

## About HRWorX and Their Products

We spend a lot of our lives writing our name, address, phone number and other information on forms that get filed away and never seen or used again. There's no escaping that large amounts of productivity is lost around the world every time people have to rewrite information, data is manually keyed into a computer, and paper forms are handled and shipped around for storage or reference. HRWorX, a Northern Virginia company, is helping revolutionize data collection.

### The Initial Motivation for HRWorX

HRWorX was founded with the mission to help the government go paperless. Their initial effort centered on the Entry-On-Duty (EOD) process, the government's term for onboarding. EOD often requires a new hire to fill out 30 forms with large quantities of repetitive information. HRWorX developed a SaaS application, *EODonline*, that walks a new hire through a series of dynamic questions to quickly fill out all forms, in a single interview session. The questions adapt based on answers and data supplied. For instance, any data already collected through this electronic application system, like their name, is prepopulated and any additional information required from the applicant is asked for only once. Just like TurboTax™ with their logical interview process that shortens the time it takes to complete your taxes and improves the accuracy, *EODonline* uses a similar interview process that can skip questions or portions of forms when they don't apply to a user and can eliminate errors or incomplete forms through data validation.

*EODonline* also increases productivity for government HR administrators by not having to manage paper forms and pass them back and forth between supervisor and applicant. The system can send notifications when another party needs to review or complete a form, which they can do by opening their web browser and logging in.

Tracking the progress of any new hire can be done quickly through a dashboard, allowing the administrator to make sure all forms are completed and submitted on time. *EODonline* can also integrate with any downstream system from payroll to HR platforms to populate data. With clients like TSA, HRWorX is onboarding 2,000 employees per month in 450 locations around the US 100% paperless and in a fraction of the time for the new hires and administrators at TSA.

### Moving Beyond Onboarding

HRWorX partners with the National Technical Information Service (NTIS), a component of the Department of Commerce, to provide *EODonline* and many other services to government agencies. NTIS plays a huge role in the Federal Government by handling hosting, security, and technical services other agencies require.

For a brief period of time, NTIS was allowed to form Joint Venture partnerships with private sector companies. HRWorX was the only one selected in the HR line of business before the window shut. With NTIS as the lead partner, agencies can make acquisitions on a "government to government" basis allowing them to skip all the typical proposal processes required by the government. With one

signature on an Interagency Agency Agreement (IAA) an agency can get HRWorX's products and services. Typical procurements have to wait for an RFP and go through months of a selection process using the contracting arms of their agencies.

HRWorX is moving beyond *EODonline* to tackle the government's annual financial disclosure process. Large amounts of time are wasted on shipping paper to and from reviewers and filers, not to mention the filers time spent filling out the form from scratch every year and administrators managing thousands of filer's paperwork. HRWorX's *FDonline* has completely revamped the process saving millions for government agencies after their initial pilot year in man-hours and direct shipping costs, now with 46,000 government officials using the system to file their forms.