

## IRIS Cascade – Pricing Document

IRIS Cascade offers an affordable, annual subscription for our cloud-based system. The subscription cost varies as it is based on the number of employees you have, and the modules you decide to invest in. The benefit of this pricing model is that it can save you the concern of a high upfront license fee at the beginning of the contract.

The software is more cost-effective and accessible for organisations of all shapes and sizes. Budgetary sign off can be more comfortable, too, as any initial charges are kept to more manageable levels, and your investment can be budgeted across several financial years.

IRIS Cascade pricing is based on two core elements:

- Cascade Cloud subscription
  - Ongoing annual Cascade Cloud licence subscription costs – also incorporating support and ongoing maintenance
- Professional Services Implementation
  - One-off initial setup and implementation costs. These include elements such as: project management, configuration, data migration and training

Pricing as follows:

### Year 1 Pricing

#Employees	150	250	400	750	1,000
Cascade Cloud subscription*	£12,415.08	£16,180.75	£21,829.25	£35,009.08	£42,875.66
Professional Services implementation**	£26,263.88	£26,263.88	£26,263.88	£26,263.88	£26,263.88
<b>Total</b>	<b>£38,678.96</b>	<b>£42,444.63</b>	<b>£48,093.13</b>	<b>£61,272.96</b>	<b>£69,139.54</b>

#Employees	2,500	5,000	7,500	10,000	
Cascade Cloud subscription*	£88,501.32	£159,360.98	£214,692.30	£290,215.70	
Professional Services implementation**	£26,263.88	£26,263.88	£26,263.88	£26,263.88	
<b>Total</b>	<b>£114,765.20</b>	<b>£185,624.86</b>	<b>£240,956.18</b>	<b>£316,479.59</b>	

### \*Subscription:

- Standard provision includes: HR system, Self-service, MyCascade app, Training Manager and Workflow Designer module
- IRIS Cascade licences increase in bandings; of, 25 employees (<1000 licences), 50 employees (1000 – 2500 licences), 100 employees (2500 – 5000 licences), and 500 licences (>5000 licences). Please contact us and we will provide more precise costs based upon your exact employee numbers
- Additional modules available: (annual fee, subscription only)

#Employees	150	250	400	750	1000
Payroll	£3,493.66	£4,617.12	£6,302.32	£10,234.46	£12,592.92
Auto Enrolment	£1,581.83	£2,033.56	£2,711.16	£4,292.23	£5,196.46
Group Timesheets	£1,581.83	£2,033.56	£2,711.16	£4,292.23	£5,196.46

#Employees	2500	5000	7500	10000	
Payroll	£26,285.83	£47,599.55	£64,395.94	£87,066.39	
Auto Enrolment	£10,392.92	£18,299.77	£23,947.97	£32,533.20	
Group Timesheets	£10,392.92	£18,299.77	£23,947.97	£32,533.20	

### **\*\*Implementation**

- IRIS Cascade projects vary in timescale in the same way that our customers vary in size, complexity, location, and requirement. Our customers range from those with hundreds to thousands of employees, can be single, multi-site or international and may choose any combination of modules.
- A typical project lasts 5 months from initiation, but can range from 2 months to 18 months depending on the customer, their requirements, phases etc.
- Professional Services daily rates are:
  - On site: £1,400 per day
  - Remote: £1,100 per day

Should you wish to buy IRIS Cascade and IRIS Recruitment (IRIS Networx) together, the cost for the Recruitment module is as follows:

### **Core ATS System**

The core ATS System enables you to manage vacancies and candidates.

SME 1 - Up to 50 Vacancies	£3,750
SME 2 - Up to 100 Vacancies	£5,250
Core 1 - Up to 150 Vacancies	£7,500
Core 2 - Up to 250 Vacancies	£9,500
Core 3 - Up to 500 Vacancies	£11,500
Core 4 - Up to 750 Vacancies	£14,995
Core 5 - Up to 1000 Vacancies	£19,995
Core 6 - Up to 1500 Vacancies	£24,995
Core 7 - Up to 2000 Vacancies	£31,200

## Additional Modules

There are a number of additional modules available to compliment the core ATS, which are customer specific depending on your needs such as onboarding, online testing, video interviews, CV parsing to name a few.

## Implementation and Training Costs (one off cost)

SME 1 - £1,800 (up to 50 vacancies)	SME 2 - £2,520 (up to 100 vacancies)	Core 1 - £3,600 (up to 150 vacancies)
Includes: 42 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>1 x training session</li> <li>50% SME Discount</li> </ul>	Includes: 42 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>1 x training session</li> <li>30% SME Discount</li> </ul>	Includes: 42 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>1 x training session</li> </ul>

Core 2 - £3,600 (up to 250 vacancies)	Core 3 - £5,200 (up to 500 vacancies)	Core 4 - £6,300 (up to 750 vacancies)
Includes: 42 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>1 x training session</li> </ul>	Includes: 42 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>2 x training sessions</li> </ul>	Includes: 67 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>2 x training sessions</li> </ul>

Core 5 - £7,050 (up to 1000 vacancies)	Core 6 - £7,050 (up to 1500 vacancies)	Core 7 - £8,100 (up to 2,000 vacancies)
Includes: 67 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>2 x training sessions</li> </ul>	Includes: 67 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>2 x training sessions</li> </ul>	Includes: 67 hours of professional services time, including: <ul style="list-style-type: none"> <li>1 x consultation session</li> <li>2 x training session</li> </ul>

## Recruitment Services

Campaigns	Advertise	Attract or Manage	Attract and Manage
3 - 5	£275 (min 5)	£795 (min 3)	£1,610
6 - 9	£275	£770	£1,335
10 - 14	£275	£745	£1,165
15 - 20	£265	£720	£990
21 - 30	£265	£695	£935
31 - 40	£265	£670	£905
41 - 60	£250	£645	£865
61 - 89	£250	£620	£855
90+	£250	£595	£810