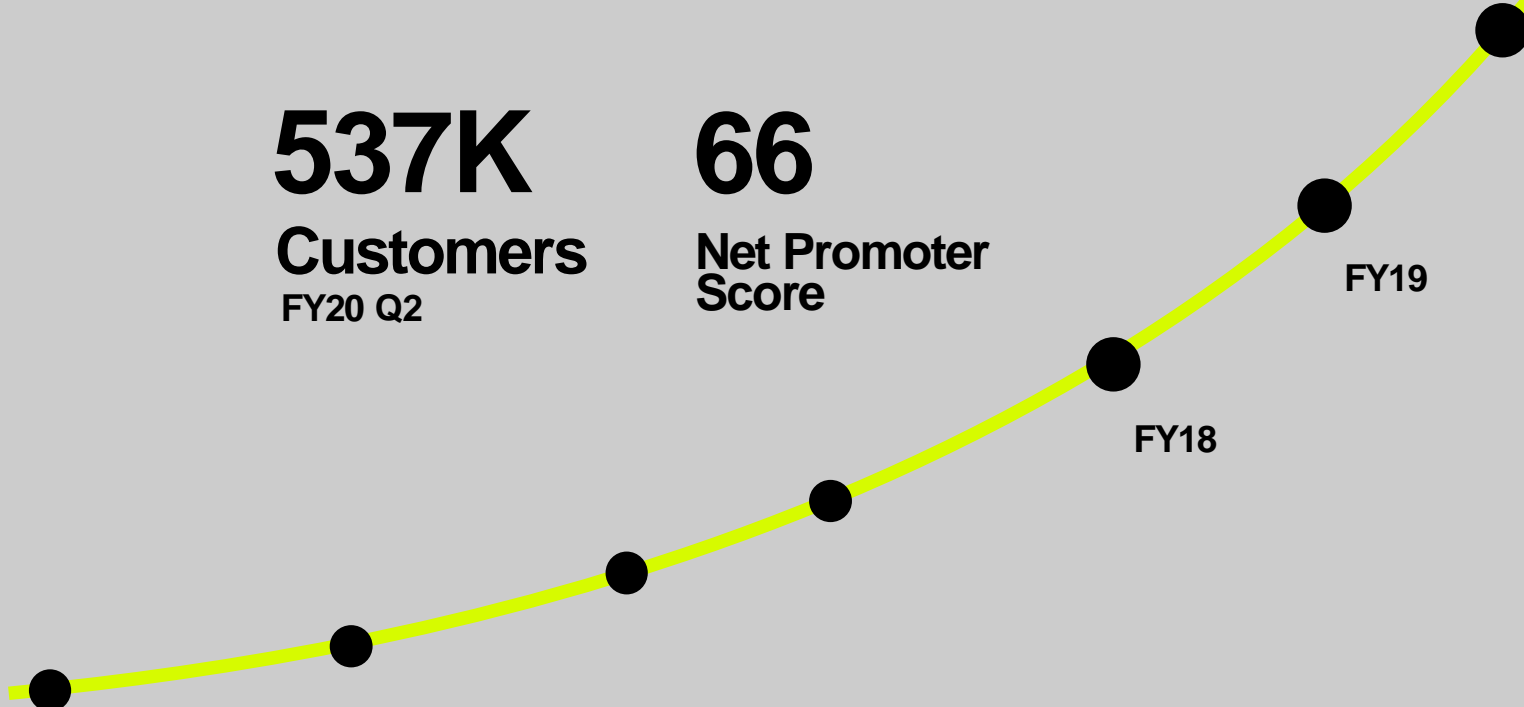
FY19

\$1.01B - \$1.03B
FY20 Billings Guidance

41% Revenue Growth
FY20 Q2 Actuals

47% Int'l Revenue Growth
FY20 Q2 Actuals

DOCU (Nasdaq)



Employee experience becomes a top HR priority

“The **digital employee experience** was highlighted as the number one issue in our last employee engagement survey.” – Global Manufacturing client

A legacy System of Agreement results in lost **HR productivity**, slower **time to value**, negative **brand sentiment**, wasted **resources**, and enhanced **operational and compliance risk** throughout the employee lifecycle. The cost of the status quo exceeds **€100 per employee annually**

The **DocuSign Agreement Cloud** can help.

Every company has a **system
of agreement** whether they
know it or not

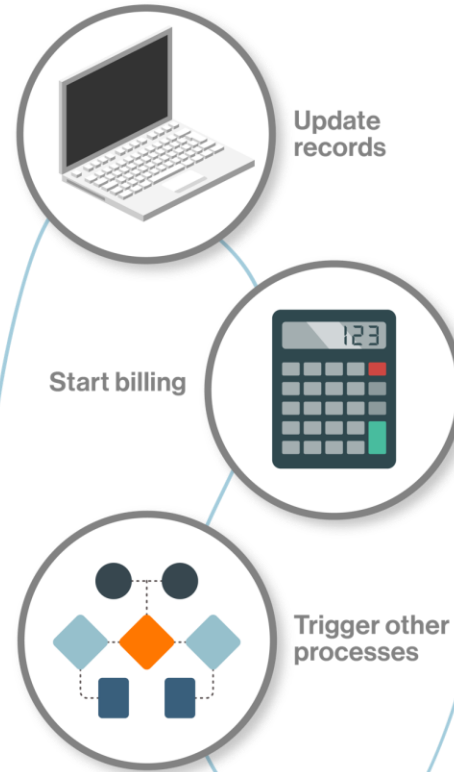
Prepare



Sign



Act



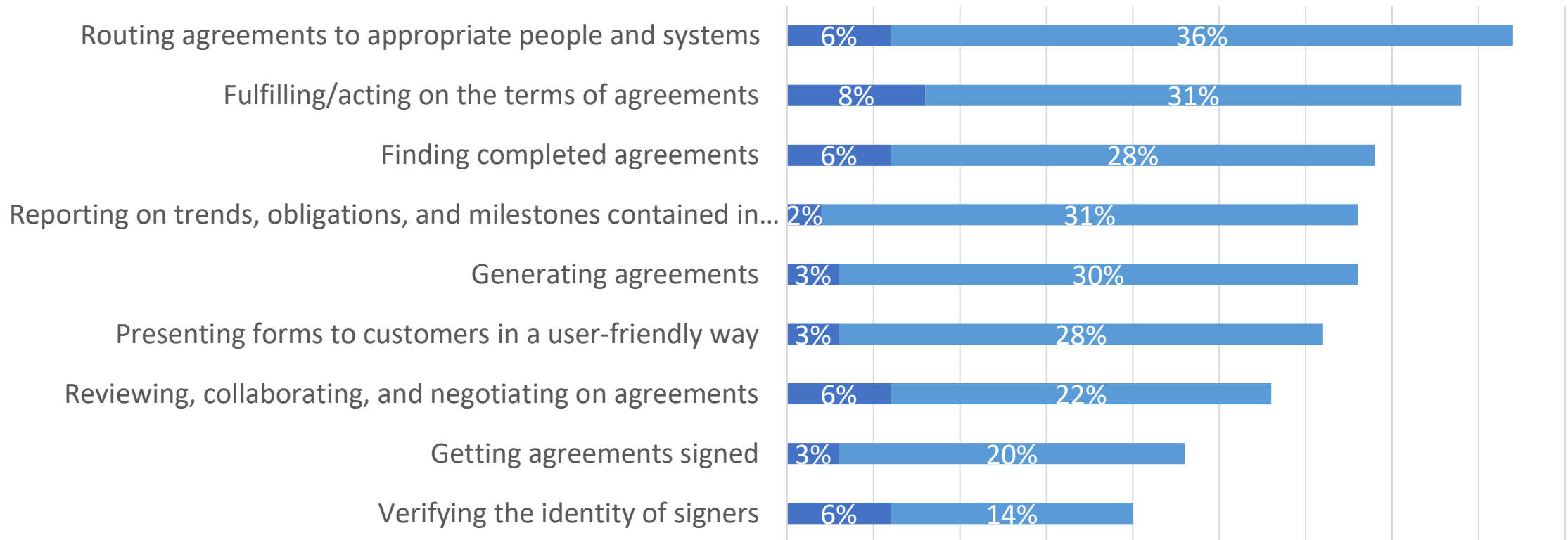
Manage



However, legacy systems of agreement were not built for the speed of today's business

HR leaders feel they're little efficient when it comes to routing, acting on and locating agreements

How would you rank the efficiency of the following steps?



FORRESTER[®]

■ Highly inefficient

■ Somewhat inefficient

Source: A commissioned study by Forrester Consulting on behalf of DocuSign, February 2019

HR runs on agreements

HR Process

**Talent
Acquisition**



Onboarding



**Maintenance
& Retention**



Off-Boarding

Agreements

**Candidate NDAs
Offer letters
Consent forms
Employment contracts
Recruiting agency
agreements**



**Company policies
Benefit enrollment
Space and equipment
provisioning
Training & compliance
certification**



**Transfers & Role
Changes
Compensation Plans
Performance mgt.
Policy Updates**



**Separation
Agreements
Exit Forms
Non-Compete**

All these agreements need to be prepared, signed, acted on, and managed

The status quo has **real costs**
for HR and the workforce

The cost to your HR performance is high

7 days
slower to hire

21%
error rates

€20
higher cost per offer letter

A legacy system of agreement may be costing the HR organization **€14.2M per year**

$$\left(\begin{array}{cccc} 137k & \times & 4 & + & 23k & \times & 7 \\ \text{Total workforce in} & & \text{Avg. HR transactions} & & \text{Workforce} & & \text{Avg. HR transactions} \\ \text{2018}^1 & & \text{per employee per year} & & \text{onboarded in 2018}^1 & & \text{per hire} \end{array} \right)$$

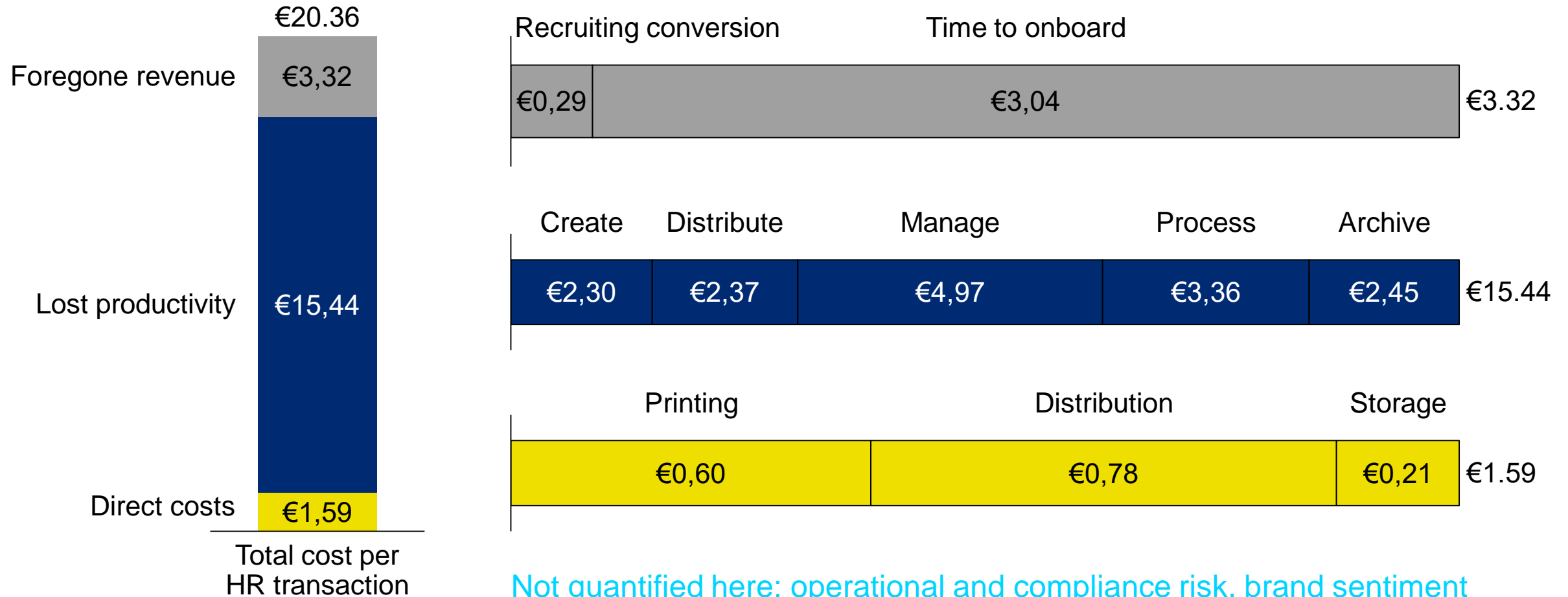
$$\times \text{€}20 = \text{€}14.2\text{M}$$

Avg. cost per HR transaction²
Wasted resources and foregone revenue

Total cost per annum
Preliminary estimate

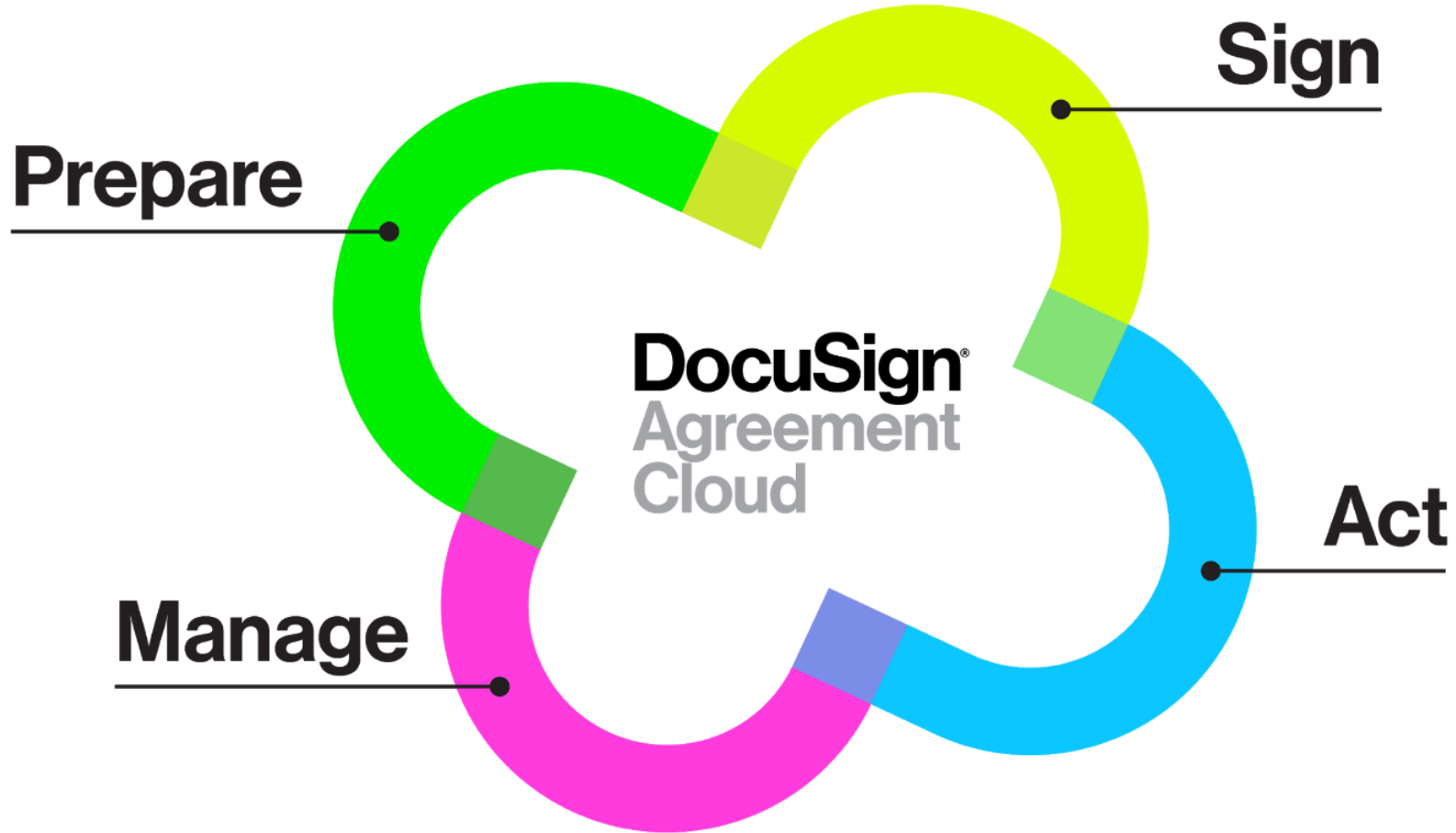
¹CLIENT annual report 2018; ²Relative to a modern System of Agreement powered by DocuSign (detail on next slide)

Cost per transaction is driven by wasted resources and foregone revenue



The DocuSign Agreement
Cloud for HR can help

350+ Prebuilt Integrations



Workflow | APIs + SDKs | Administration | Intelligence

DocuSign Agreement Cloud – SAP Perspective

Workflow, APIs+SDKs, Administration, Intelligence

Prepare	Sign	Act	Manage	Integrate
SAP SuccessFactors	SAP Signature Management	SAP C/4 HANA	SAP S/4 HANA	SAP
SAP FieldGlass	Add-on for Standards-Based Signatures	SAP S/4 HANA	OpenText xECM	Microsoft
SAP Ariba	Local TSP	SAP ECC / CRM		Google
SAP CLM (on prem)	DocuSign Identify			Salesforce
SAP C/4 HANA				Box
SAP S/4 HANA				Hundreds more
SAP ECC / CRM				
OpenText xECM				



FIAT CHRYSLER AUTOMOBILES



Banca



Trusted by the world's **leading HR specialists**



ManpowerGroup®

Adecco

HAYS

Trusted by the world's leading brands



Why DocuSign?

Comprehensive

Most applications

More than a dozen applications span the entire agreement process

Most integrations

350+ prebuilt integrations with the systems where work gets done

Award-winning API

Over 1,000+ customer-built integrations

Innovative

Track record of “firsts”

eSignature pioneer, with 750+ product innovations delivered

World-class platform technologies

Leadership in uptime, security, privacy, and global coverage

Unique mix of scale and focus

The industry’s largest organization for designing, delivering, and supporting agreement technologies

Trusted

Over 540,000 customers

Including many of the world’s largest banking, pharma, and tech companies

Hundreds of millions of signers

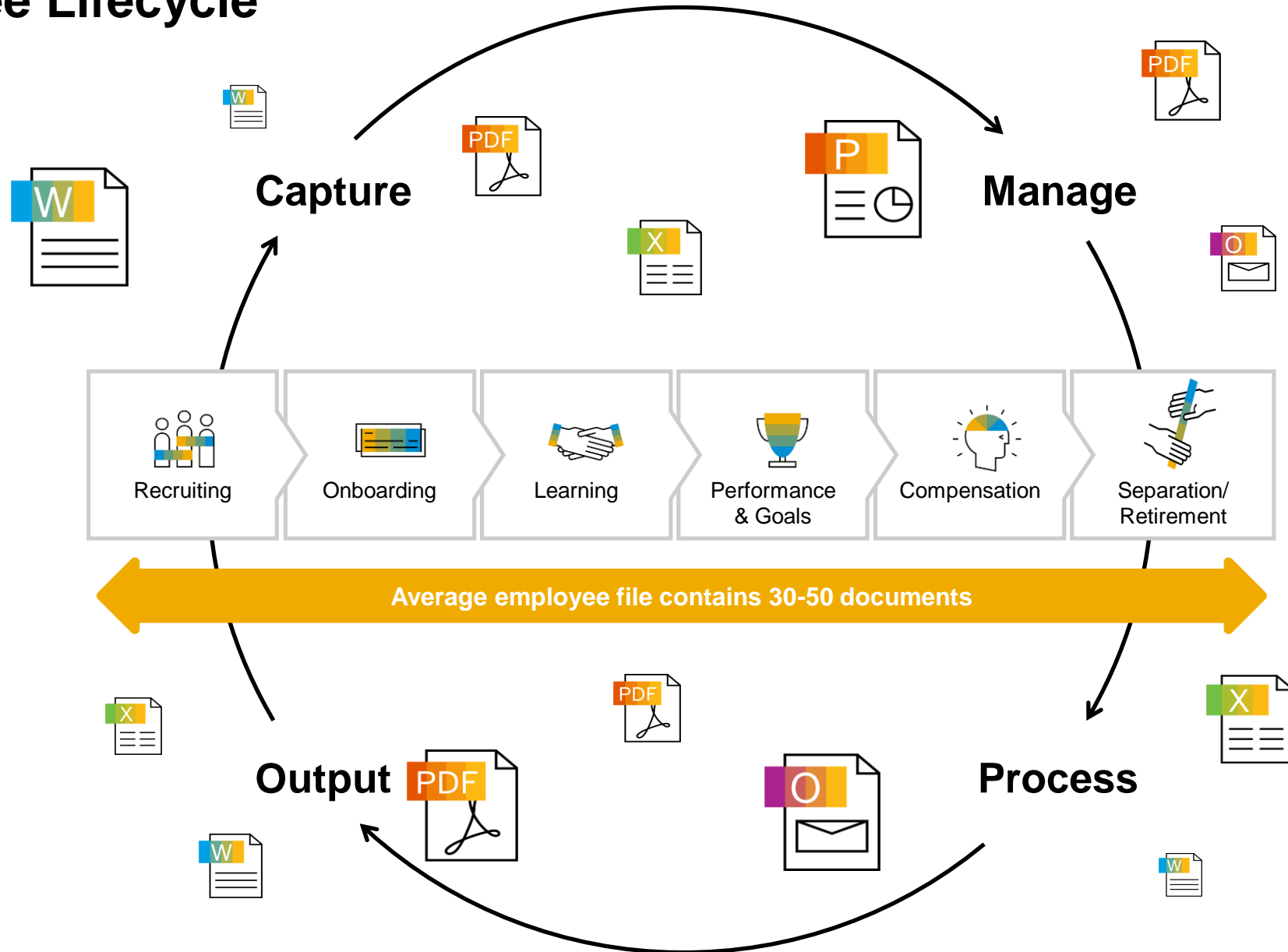
The global standard in eSignature, across 180+ countries

Net promoter score of 66

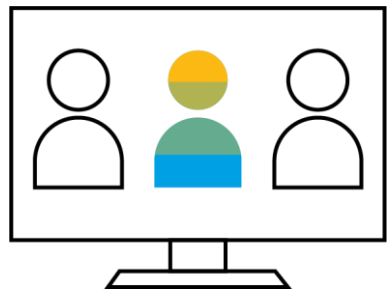
Loved like the world’s best brands

DEMO

Employee Lifecycle



Summary HR Document Generation Workflow



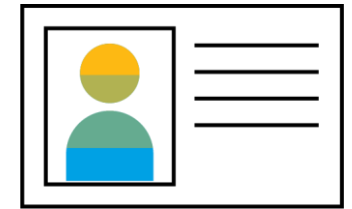
Choose an Employee



Select prepopulated template



Get electronic signatures



Digital Employee Record

DocuSign Agreement Cloud value proposition



SPEED

Accelerate business outcomes

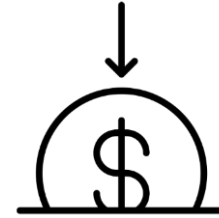
- Time-to-value
- Incremental sales
- Cashflow, liquidity, and need for financing
- Operational responsiveness



RISK

Reduce operational and compliance risk

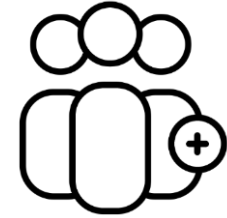
- Business process visibility
- Operational uptime
- Data integrity
- Contract and regulatory compliance



COST

Save time, money, errors, & waste

- Workforce productivity
- Direct costs
- Error and loss rate
- Water, energy, CO₂ and paper



EXPERIENCE

Improve the user experience

- Conversion rate
- Completion rate
- Retention rate
- Brand sentiment

The background of the image is a night sky filled with a dense field of stars, likely representing a constellation. In the foreground, the dark green, silhouetted tops of several tall pine trees are visible against the starry sky. A white rectangular border is centered on the image, enclosing the text.

**DocuSign
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Grazie

DocuSign®