Case Study: Moving to the Cloud from ORACLE EBS and Excel based applications

Agenda

NSF Overview

NSF's Mission and History

Implementation

Our Journey to the Cloud

Implementation Partner

DriveStream Overview

What Now?

Our Future Direction

Speakers

Overla Wayne

Manager, Global Talent Information, Reporting, and Systems

NSF International

Lakshmi Akkena

Sr. Oracle Applications Developer

NSF International

Malathi Garbham

Project Manager

DriveStream (Implementation Partner)

NSF

A GLOBAL LEADER IN PUBLIC HEALTH AND SAFETY

Our Mission

NSF International is dedicated to being the leading global provider of public health and safety-based risk management solutions while serving the interests of all stakeholders, namely the public, the business community and government agencies.

NSF International is a global, independent, public health and safety organization.

Our mission and focus has always been protecting and improving human health.

NSF helps people live safer.

We carry out this human health and safety mission by:

STANDARDS

Writing standards to promote food, drinking water, indoor air, dietary supplements, consumer products and environmental safety

TESTING

Testing products to these and other standards

CERTIFICATION

Certifying products to these standards

AUDITING

Conducting safety audits for the food, water and consumer goods industries

CONSULTING

Providing strategic and technical consulting for the dietary supplement, pharmaceutical, medical device, food and beverage industries

TRAINING

Developing training and education programs

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Our Foundation

In 1944,

NSF was founded as the National Sanitation Foundation in the University of Michigan's School of Public Health.

Today,

we are *NSF International*, with corporate headquarters in Ann Arbor, MI, USA, and 63 office and lab locations worldwide.
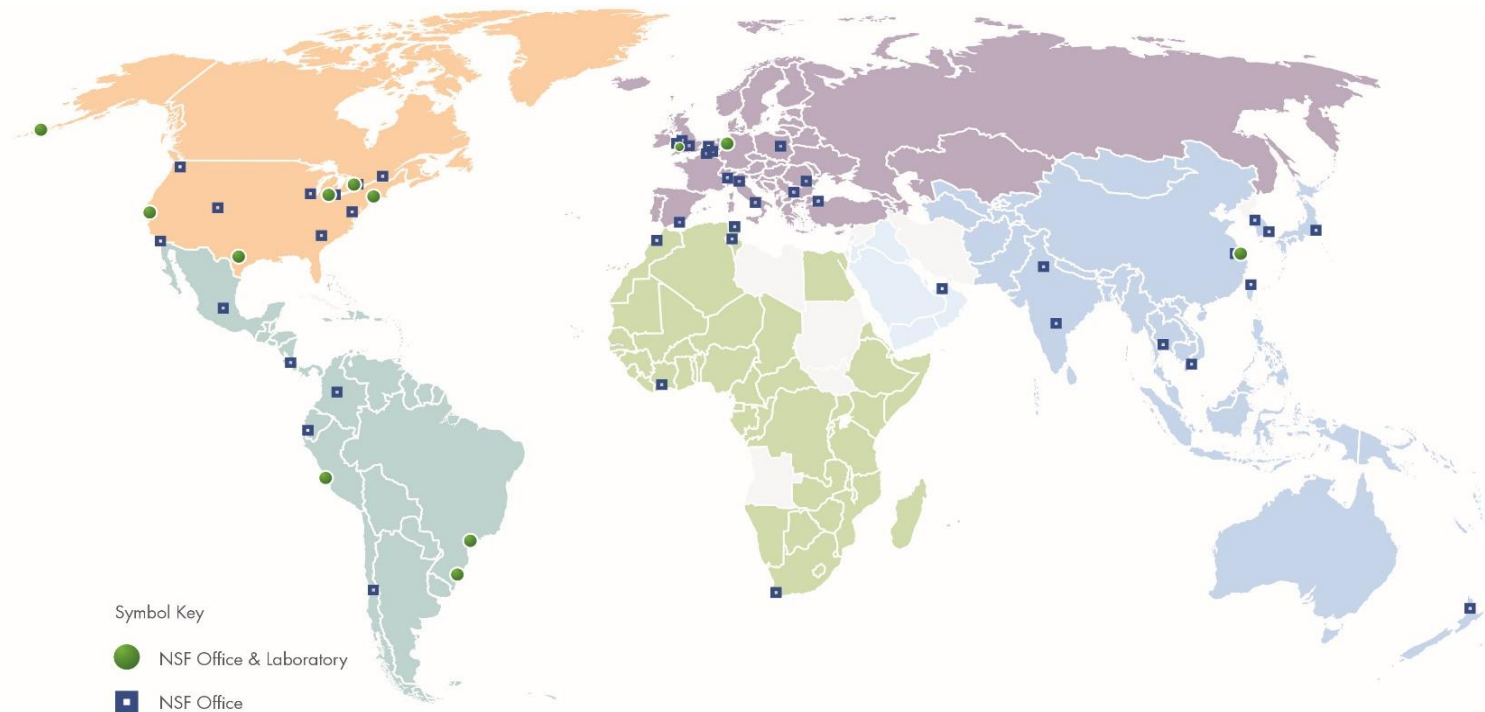
NSF Around the Globe

2700 Employees

63 Locations
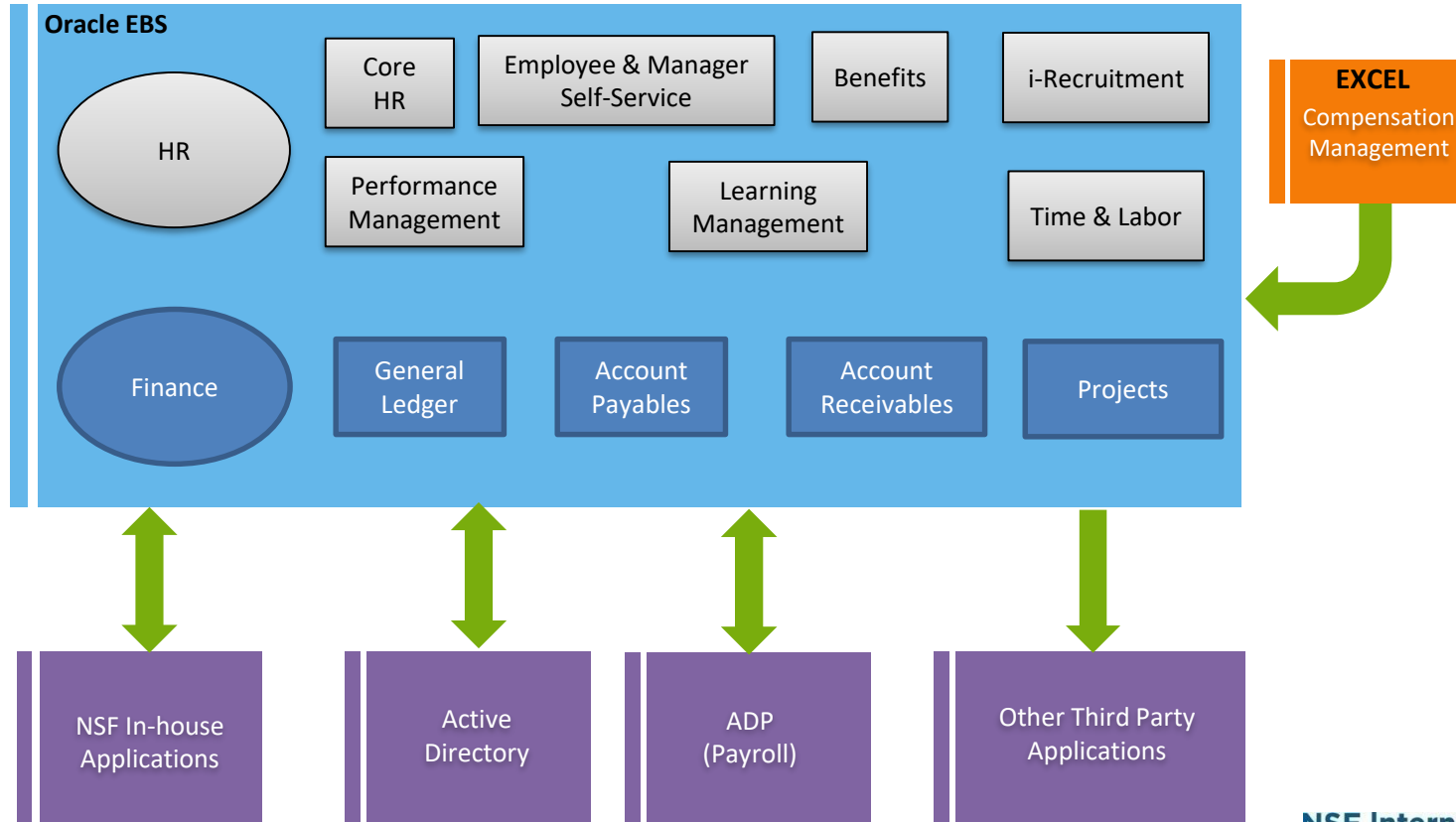
26 Countries

6 Languages

3200 Contractors

71 Countries

Symbol Key

● NSF Office & Laboratory

▣ NSF Office

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Our Journey to the Cloud from
ORACLE EBS and Excel based applications

Systems Before Going to Cloud

Oracle EBS

HR

- Core HR
- Employee & Manager Self-Service
- Benefits
- i-Recruitment
- Performance Management
- Learning Management
- Time & Labor

EXCEL Compensation Management

Finance

- General Ledger
- Account Payables
- Account Receivables
- Projects

- NSF In-house Applications
- Active Directory
- ADP (Payroll)
- Other Third Party Applications

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Why Change?

- Management Bonus and Merit Increases were Excel sheet based.
- Excel sheets were being shared to and fro between managers & HR
- Security was based on windows folder structures (each folder for a VP)
- Manual printing of each Annual Bonus Statements
- Two dedicated HR resources for 3 months
- Population was continuing to grow making the method unsustainable

- We needed a more efficient and Secure way to give merit increases, Annual Management Bonus and Gainshare for NSF employees.

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Systems Evaluation for Compensation Management Module

- Supported co-existence model along with Oracle EBS
- It had everything NSF was looking for
- Best in class functionalities
- Rich user interface

Oracle Cloud HCM

Work Day

Kronos

Entry into Oracle HCM Cloud

Modules Implemented

> Goals and Performance Management

> Compensation Management

Implementation Details

<u>Partner</u> : ArchLight LLC
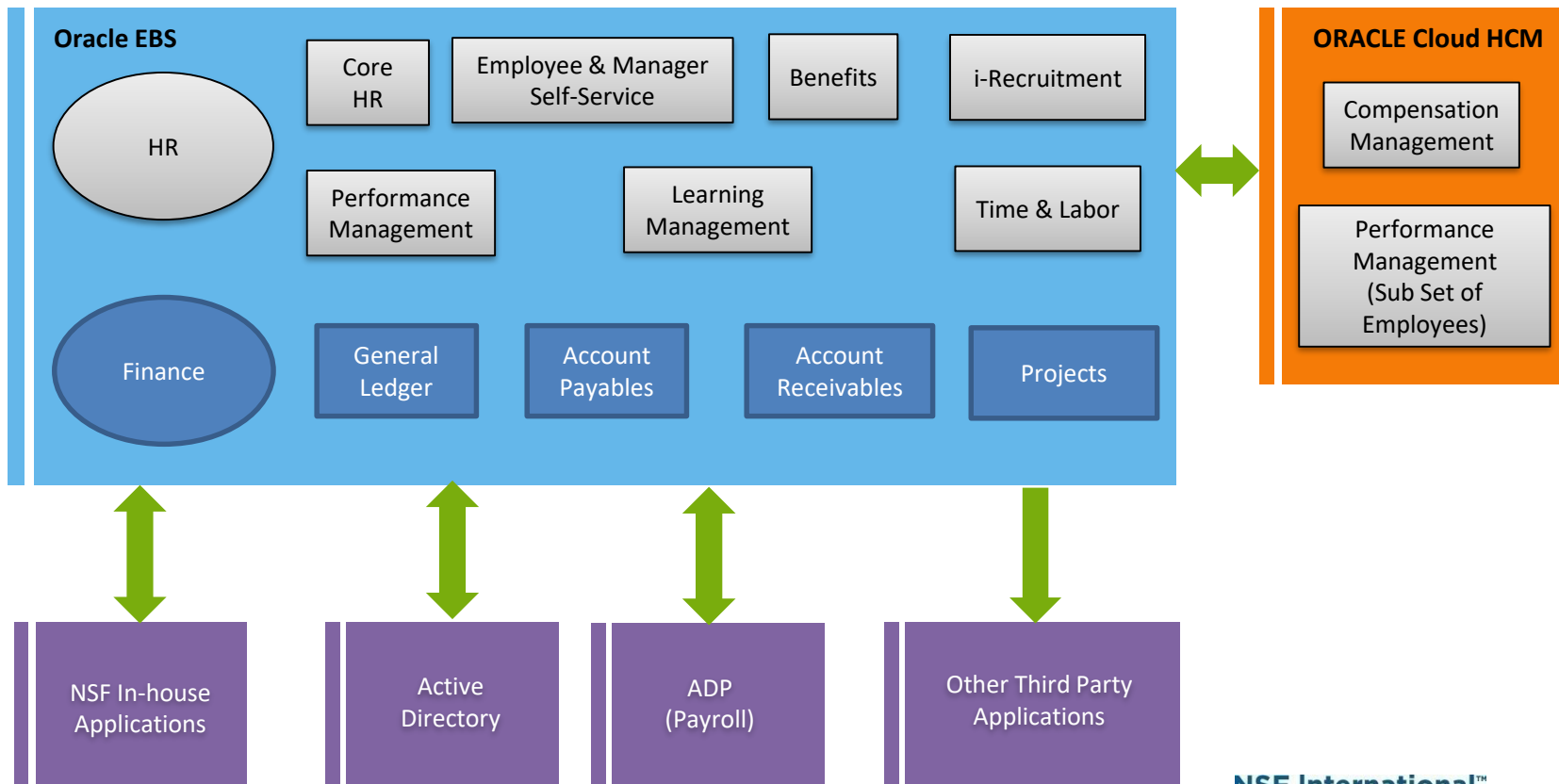<u>Modules</u>: Compensation and Goals and Performance Management
<u>Start Date</u>: August 2015
<u>End Date</u>: November 2015
<u>User Count</u>: 120 Employees in 8 Countries

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ORACLE HCM Cloud – First Step Challenges

- Data Conversion: As Fusion is tightly integrated system,
  - Need extra effort to load data in Fusion specific functionalities and formats (Ex: Global transfers, multiple assignments, Addresses, Phone numbers etc.)
  - Need to clean up the existing system (EBS), if there are any gaps in the person/employment history

- Fusion R10 to R11 Upgrade impacted the inbound interface process flow (HCM Data Loader)

- Exact replica of the Excel Based process in Fusion without spending time on Process Improvement.

Oracle HCM Cloud – Second Step Into the Cloud

- Due to International Growth, NSF Needed a Global Applicant Tracking System
- NSF Needed to either purchase more iRecruit Licenses in EBS or Seek a Different Solution
- NSF Chose to Purchase Taleo Licenses as a Package along with Goals and Performance Management and Compensation Modules.

- Consulted multiple implementation partners recommended by ORACLE
- Implementation Partners questioned, is NSF was planning to implement ORACLE Cloud HCM in the near future?

- Due to Exceptional International Growth, NSF Needed a Global HR Toolset with a Modern Look and Feel and was very impressed with ORACLE Cloud Compensation module Functionalities and User Experience so the answer was **YES**
- It was recommended by every implementation partner to implement Fusion Core HR before starting Taleo to have seamless integration between HR and Taleo Systems
- NSF Changed its plan in order to Implement ORACLE HCM Core HR first before Taleo

Second Step into the Cloud: Oracle HCM

Modules Implemented

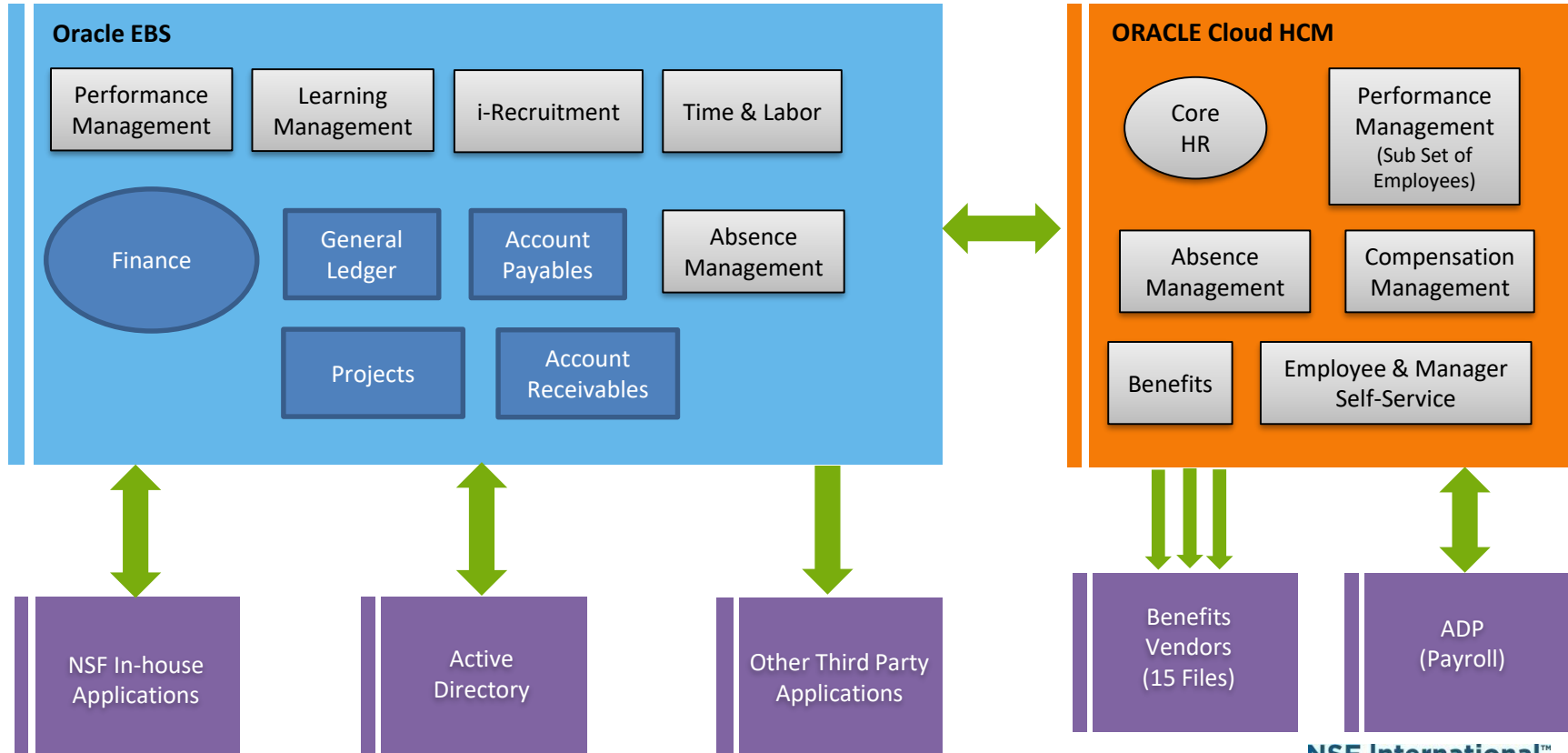| ORACLE HCM Core HR | Employee Self-Service | Manager Self-Service | Benefits | Absence Management (Very basic) |

Implementation Details

Partner : Drivestream Inc
Start Date: April 2017
End Date: September 2017
User Count: 2700 employees in 26 Countries in 6 Languages

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ORACLE HCM Cloud – Second Step Challenges

- Data Conversion,
    - As Fusion is HR system of record, instead of full history, loading 3 years of history alone needed more effort
    - Loading the missing data elements for the existing population, who already available in Fusion as part of Phase1
        - Ex: Default expense account, National identifiers etc.

- Modifying the HR work structures, which were built in Phase1 to run the Compensation and Performance modules

- Synching Data between Fusion -> EBS -> In house Applications
    - Complete implementation of inbound integrations for EBS Core HR system in 26 countries
    - Capturing each and every action from Fusion to EBS is challenging,
        - Ex: Termination & Hire reversal etc.

ORACLE HCM Cloud – Second Step Challenges

- Outbound integrations,
    Fusion to ADP Workforce Now
    - No built-in integrations from Fusion to ADP Workforce now (available for ADP Pay Force now)
    - Non-availability of ADP test system during implementation

    Fusion to Benefit Vendors
    - 15 files were built in fusion to deliver directly to 8 benefit vendors
    - Follow up with every vendor through out the testing phase is time consuming

- Multiple legal entities in each country

- Oracle Fusion Applications features (ER's with ORACLE)
    - Cannot Import/Export Workflow delegation rules to/from Fusion
    - Default expense account (Need Finance License)

ORACLE HCM Cloud – Learnings

- If in scope, better to start with Core HR implementation before any of other HR modules

- Data Conversion
  - Either go with Full history or Current records
  - Start cleaning up the current system data well ahead of the time

- Design decisions with regards to Legal Entity Vs Legal Employer

- Start working on ADP & Benefit vendor integrations well ahead of time. It takes months to do end to end testing

- Don't underestimate the outbound integrations from Fusion to EBS or in-house applications. Keep enough time for this

- Use HCM Extracts instead of BI Publisher for outbound integrations. It is upgrade risk free

- Leverage Fusion Security & Reporting tool (OTBI). These are great tools

ORACLE HCM Cloud –
What we Got with Our Second Step into the Cloud

- Standard Global HR Toolset
- Modern Look and Feel
- Easier to Use for the Employees, Managers, and HR staff
- Enhanced Business Intelligence
- Richer In Built Data Validations
- More Scalable Solution. Easier to Roll Out to New Countries

NSF International™

Founded in 2002; Washington DC Area

Focused only on Oracle Applications

Early adopter Oracle Cloud Partner (since 2011)

Largest number Oracle Cloud clients (over 100 projects and counting)

Deep and wide expertise – HR, Payroll, Finance, Procurement

End-to-End Cloud Solutions including Business Process Outsourcing   (NYSE:WIT)

Backed by WIPRO –Strategic investor brings global scalability and deep industry knowledge

Drivestream Oracle Cloud Clients (sample)

Drivestream Cloud Solutions

Complete Cloud
Software, Implementation, On-Going Support and Business Process as a Service

Cloud Assure
Migrate On-Premise Applications to the Oracle Cloud – With Assurance!

drivestream BPO Services
Payroll Processing and Compliance Services

Ease transition to scalable and secure Cloud environments

Accelerate speed of Cloud deployment

Lower Total Cost of Ownership (TCO)

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Future Plans

Future Implementations

Taleo Recruit

Taleo Onboard

Partner : Drivestream Inc
Start Date: December 2017
End Date: March 2018
Scope: North America in English and French

Future Enhancements

- Improve Absence Management for U.K. Employees
- Enable/Implement ORACLE Cloud HCM Mobile Solutions
- Build Total Rewards Statements
- Update the Goals, Performance Management, and Compensation modules to reflect new HR Processes
- Implement remaining Talent Management Modules
- Add additional Reporting and Analytics tools for Line Managers

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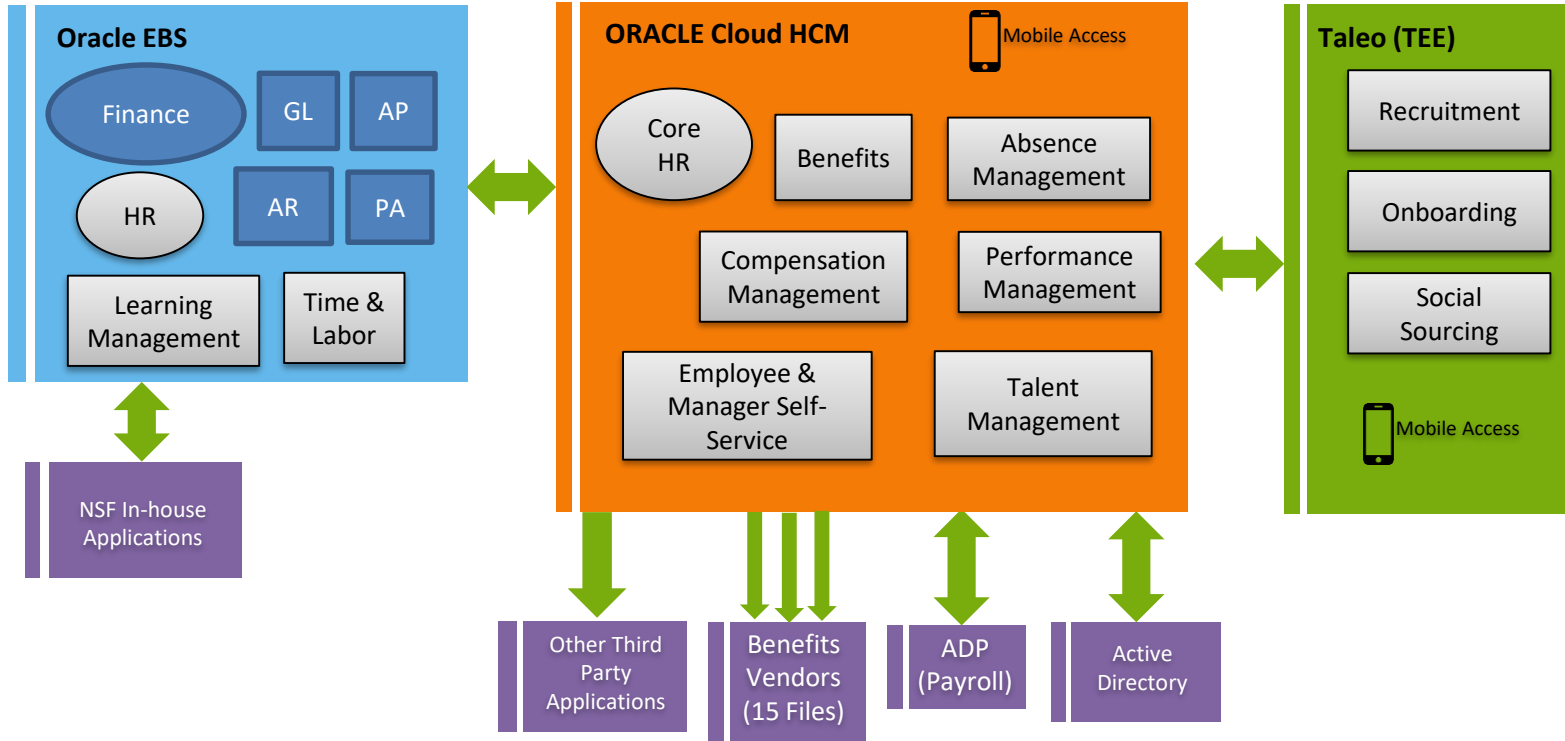
NSF | Questions?

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