

CHRM Offers Solutions for Organizations of All Sizes

Under development for the past 18 months, BroadVision on Demand's B2E offering CHRM™ (pronounced "charm") is the first 21st century human resource management solution (HRMS) optimized for 21st century enterprises. (For more information on BroadVision on Demand, see [CEO Dr. Pehong Chen's letter](#).) CHRM will help them more effectively manage a complex global workforce in order to compete more successfully in an integrated world economy.

Anchored on myCHRM™, an easy-to-use, personalized self-service portal environment, CHRM provides unparalleled visibility and agility for all participants of the extended enterprise. It enables them to collaborate more productively in each phase of the workforce management lifecycle, elevating human assets into a strategic competitive advantage for the corporation.

The CHRM solution set—consisting of 060, 120, 240, and 360 as complementary and seamlessly upgradeable offerings—is specifically designed and right-sized to satisfy the varying HRMS needs of diverse organizations — from emerging startups and small-to-medium-size enterprises (SMEs), to established multinationals, and everyone in between.

- *CHRM*060*—Very affordable, highly reliable, easy-to-use HRMS for emerging enterprises.
- *CHRM*120*—Accurate and flexible workforce compensation management ideally suited for both emerging and established enterprises.
- *CHRM*240*—Comprehensive on-demand HRMS with integration into existing compensation processing systems.
- *CHRM*360*—Comprehensive on-demand HRMS for established national or global enterprises, as well as fast-growing regional or emerging enterprises.