

# Conversion Solutions



Financial Industry Solutions

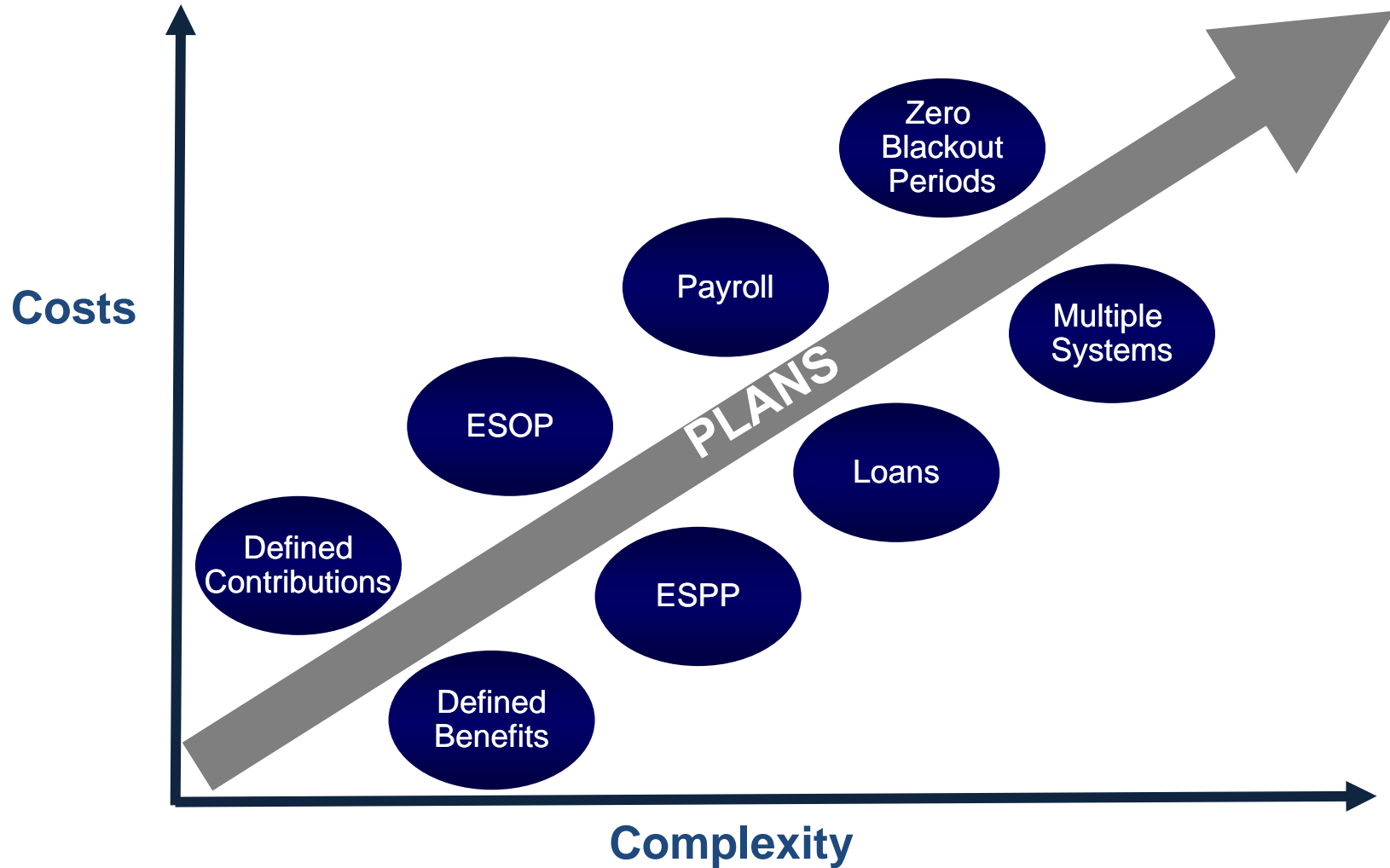


# Conversion Challenges

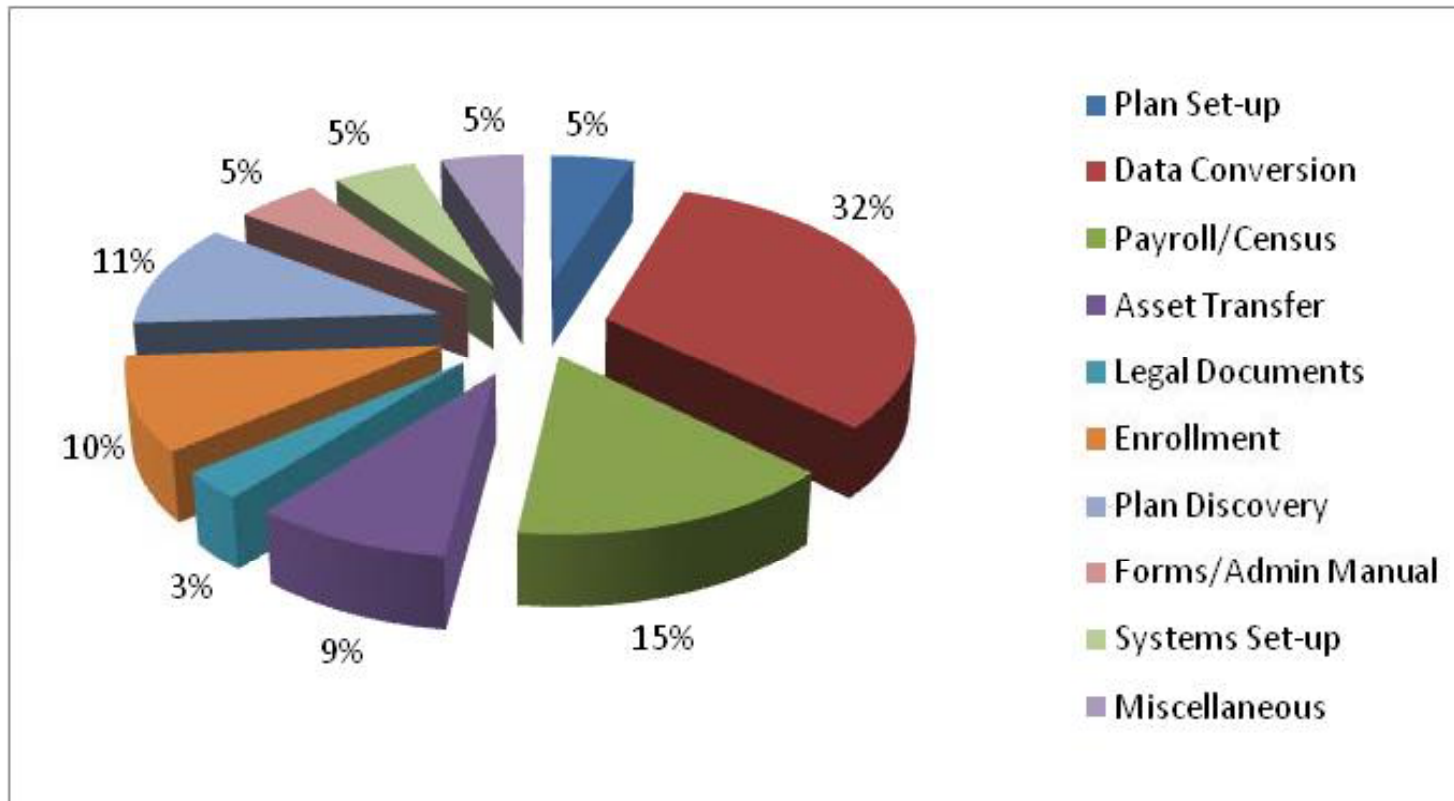
- Plan sponsors desire no-blackout conversions
- When books of business are purchased, data conversion and plan set up over a weekend is typically the desired approach
- Plan conversions tend to be “bunched” at quarter and year ends causing limits to the business that can be on-boarded
- Plan sponsors prefer a staged launch whereby employees can access web-sites, call centers, and personalized information prior to the go-live date
- Plan designs, rules and investment line ups often change at conversion requiring new communications, plan rule modifications, and an effective investment transition plan
- Plans often add new features and benefits at the point of conversion, needing unique employee communications to explain the new options that are available



# Conversion Costs vs. Complexity



# Conversion Tasks Segmentation



# Conversion Solutions

- **Data Conversion**
  - Convert financial and participant data
- **Payroll Interface Conversion**
  - Convert payroll layouts currently in the prior recordkeeper's format to the new recordkeeper's format.
- **Plan Set-up**
  - Create all necessary transactions to be uploaded to recordkeeper's system, based on plan documents

Leveraging our proprietary expert system software, we can provide the technology, processes and people to execute conversions in less time and at less cost



# Features and Functions

- **Business wizards**
  - Business intelligent wizards automate tasks such as fund splitting, enrollment processing and loan processing
- **Business-specific rules**
  - Easily incorporated into the BIM
- **Intelligent data and field recognition**
  - Eliminates tedious data interaction steps during data feeds, data transformations, test case scenarios, data extraction
- **Translation tables**
  - Allows for simple mapping of data fields
- **Data validation**
  - Reduces rework and ensures that data is clean before transfer downstream
- **Task automation**
  - All data extraction, mapping, and conversion tasks can be automated



# Features and Functions

- **Format agnostic**
  - Flexibility to import source data (including ASCII, Binary, XML, databases and spreadsheets, Copybooks) simultaneously and export to single or multiple destinations
- **Customizable templates**
  - Increase efficiency and eliminate rework
- **Test data generator**
  - Automatic at the touch of a button
- **Sophisticated report parser**
  - Possible for reports to be used for reconciliation or data input
- **Reconciliation reporting**
- **Full set of standard and user customizable reports**
- **Compliance**
  - Performs Patriot Act data checking, exception identification, and conformance validation

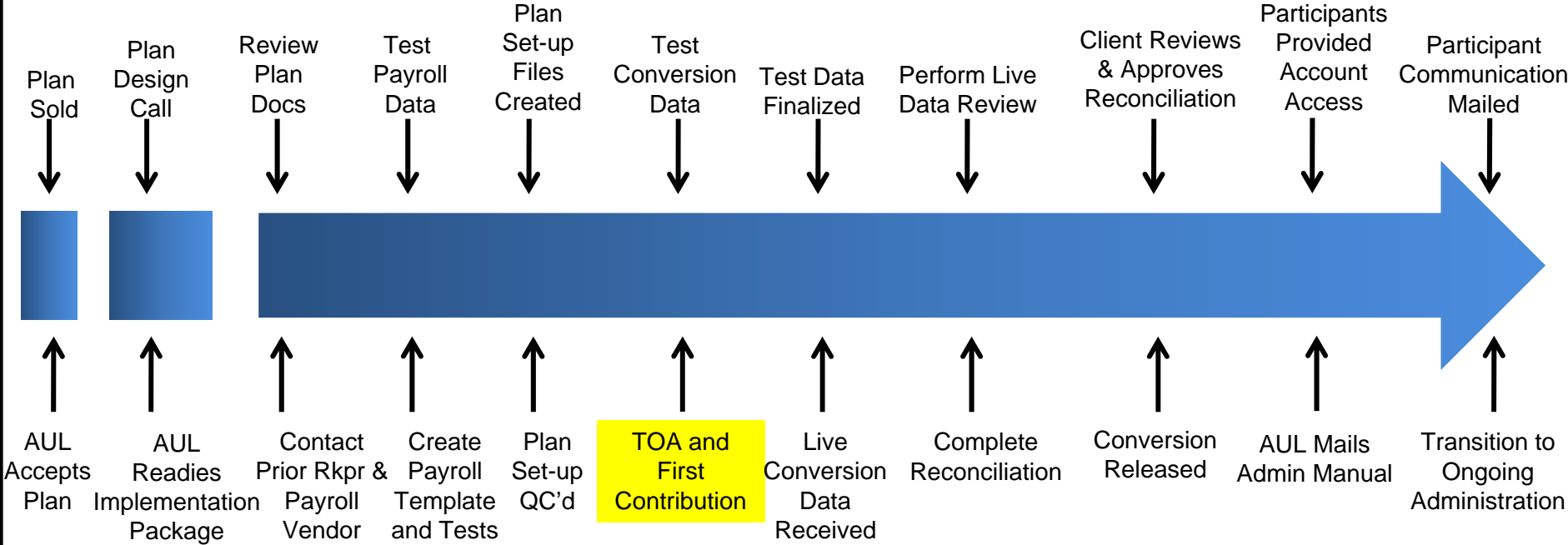


# Value Proposition

- Enable clients to maintain focus on core competencies
- Enable clients to pursue business unobstructed by conversions
- Partner with clients to take on technical aspects of the conversion process to multiple platforms, including zero blackout
- Standardize and automate plan definition, and set-up process
- Maintain client control of conversions
- Greater leverage of existing staff
- Reduce cycle time and cost of conversions



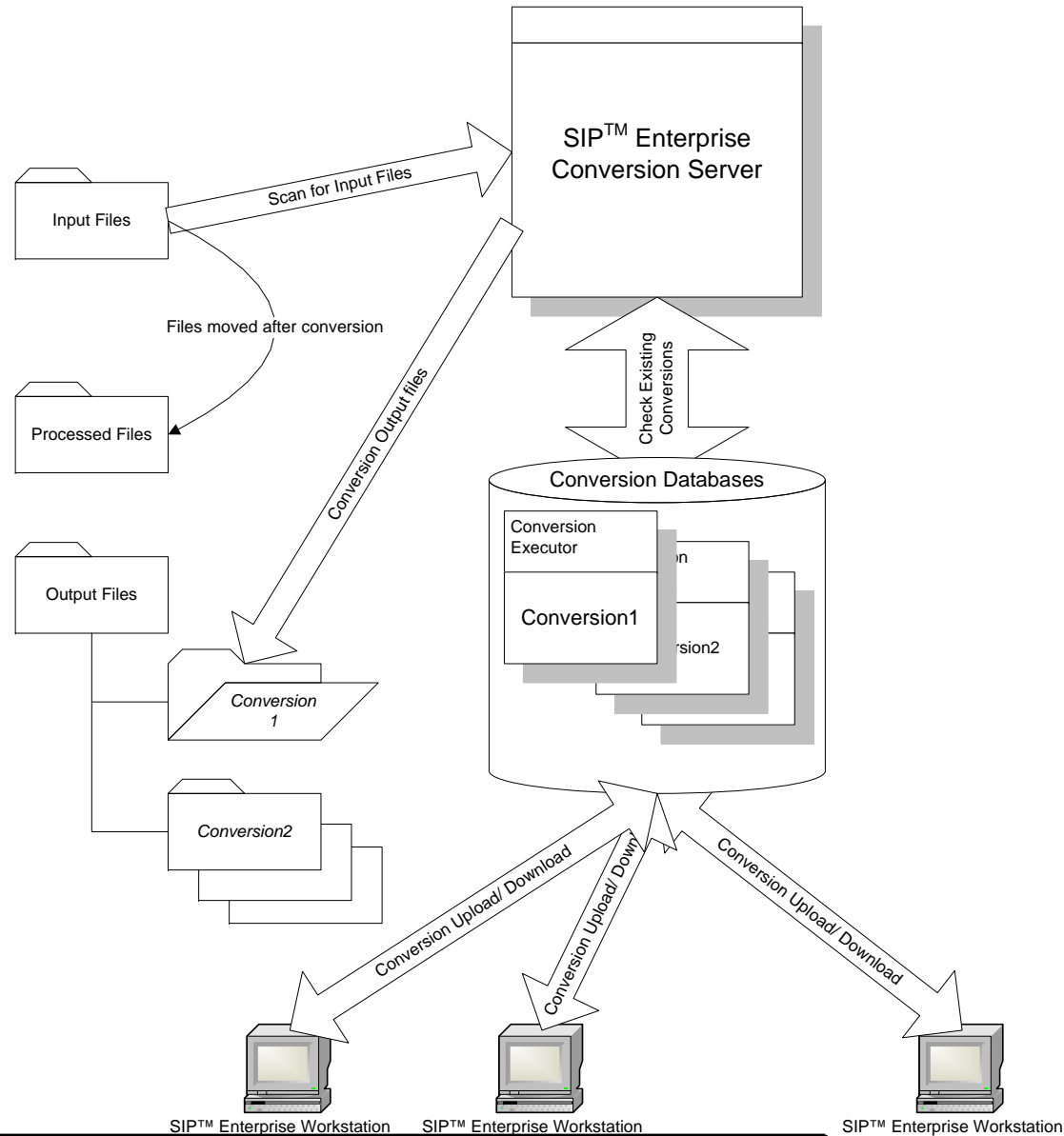
# Conversion Sequence



All dates are based on Transfer of Asset date; any changes to this date affects all other dates



# Conversion Technical Architecture



# Defined Contributions/Defined Benefits Client Success Story # 1

## Challenge

- Mostly manual, error-prone new business DC conversion process → forced extensive time-consuming and costly rework
- Multiple, insufficient tools and solutions required too much custom coding and training/retraining
- Conversions took too long, cost too much and consumed too many resources

## Solution

**SIP™ Enterprise**

## Results

- ✓ Reduced staff from **14** developers to **0!**
- ✓ Over 4X conversion capacity
- ✓ Eliminated rework, retraining costs, and standardized on one platform
- ✓ SIP is being used for Defined Benefits now, as well
- ✓ Saves over \$1M/year



# Global Financial Services Client Success Story # 2

- Challenge**
- Required to transform, reconcile and feed mission-critical data from 1000+ payrolls/day to downstream systems for further processing and archival
  - Required to consolidate across organizations
  - Required scalability to support growth

**Solution**      **SIP™ Automated Conversion Server**

- Results**
- ✓ More than *DOUBLED* client processing capacity
  - ✓ Became standard conversion environment
  - ✓ Expanding to 2000+ clients/day



# Global Banking Technology

## Client Success Story # 3

### Challenge

- Speed mining of test data and create custom test scenarios for multiple business units
- Cross-platform standardization
- Reduce time and effort to test new or newly developed applications -- that is, faster QA testing
- Ensure compliance with the Gramm-Leach-Bliley Act (GLBA) to safeguard the privacy of clients' non-public personal information (NPPI)

### Solution

**SIP™ Enterprise**

### Results

- ✓ Much faster application testing process
- ✓ Dissociate client data easily and restrict internal access to NPPI
- ✓ Client privacy ensured and compliance with GLBA



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