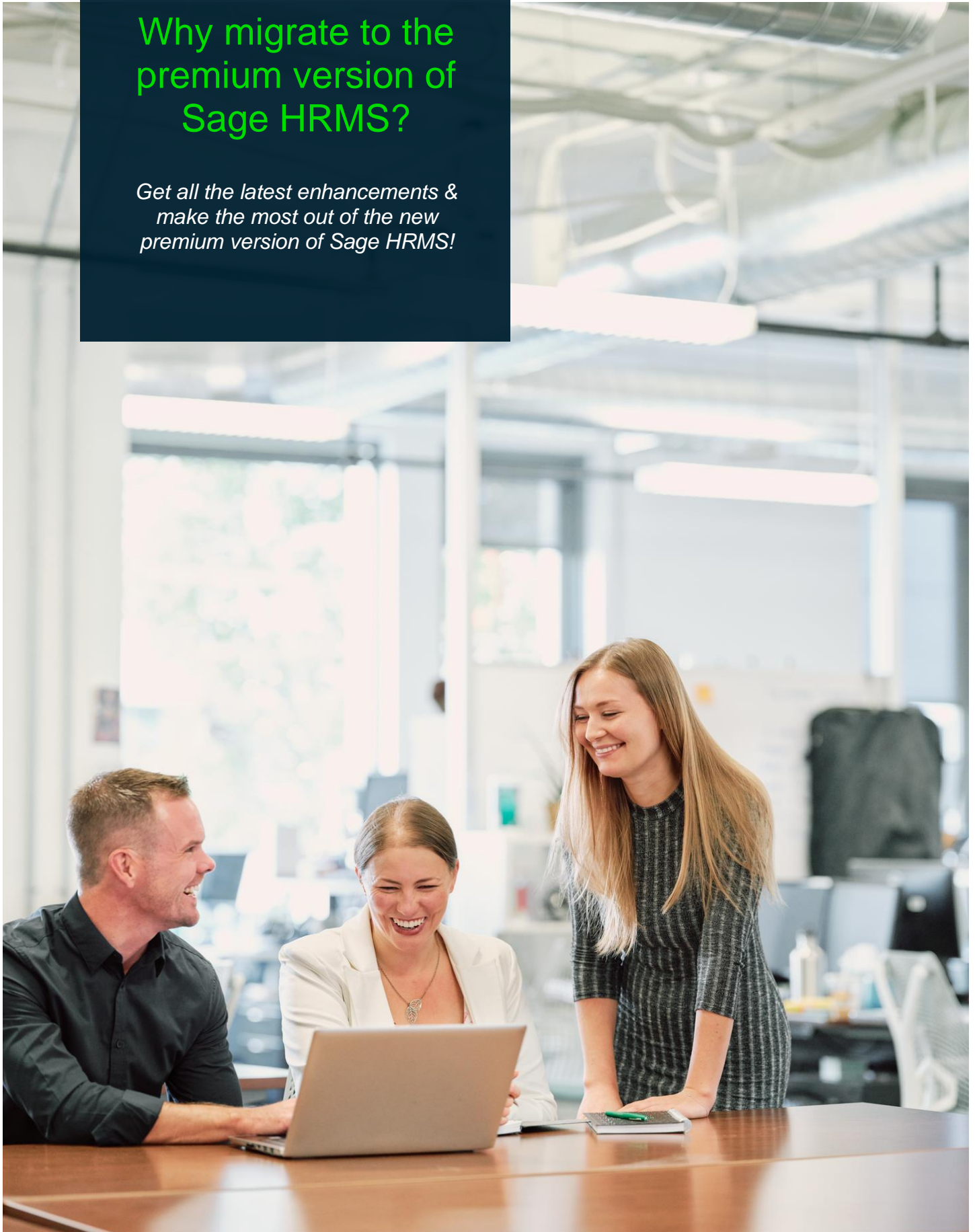


Why migrate to the premium version of Sage HRMS?

Get all the latest enhancements & make the most out of the new premium version of Sage HRMS!



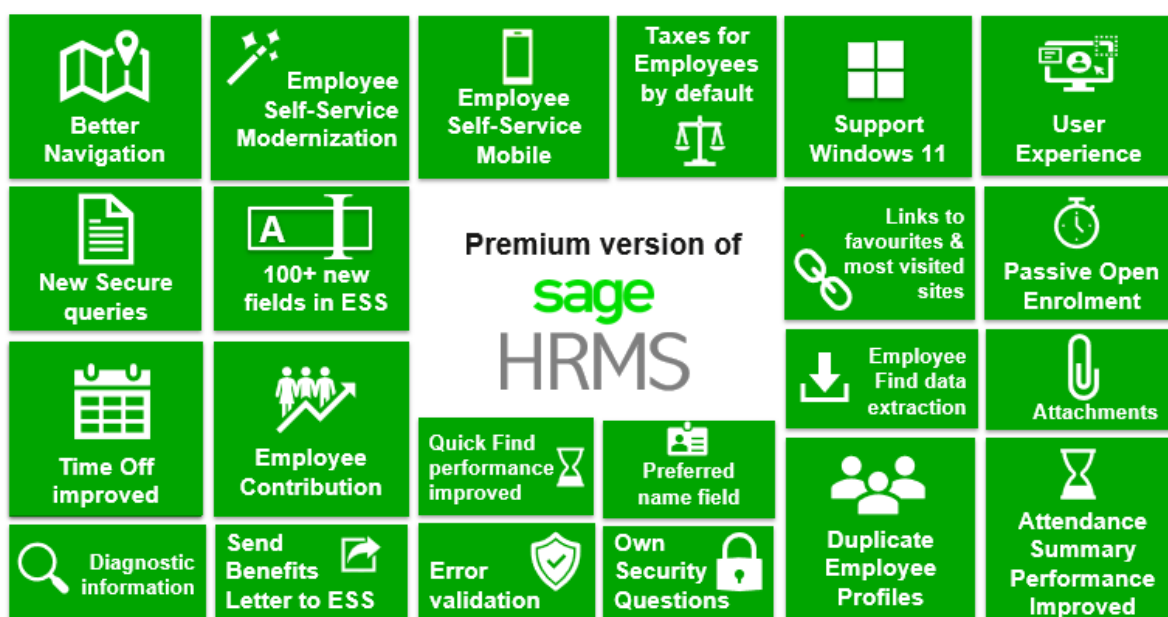
What is the premium version of Sage HRMS?

This is the new version of Sage HRMS which offers you many new features and enhancements that are not available in the existing version¹ of Sage HRMS. The new premium version has an on-premise subscription model – this model allows Sage to focus on more efficient incremental development, making investments in new functionality, enhancements, and product technologies to improve its longevity and scalability.

What are the benefits of moving to the premium version of Sage HRMS?

- Automatic access to the latest version of the software.
- The annual subscription includes maintenance and support plus the new improvements.
- No additional costs for business care plans, this is already included in your subscription (Online Support, On-demand appointments, Anytime Learning course and Private tutor session).
- Annual system check.
- Branding & user experience updates for HRMS and ESS and integration links – new color scheme, login page and home page.
- Automatic access to My Workforce Analyzer. Click [here](#) to learn more.
- Get access to all the new enhancements which are exclusive to the premium version.
- Obtain a multi-year loyalty discount² just for being an active existing Sage HRMS customer.
- 50% off on HRMS Training through Sage University.
- 40% discount on Aatrix Tax Service packages.

A quick look of some of the new features and enhancements only available in the premium version of Sage HRMS



¹ Sage HRMS perpetual now referred as the existing version of Sage HRMS.

² Obtain a loyalty discount in the first year of migration and also in a couple of renewals. (See discounts table in page 3)

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Migration Process

The following information will help you to understand how the migration process works and what you are eligible for.

1. Summary/Conditions

- As a customer of the existing version³ of Sage HRMS, you are offered a multi-year loyalty discount for moving to the premium version⁴. This discount is valid for any perpetual item on the HRMS price list that you own at the time of migration.
- Only customers from the existing version of Sage HRMS with an active Maintenance & Support (M&S) plan are eligible for the loyalty discount.
- The effective loyalty discount rate will apply depending on the period of the migration. It will decrease 10% approximately every year, so the sooner you migrate, the better benefit you get. The exact percentage is subject to change but is estimated as follows:

Period	Discount %
Until March 31, 2022	45%
April 2022 to March 2023	40%
April 2023 to March 2024	34%
April 2024 to March 2025	27%
April 2025 to March 2026	18%
April 2026 to March 2027	8%

Example: If you are moving from the existing version of Sage HRMS to the premium version in May 2022, then you get a Loyalty Discount of 40% on the perpetual items you already have at the time of migration.

- The discount is only available for products of the existing version of Sage HRMS with active M&S plans that are migrated to the new premium version. The discount does not apply to current modules of the premium version (i.e., not applicable for *Sage OrgPlus Realtime*, *Sage Time & Attendance (SaaS)*⁵ and *Sage Benefits Messenger*).

³ Sage HRMS perpetual now referred as the existing version of Sage HRMS.

⁴ Sage HRMS Subscription now referred as the premium version of Sage HRMS.

⁵ Customers that move from Sage Time & Attendance perpetual to Sage Time & Attendance SaaS are eligible for the Loyalty Discount.

Example: If you are currently paying M&S for “HRMS” core and Employee Self-Service “ESS” but also have the premium version of “Sage Benefits Messenger.” When you migrate completely to the premium version, you will get a Loyalty Discount for HRMS core and ESS but no discount on Benefits Messenger.

- An employee count increase to a migrated premium customer that is on the loyalty discount will be prorated until the end of the term of that subscription and will receive the loyalty discount in effect at that time of the order.

Example: If you migrate to the premium version and are eligible for the loyalty discount. 6 months after migrating, you increase the employee count by 50 employees. This increase will be prorated for the time remaining until renewal and is eligible for the Loyalty Discount that is in place at the time of the new order.

- If you as a customer from the existing version moves to the premium version (with Loyalty Discount) but add a new subscription item (Sage or Sage Endorsed Modules⁶) at the point of migration or later, the new items are not eligible for the discount.

Example: If you migrate to the premium version and are eligible for the loyalty discount. 6 months after migrating, you decide to add HR Actions. This new Sage endorsed module is not eligible for the Loyalty Discount, so you will pay list price for HR Actions. This new module is treated as a new subscription and will have its own renewal date based on this order.

- You can receive a credit for any prepaid M&S. So, you do not need to wait at the point of the renewal to migrate. Your new subscription license will start on the day order is placed.

Example: If you as an active existing customer renewed your HRMS M&S in December 2021 and wants to migrate to the premium version in May 2022, you have already paid for 12 months upfront, 5 months have passed, and you still have 7 months remaining on their original Sage M&S. Therefore, you will receive a credit for 7 months towards your migration billing on the new subscription.

- This discount will not impact any renewals under the subscription plan, which will be done based on the price list and the Loyalty Discount applicable for the respective renewal year.

2. Quoting & Order process

Your Sage Business Partner or Sage Account Manager can help you to answer any questions pertaining to migration pricing and create a quote for you. The loyalty discount will be applied if you are eligible to and also a credit for any prepaid M&S will be calculated if you are not migrating at the point of your current renewal date.

Please bear in mind that:

- No other promotional discounts can be combined with this loyalty discount.

⁶ Independent software vendor (ISV), such as Time and Attendance, HR Actions, Alerts & Workflow and iRecruit.

- Pre-paid M&S is estimated based on your migration date and may vary depending on when you sign the order and payment is received to allow the order to be processed.
- Once you have signed your order, it will be billed directly to you. So, you are required to provide a Bank Account or a Credit Card for the migration to be processed.
- Orders for the premium version of Sage HRMS are not eligible for net terms or wire transfers.

3. Activation

- Activation keys normally remain the same. However, if the software keys change, new keys for Sage product are emailed to the authorized contact that you provide.
- Third Party keys for Sage Endorsed Modules will be provided to your authorized contact by the Sage Endorsed Partner.

4. Changes to Account/License

- New Sage Endorsed Modules: If you would like to add new modules after your migration, the price for those new modules will be based on the current list price at the time of the purchase and would not be eligible for the loyalty discount.
- Increases in employee counts and plug-ins/add-on modules to existing discounted subscriptions: Changes to the employee count and add-on modules to existing discounted subscriptions can be made after migration and will be processed under the loyalty discounted price.

Example: If you would like to increase the employee count to any module that was existing when you migrated, it will qualify for the Loyalty discount when your subscription is renewed.

5. Renewals

- Renewals of the premium version of Sage HRMS are automated.
- Our system will automatically renew using the specified method you provided (credit card or bank information).
- Please contact our Sage Retention team for changes in your payment method or questions regarding renewal pricing.