

Cornerstone HCM

Service offering G-Cloud 15

Created December 2025

About DXC

DXC at a glance

\$12.87B

FY25 revenue

60+

years of innovation delivering mission-critical systems for customers

120,000+

employees worldwide

70+

countries

50,000

Engineers

200

customers in the Fortune 500

200+

partner ecosystem with best-of-breed partners

49,000

Partner certifications

Why DXC for Public Sector

Trusted to 'get it done in in Government'

Unrivalled track record: 280 total clients, serving >30 clients for over 20 years

Transformation Tools and Methods

Accelerators, tools and methods that accelerate and de-risk transformation

Public Sector Outcome Solutions

Solutions for policy domains drawn from DXC global Public Sector and adjacent Commercial sectors at the leading edge

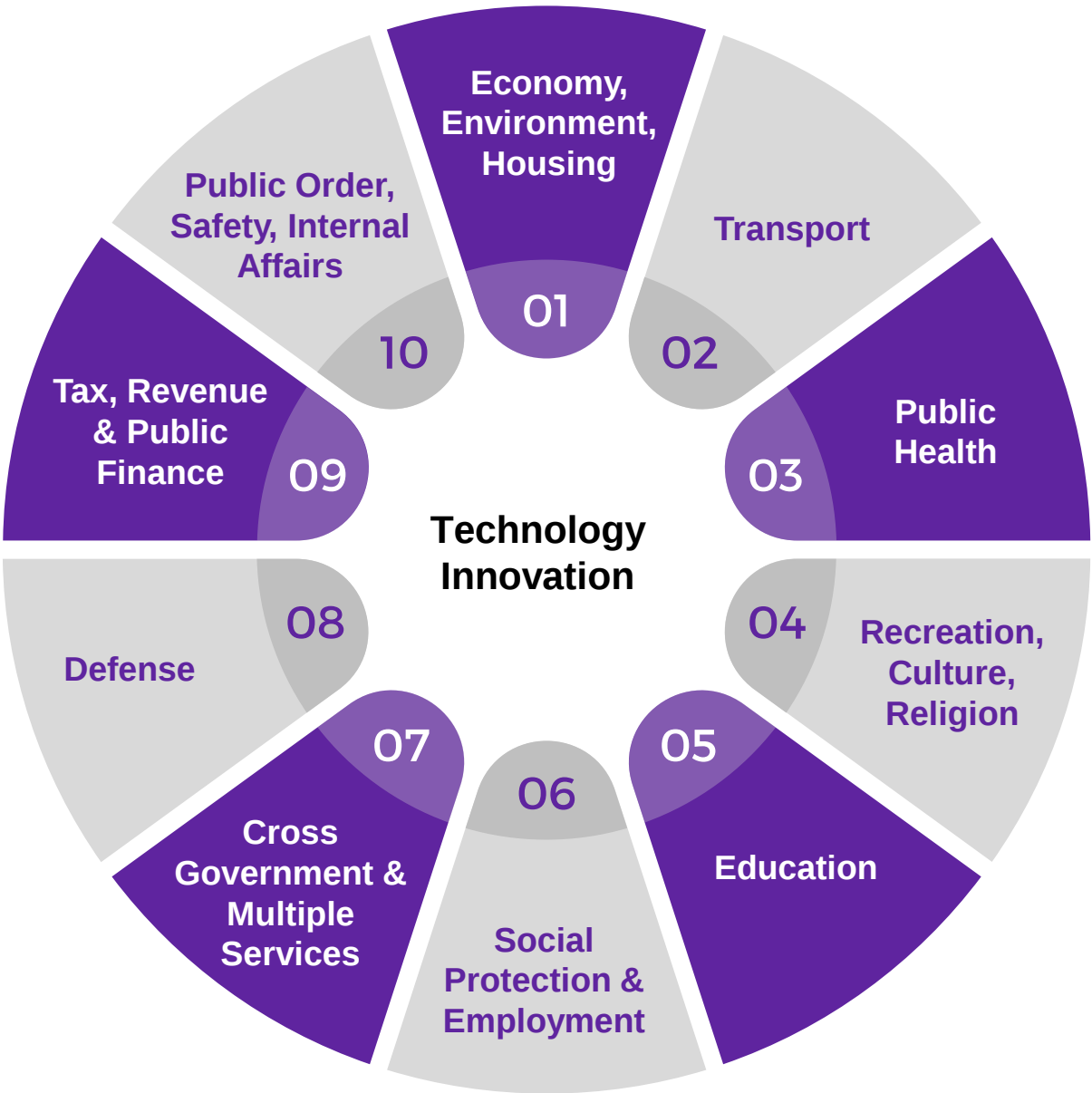
Secure Sovereign Solutions

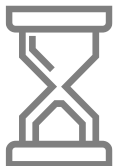
Solutions for AI and Engineering that meet Governments' demanding Security and Sovereignty requirements

Our People

20,000 employees with a focus on Public Sector, many with security clearance and a Government background

280 Public Sector clients trust DXC as their partner for digital transformation and mission-critical services



 50 years Unrivalled heritage, with clients of 50 years' standing	 280 Clients across the public sector in 25 countries
 3m Government employee salaries processed p.a.	 160bn Tax collected by DXC systems or operations p.a.
 24 Government clients use DXC DevSecOps Platforms	 20+ GenAI projects in production in 2024 for public sector clients
 24 University research and development partnerships	 +300 Small and Local Partners introduced to ecosystem

Environmental, social and governance performance

Environmental

Advancing the sustainability of our operations and IT services while assisting our customers to become more sustainable

- ✓ The SBTi has approved DXC's near-term science-based emissions reduction target to reduce Scope 1 and 2 emissions by 65% by FY30 against our FY19 baseline
- ✓ 68% reduction in Scope 1 and 2 greenhouse gas emissions in FY23, from FY19 baseline
- ✓ 57% reduction in energy consumption in FY23, from FY19 baseline
- ✓ 57% of electricity procured from renewable sources
- ✓ 99% of e-waste processed through our recycling and

Recognised by Newsweek as one of America's Greatest Workplaces for 2025



Named to Newsweek's list of America's Most Responsible Companies 2024 for environmental, social and corporate governance performance

Social

Building a diverse, inclusive, value-based, and people-first culture based on equitable practices, employee perspectives and community stewardship

- ✓ Established 20 Employee Resource Groups to support inclusion and belonging
- ✓ Partnering with diversity groups to increase diverse hiring
- ✓ Launched global career development programs for women
- ✓ Improved inclusivity of employee benefits offerings
- ✓ Employees completed 4M training hours via DXC Learning
- ✓ Donated \$6M to more than 1,000 global causes
- ✓ Implemented employee feedback surveys to continually strengthen our company's culture

Achieved a top score of 100 in the 2025 Disability Equality Index



Awarded a silver medal by EcoVadis in 2024 for outstanding sustainability performance

Awarded Prime status by ISS ESG to recognise DXC for fulfilling ambitious absolute performance requirements



Governance

Instilling trust and garnering respect among the stakeholders we serve through transparent leadership, to drive sustainable growth

- ✓ Leadership by experienced and engaged directors and the board's key committees
- ✓ 50% of directors are from traditionally underrepresented racial/ethnic minority groups, and 30% of directors are female
- ✓ Robust ethics program with proactive audit and risk assessments
- ✓ Continual investment in information security and data privacy to aggressively maintain best-in-class assurances



DXC discloses its ESG performance in alignment with preferred ESG frameworks, including SASB, TCFD, CDP and GRI, and in adhering to their principles. UN Global Compact Signatory since 2017.

Product description



cornerstone

Cornerstone



Cornerstone covers many aspects of the “employee lifecycle” from hiring through learning, development, performance and retention.

Recruiting & Onboarding: applicant tracking, candidate management, recruiting workflows, onboarding for new hires.

Learning & Development / LMS & LXP: training and development: e-learning, instructor-led courses, virtual classrooms, compliance training, skill-building, content management, mobile learning, and personalized learning paths.

Performance & Talent Management: performance reviews, goal-setting, continuous feedback, competency tracking, development plans, career progression, talent mobility, succession planning, and internal talent pools.

Core HR / Human Capital Management (HCM): managing employee data, compliance, workforce administration globally (including across multiple locations / regulatory environments), with a unified HR data model.

Workforce Planning, Analytics & Talent Intelligence: analytics dashboards, workforce insights, skills data, predictive and prescriptive analytics to support hiring, retention, upskilling and strategic workforce decisions.

Cornerstone is the global leader in workforce agility solutions

7,000

customers

140 million

global users

4,000

employees

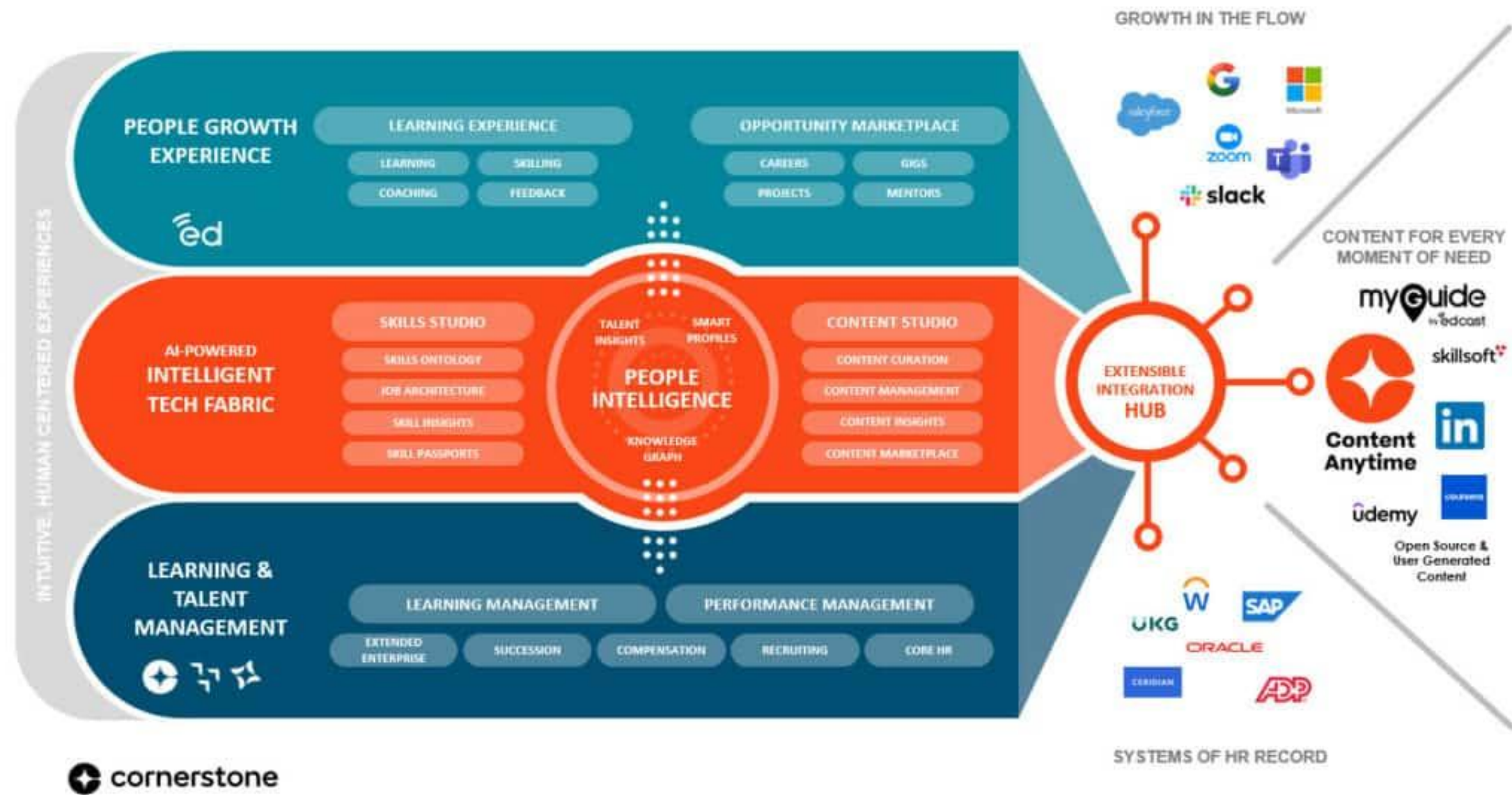
3 seconds

is the frequency at
which a course is
accessed

30 million

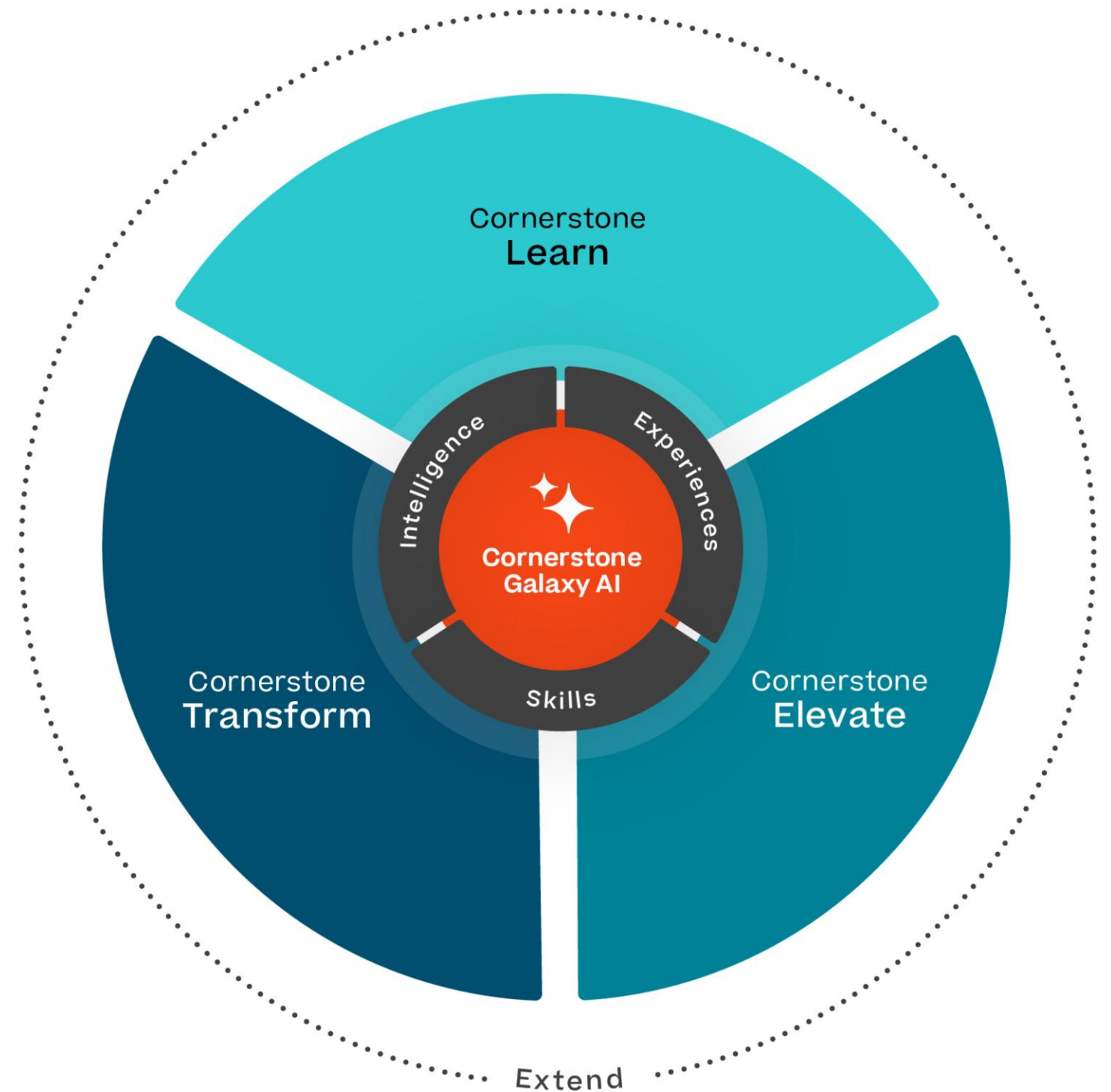
learning hours per
month

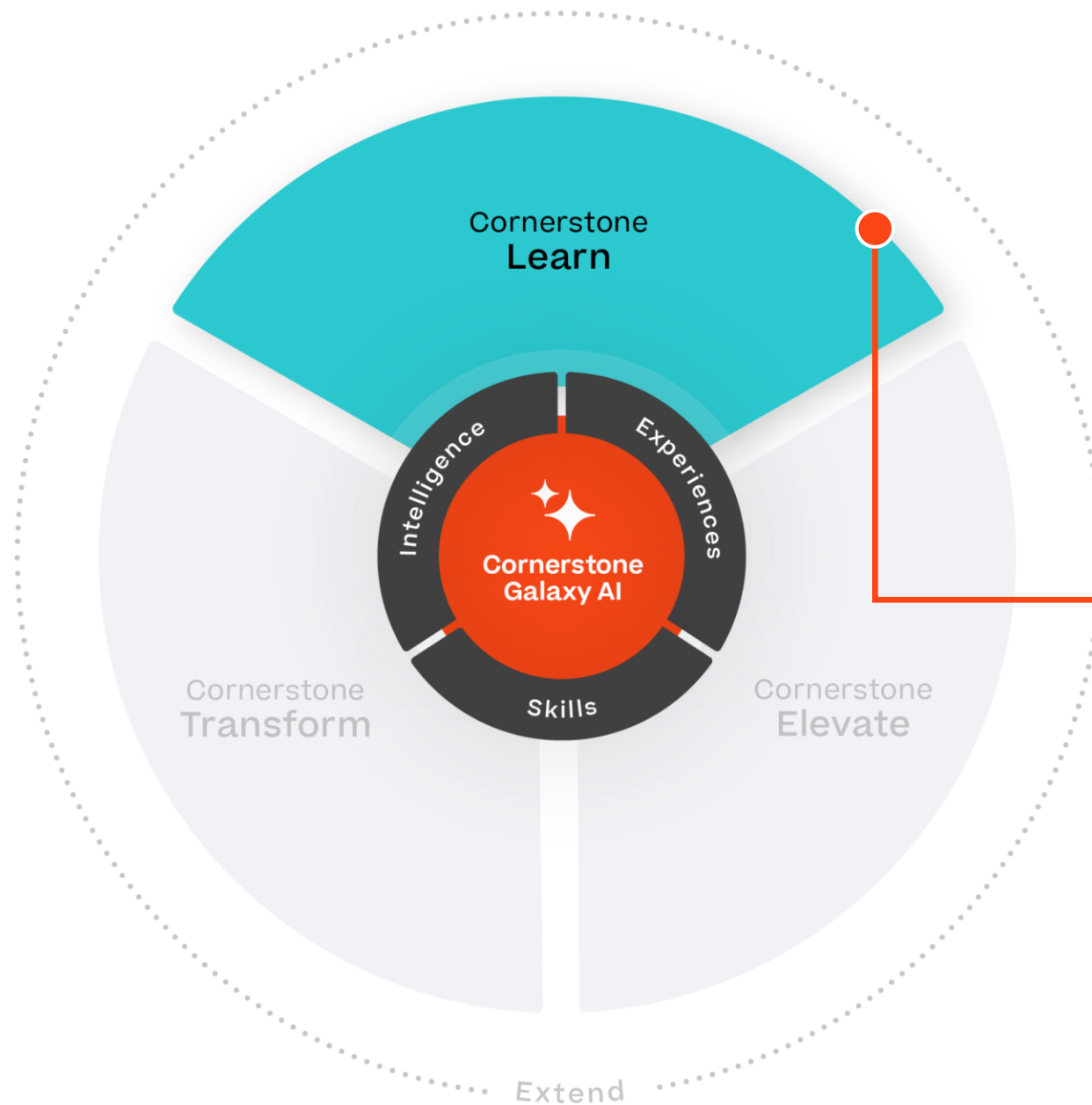
Cornerstone HCM



Cornerstone Galaxy

The complete AI-powered workforce agility platform that builds high-performing, future-ready people and organizations.





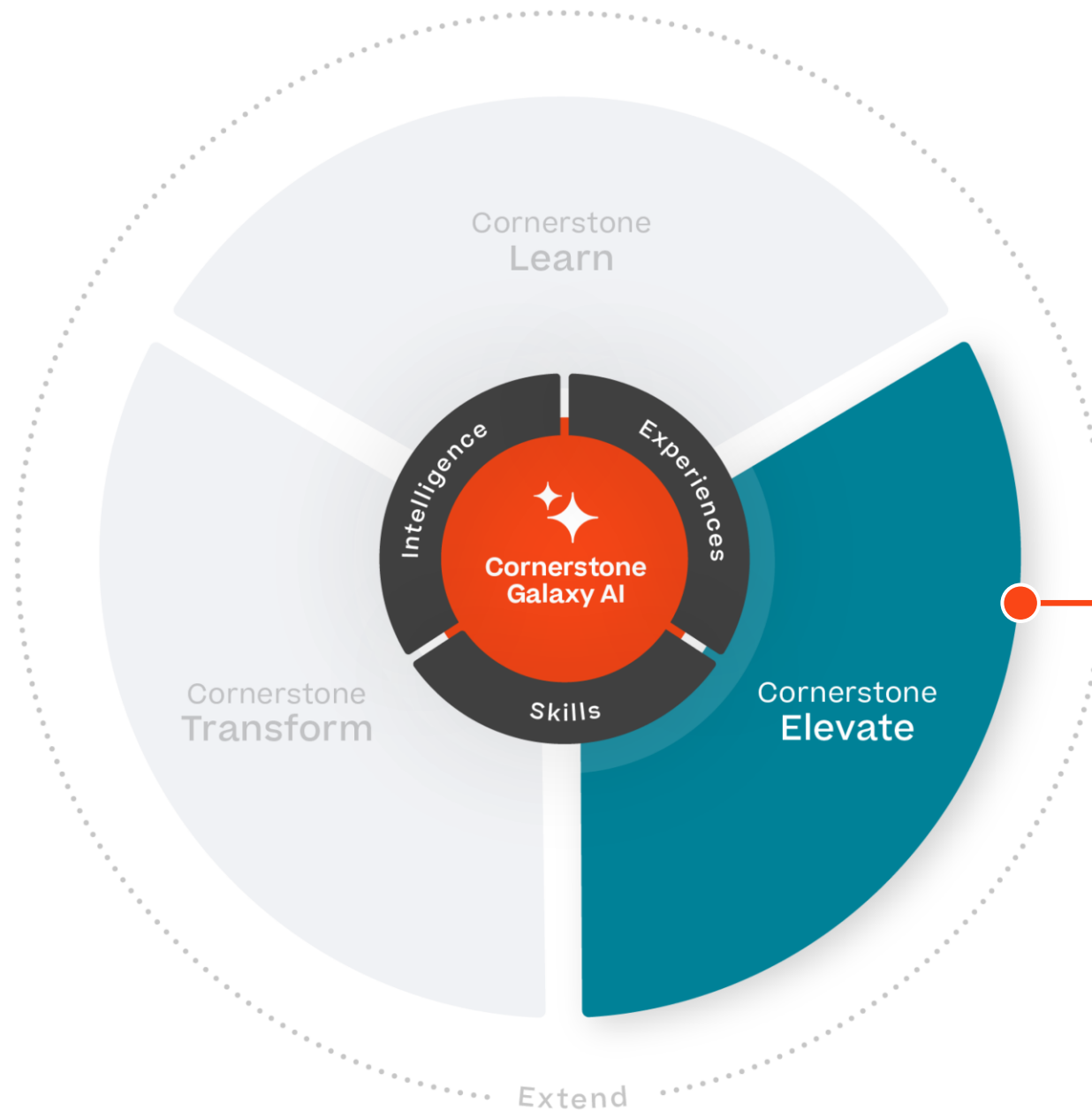
Learn

Develop your people with assigned and self-directed learning so you can rapidly upskill your entire workforce, close compliance gaps, and drive learning in the flow of work.

- Learning Management
- Learning Experience
- Content
- Immerse
- Extended Enterprise
- Guide

Outcomes:

- Reduce risk
- Decrease L&D time and costs
- Drive engagement & retention
- Enable personalized skilling



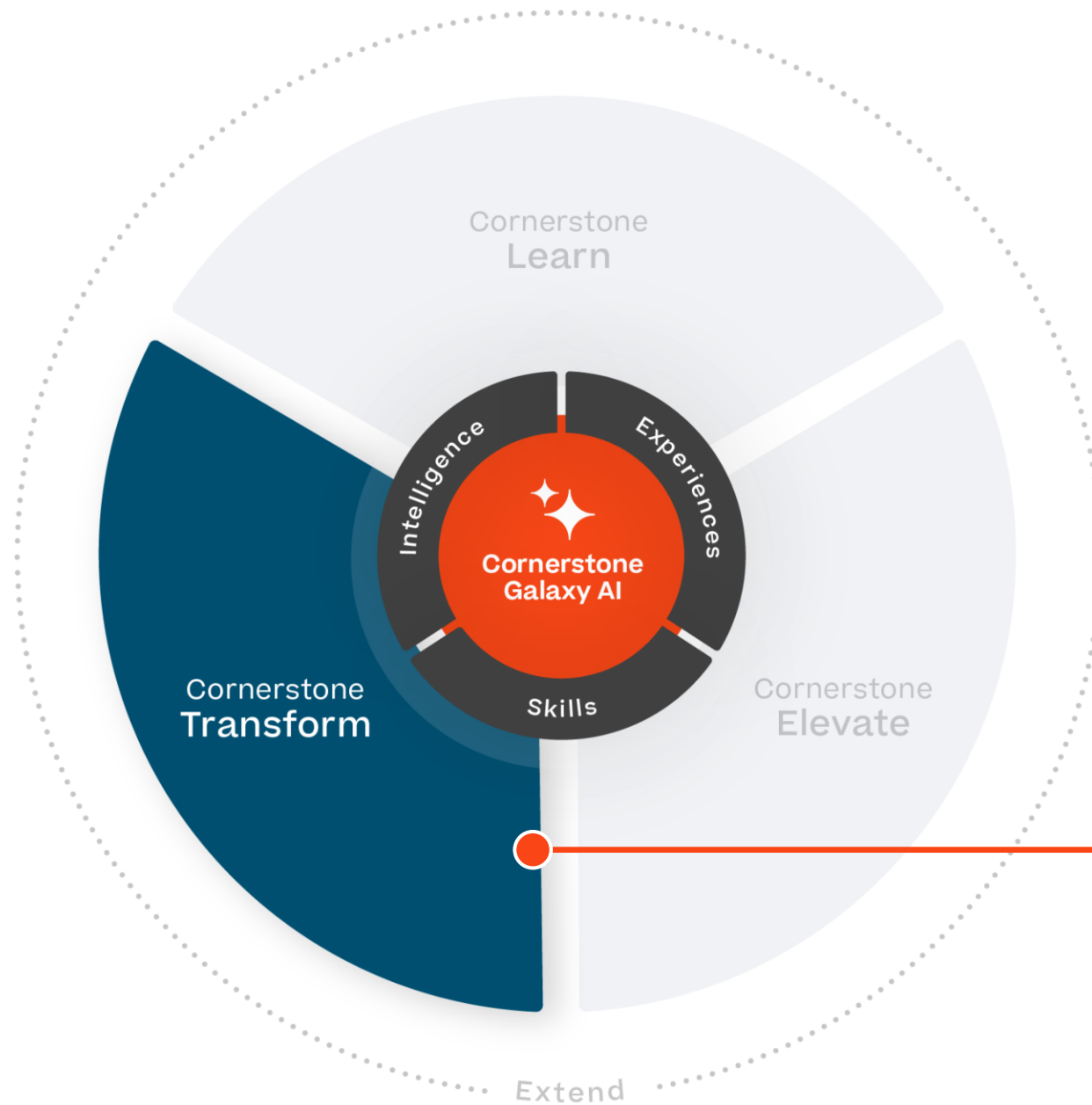
Elevate

Accelerate performance and career mobility with people-driven and manager-supported growth, to support meaningful development of your high performers.

- Performance
- Succession
- Talent Marketplace
- Recruiting

Outcomes:

- Increase retention
- Drive internal mobility
- Support DEIB success
- Reduce time to hire



Transform

Use unparalleled visibility into your people and the market around you to guide your talent strategy forward and help you make the right decision more often, at a speed that matches and exceeds the pace of change.

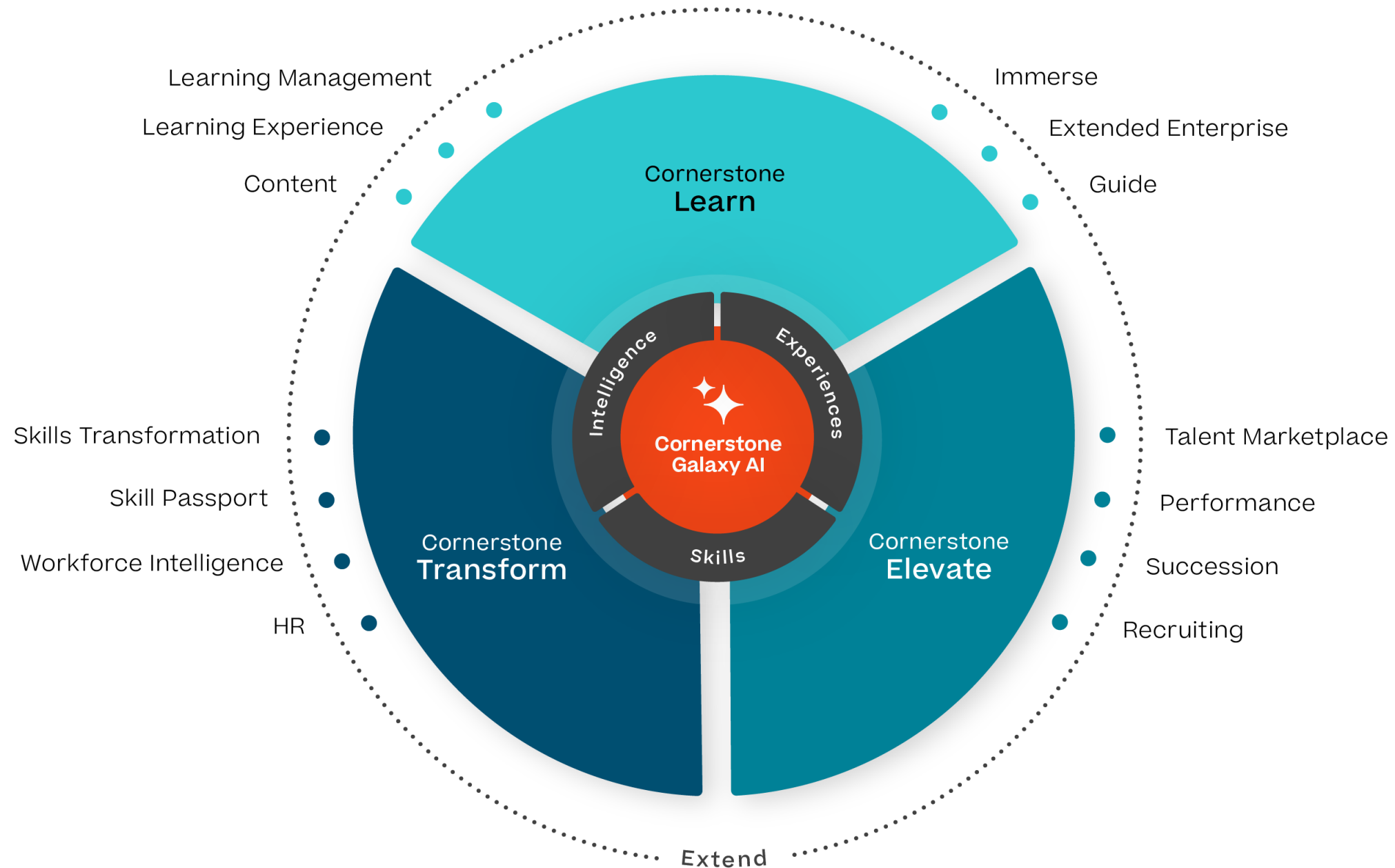
- Skills Transformation
- Skill Passport
- Workforce Intelligence
- HR

Outcomes:

- Increased visibility into workforce
- Faster decision making
- Effectively use learning budgets

Cornerstone Galaxy

The complete AI-powered workforce agility platform



DXC's Cornerstone Practice

DXC Cornerstone Experience



Strategic Cornerstone Partner

- ▶ HR digital transformation
- ▶ Global reseller license agreement
- ▶ Cornerstone Strategic Partner since 2008
- ▶ 9,500 Cornerstone engagements
- ▶ Global team with 24x7 support



Technical Expertise

- ▶ 4,000+ integrations delivered
- ▶ Dedicated UX resources with agency background
- ▶ Agile project management
- ▶ 500+ custom technical project engagements
- ▶ 300+ user experience projects delivered



Talent Management Expertise

- ▶ 3,000+ Cornerstone implementations
- ▶ Centers of Excellence, true expertise in specific modules and suites we support
- ▶ 5+ years in their respective modules
- ▶ HR/Learning backgrounds/practitioner



Our DXC Cornerstone Team

- ▶ 80+ Cornerstone Certified team members
- ▶ W-2 employees
- ▶ Project resources are experts in their respective roles
- ▶ Resource availability so your project can start immediately

Practice market offerings



Advisory

Leverage our deep expertise

- Business Process Alignment
- Learning Strategy
- Content Strategy
- Governance
- Change Management



Implementation

Unleash the potential of technology

- Enterprise implementation
- Fast pace prescriptive setup
- Third party integration
- UX and Functional optimization
- Roll-out support



UX Design

Transform the HR experience

- UX redesign
- Curricula Player
- Data Design
- Interactive Dashboards
- Regulations and mandatory reports



DXC IP Innovate

Amplify and extend the power of Cornerstone

- **CPD**
Continuing Professional Development
- **InAttendance**
Automated ILT Manager
- **vILT integrations**
Teams, LogMeIn



Content Solutions

Conceive, create, update, migrate

- Custom content
- Content troubleshooting
- Content technical office
- Content refresh and repurposing
- Authoring and LCMS solutions



AMS

Platform Management and Healthcheck

- Post go-live support
- Application management
- Admin support
- End user support
- Training and documentation

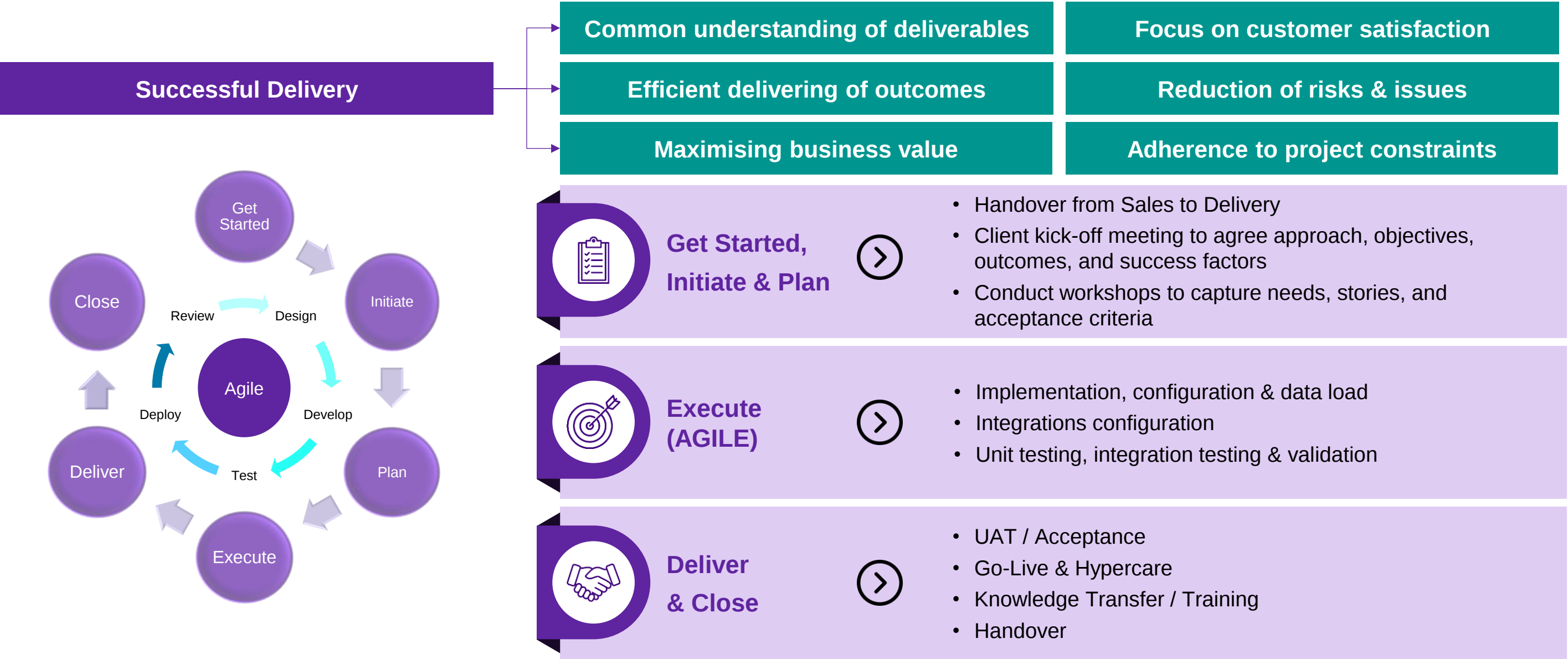
HR Transformation
Advise, Plan and Execute

Ongoing Support
Run, Support & Optimize

Implementation methodology

DXC Project Methodology

Utilises a Waterfall approach for high-level planning and governance, with an embedded Agile framework for efficient delivery of business outcomes and value.



Implementation Deliverables

Deliverables:

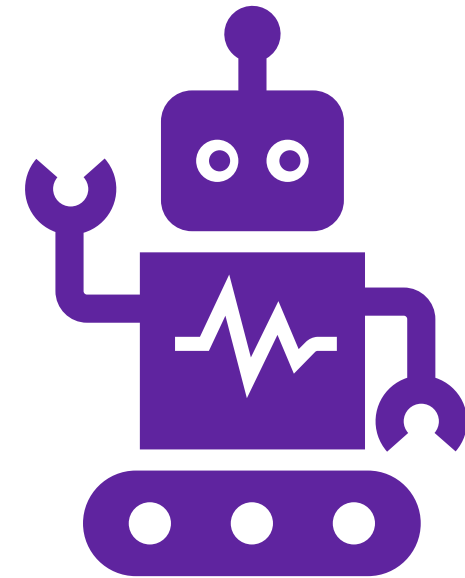
- **User Stories & Requirement Configuration:** Develop and configure technical and functional requirements for based on approved user stories.
- **High-Level Architectural diagram** of proposed solution.
- **Configuration Completion:** Implement configurations aligned with signed-off user stories.
- **Sprint Demos:** Conduct demonstrations of all in-scope processes at the end of each sprint.
- **End-to-End Testing:** Perform comprehensive functional testing across all in-scope modules. Provision of test scenarios supporting client creation of test scripts for UAT.
- **Core Team Enablement:** Provide knowledge transfer sessions for the core team on solution.
- **Operational ITSM Solutions:** Deliver fully operational agreed solution modules.
- **Training & Documentation:** Conduct “Train the Trainer” sessions. Provide (where applicable) Quick Reference Guides.
- **Technical knowledge transfer**
- **Solution design documentation:** for ongoing reference.



Implementation services

DXC Implementation Services

- Implementation services leverage some of the following roles via a Project or Staff Augmentation approach.
- Projects can be T&M or Fixed Price
- Project costs are dependent on scope (please contact DXC for project proposals).
- Hybrid delivery roles (onshore/nearshore/offshore) or pure onshore options available
- Rate discounts are dependent on project size.
- Please refer to the Pricing document showing our Rate Card for 2025/26. The roles and rates shown can be subject to change so please contact DXC for the latest information.



DXC Implementation Services

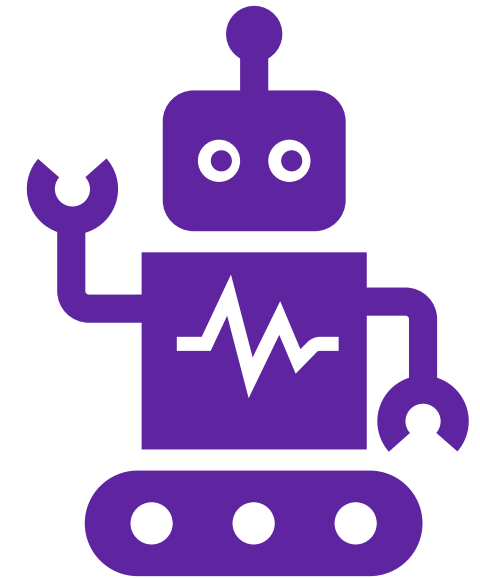
The DXC Technology rate structure provides customers to select either UK Based (Local Delivery) or Off-Shore Consultants within each category depending on the delivery model chosen.

The engagement can be either fixed price or on a time and materials basis. DXC pricing is based on per-day rate cards aligned to the SFIA framework definitions and separate rates exist for onshore and offshore rates.

- **UK-Based On-site** (Customer premises) and / or DXC UK Locations
- **Regional Delivery** Leveraged Global / Regional Delivery from a DXC site
- **(India and Bulgaria)** dependent on consulting expertise / location and security requirements.

Note: Other offshore locations are available; pricing is available depending on the service required. The benefit to your business is that DXC can provide an efficient and economical delivery model allowing clients to add technical resources quickly to meet growing needs. We would be delighted to engage with you and determine the best fit for your projects in order to achieve the outcomes you need. Once agreed, this would form the basis of the order, and be subject to the Call-Off and DXC Terms, and Conditions, which support this service.

- **Consultant's Working Day** – 7.5 hours exclusive of travel and lunch.
- **Working Week** - Monday to Friday excluding national holidays
- **Office Hours** - 09:00 – 17:00 Monday to Friday
- **Travel and Subsistence** - Included in day rate within M25. Payable at department's standard T&S rates outside M25.
- **Mileage** - As above
- **Professional Indemnity Insurance** - Included in day rate.
- **Value Added Tax (VAT)** - Excluded and chargeable at the prevailing rate



Contact us

Contact Us

DXC Technology supports G-Cloud customers through an unsurpassed portfolio of transformation services. If you have a Framework related question or query, make the UKPS Frameworks Team your first point of contact.

Our contact details:

Phone: +0044 (0)560 303 4826

E-mail: ukitenders@dxc.com

