

Deloitte.



Why
Deloitte in
the Cloud?

Oracle HCM Cloud
March 2016

Why Move to the Cloud

Achieving a competitive advantage using HCM Cloud to solve business challenges



Speed to Value

Speed to value is about managing shareholder expectations around pace, cost and delivering value – capturing synergies quickly, acquiring talent more swiftly, and realizing profits in new markets more rapidly



It's About the Cloud

SaaS/ Hosted solutions emerge as the primary technology enabler of HR Transformation



The Open Talent Economy

The open talent economy demands managing talent pools differently and greater visibility and transparency causing organizations to reevaluate their integrated talent strategies and solutions



New Business Priorities

In order to stay competitive, leading organizations are employing a combination of new market entry, new product development, growth through acquisition and/or upgrading their talent



Specialized Sourcing

Shifts in customer experience expectations are driving organizations to employ more specialized sourcing strategies

Trends in HR Technology

There are several key trends that we are observing in the HR Technology marketplace

Embracing Software as a Service

SaaS holds the potential to redesign HR delivery and IT architecture to accelerate the value to talent strategies, revenue growth and operational excellence

Innovative User Experience

An HR system user's first impression is solely based on the User Interface, and the user of today expects an intuitive, friendly interface. Anything less reduces adoption and usage

Leveraging Wireless / Mobile Devices

As managers are increasingly using mobile devices, vendors are providing mobile apps to ensure HR information is accessible to facilitate the shift of HR admin activities to ESS/MSS

Fewer Best of Breed Solutions

With consolidation in the market, clients are evaluating integrated solutions. The most common best-of-breed solutions include time and attendance and learning management

More Flexible Integration

Flexibility differentiates the vendor as high levels of configurability and simplified integration are essential for both SaaS applications, and on-premises applications

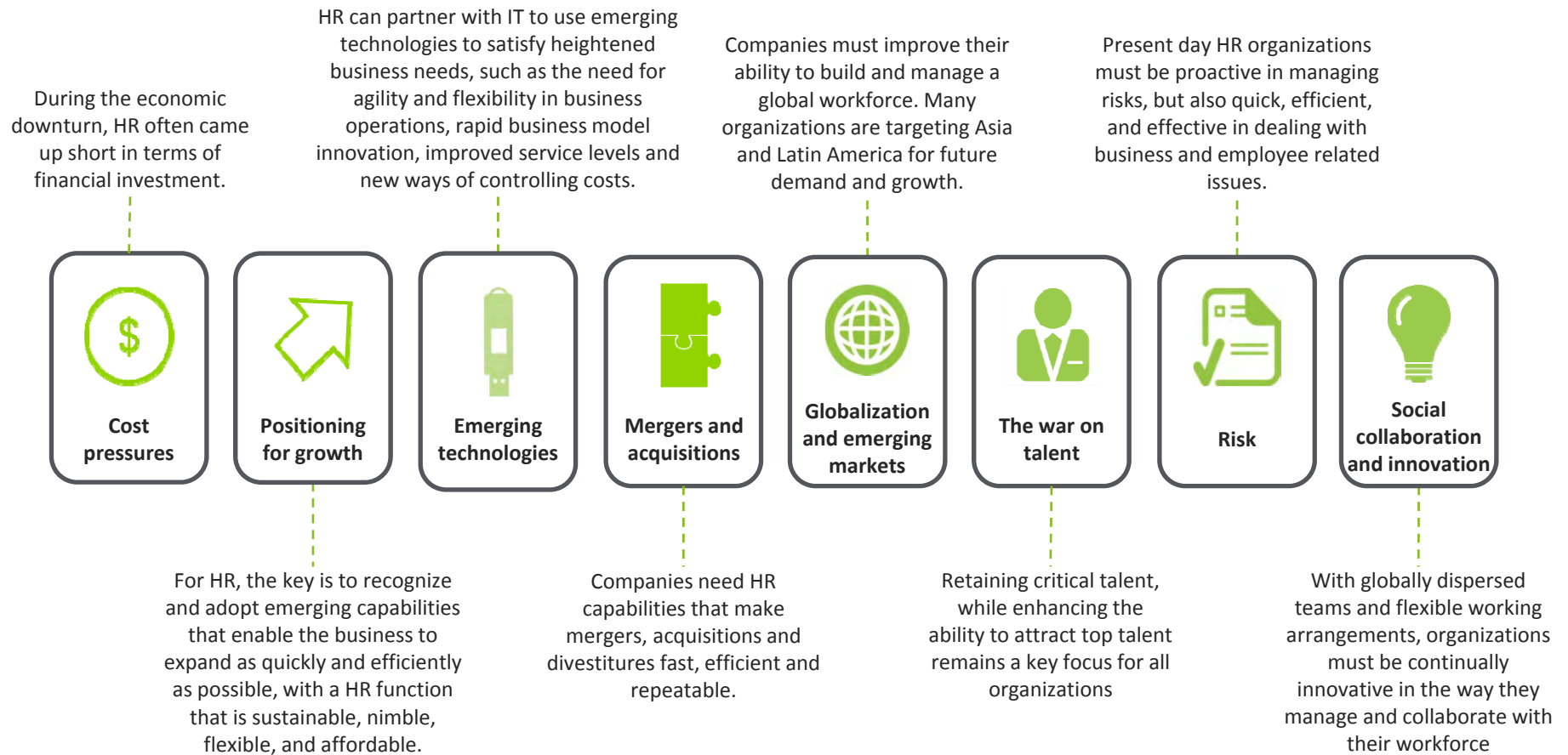
Embracing Social Media

Online presence is no longer about maintaining a website since customers and employees alike expect to communicate, collaborate with and contribute using social media tools

HR Analytics/Big Data

There is no going back to basic reporting and shoot-from-the-hip decisions, so companies are building capabilities and solving business problems with analytics

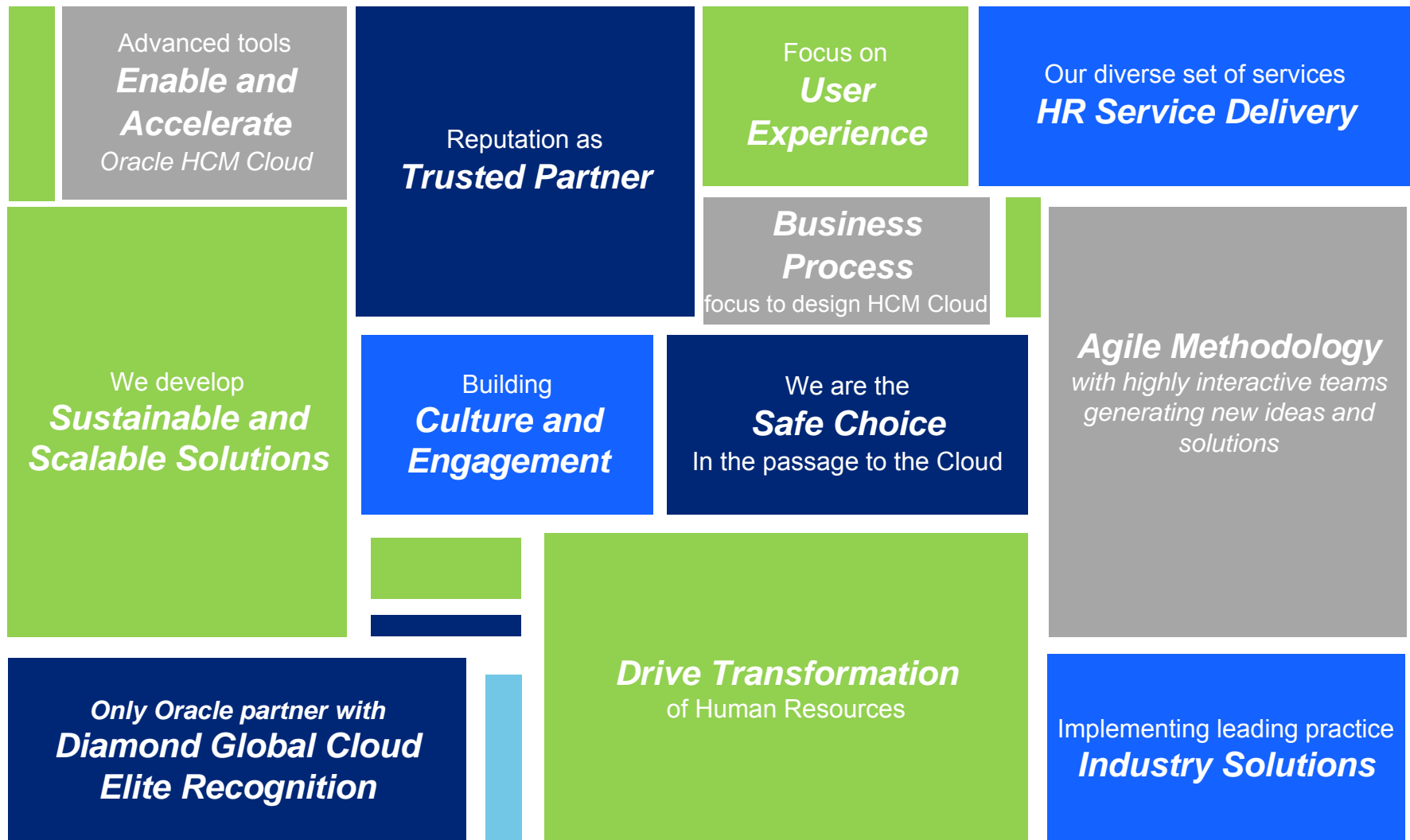
Business Drivers for HCM Cloud



Why Deloitte?

Why Deloitte?

We have partnered with over 50 clients in their successful journey to Oracle HCM Cloud



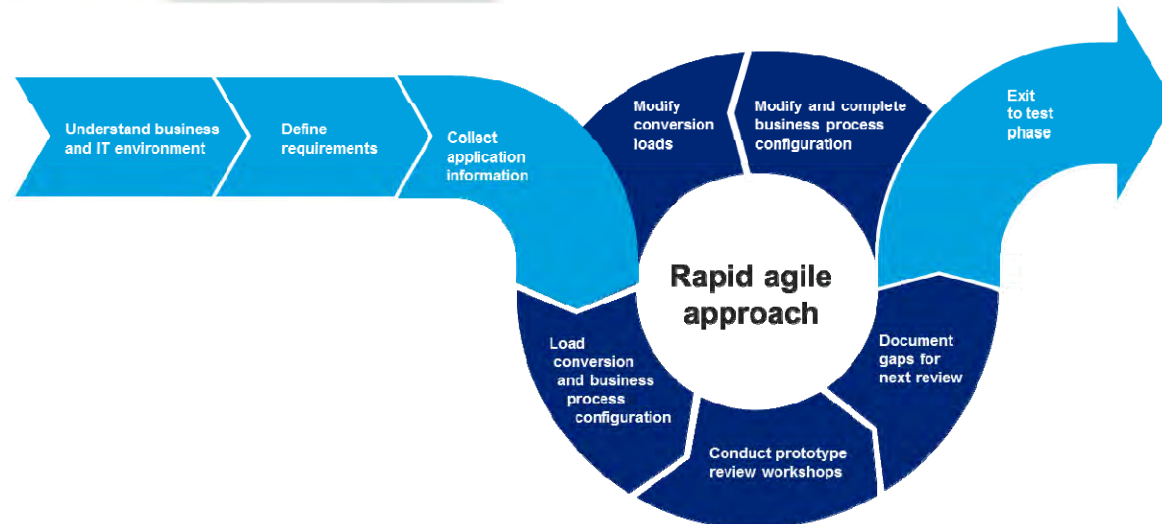
Deloitte's EVD Methodology

Enterprise Value Delivery (EVD) for Oracle HCM Cloud

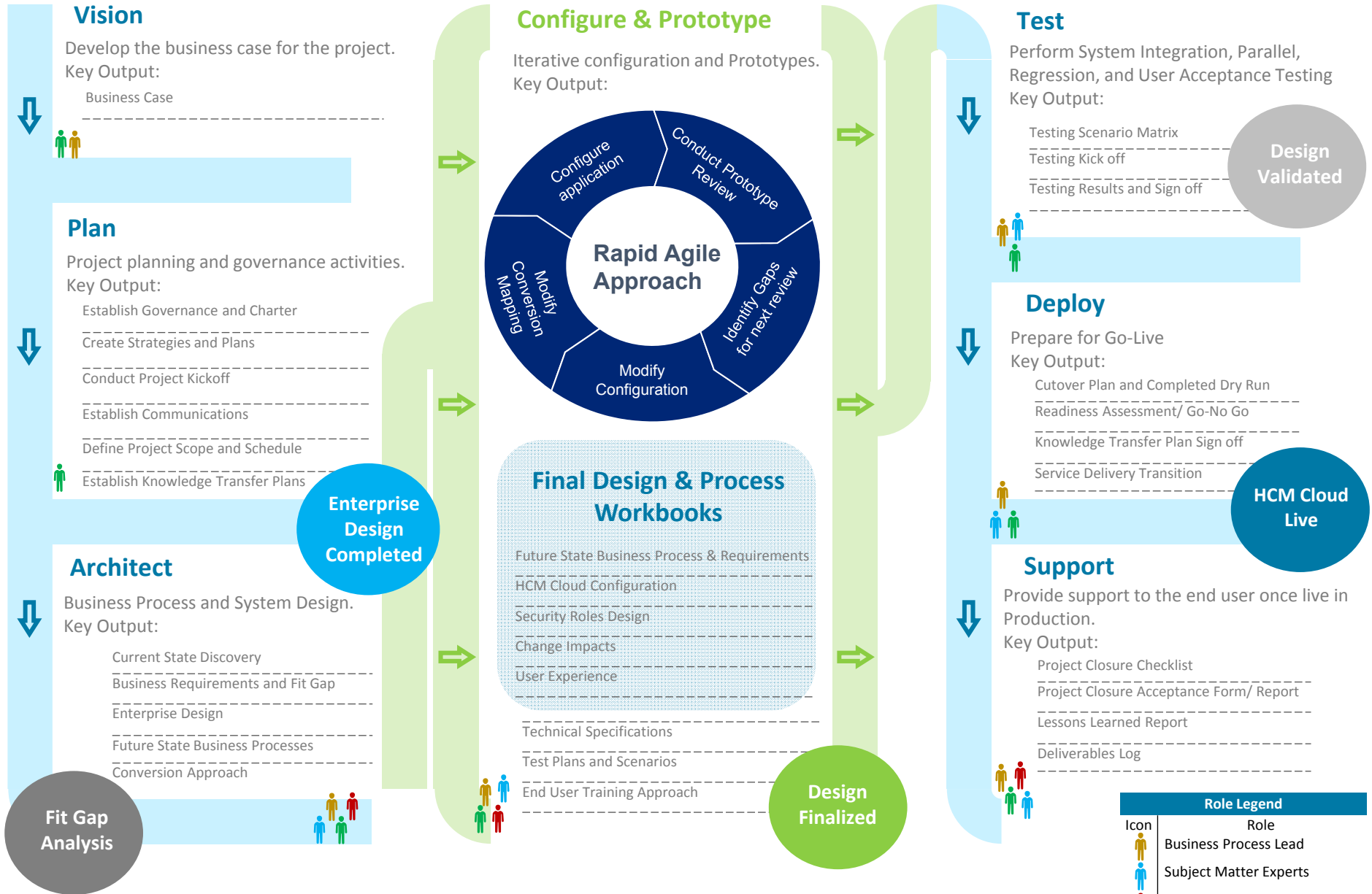


We designed our EVD methodology based on the delivery of actual projects, how projects are delivered in cloud environments, and the iterative nature of the design, build, and test cycles

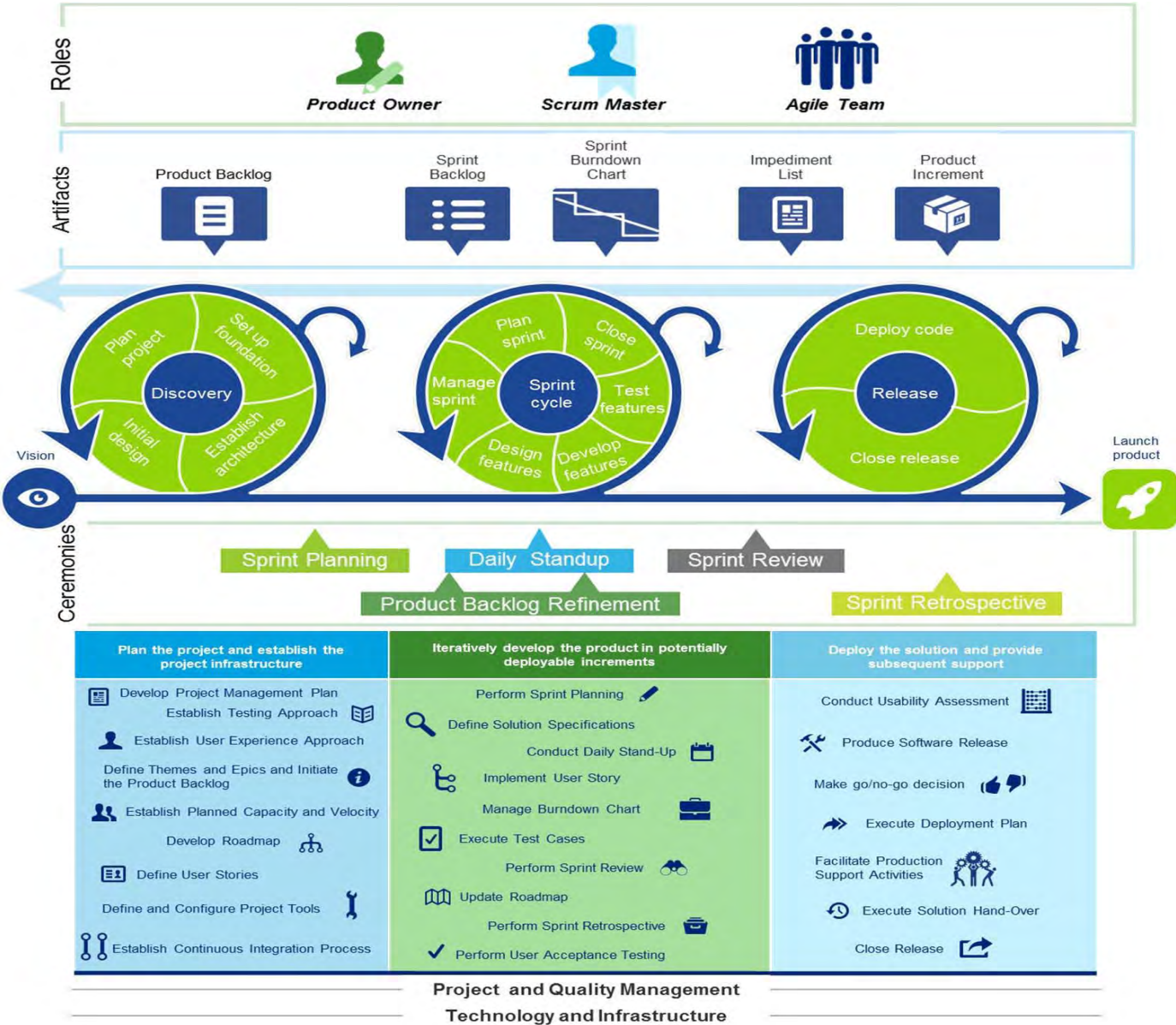
Our EVD methodology is based on an agile, iterative approach of **convert, configure, and review** cycles



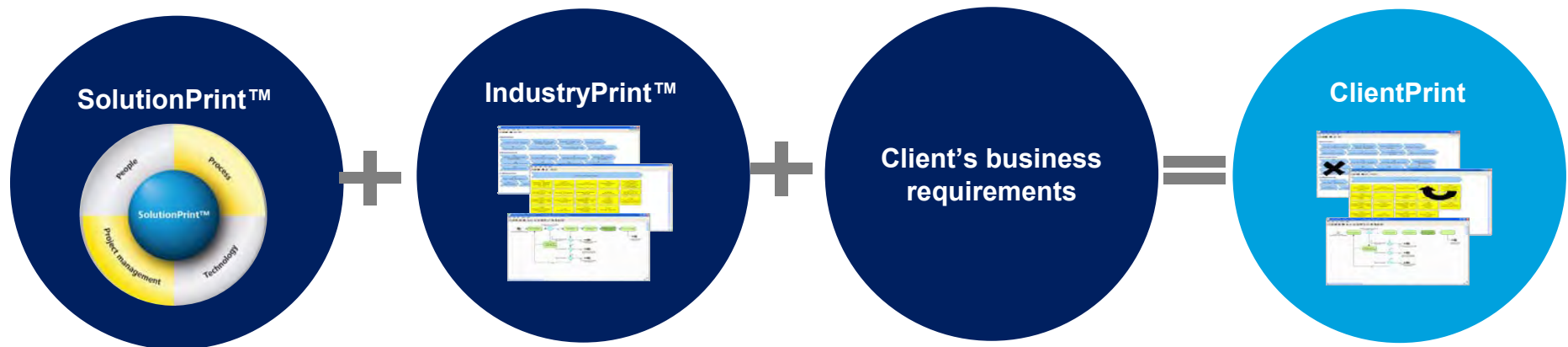
EVD Methodology for HCM Cloud – Key Activities & Output



EVD Methodology for HCM Cloud – Key Agile Attributes



Our enterprise templates are used as the foundation for design
 We create a ClientPrint tailored IndustryPrint™ that reflects
 leading practice industry processes

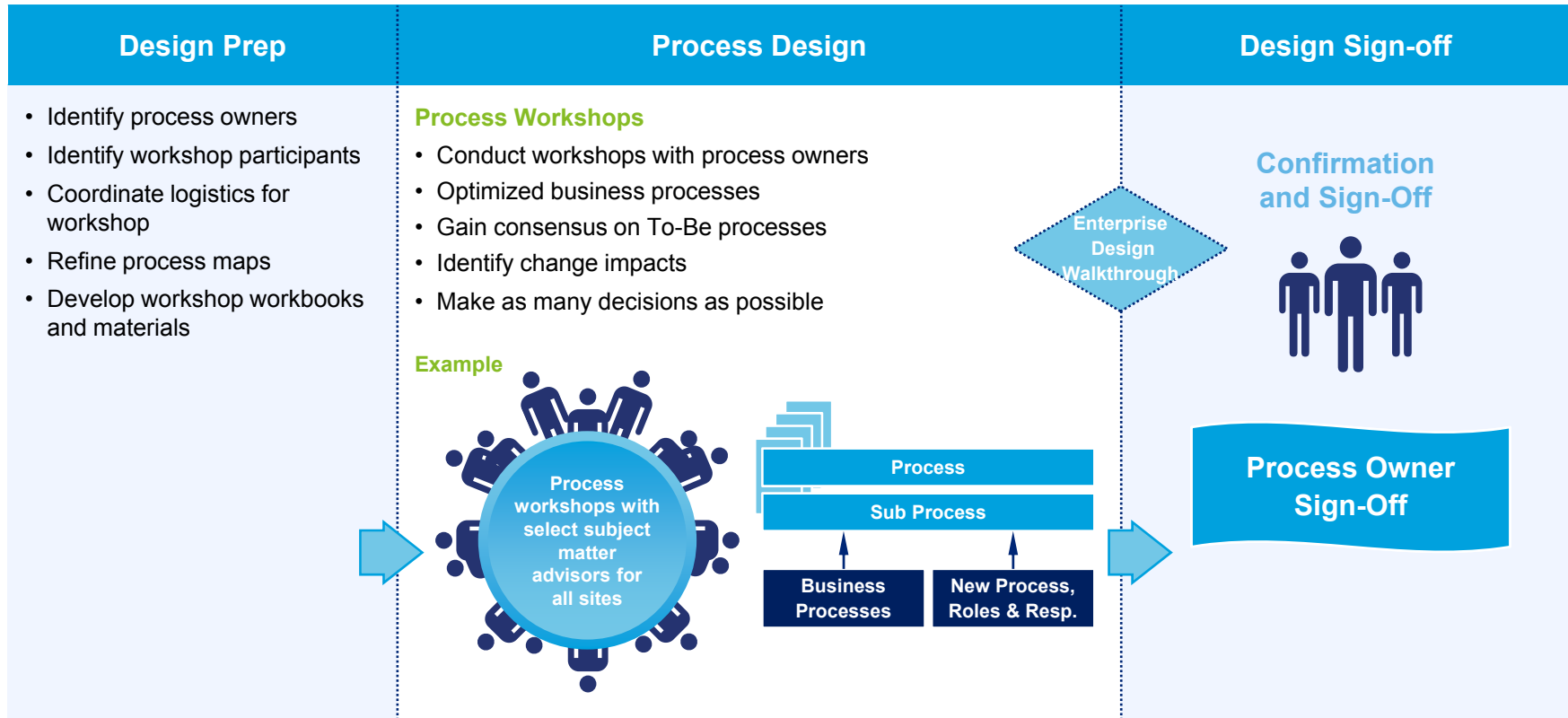


PLAN	ARCHITECT	CONFIGURE & PROTOTYPE	TEST	DEPLOY	SUPPORT
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- | | | | | | |
|---|---|---|---|---|---|
| <ul style="list-style-type: none"> • Provides a standard process view, pre-configured HCM Cloud environment, technical objects library • Facilitates visioning through process-specific leading practices • Assist in defining scope of process sessions | <ul style="list-style-type: none"> • Facilitates discussion in design workshops with leading practice enterprise processes • Jump starts configuration through application mapping • Facilitates role mapping and shows where activities will be performed • Facilitates security and controls design • Facilitates conversion mapping | <ul style="list-style-type: none"> • Facilitates the building of Process workflows • Foundation for prototype reviews • Provides inventory of reports and integrations • Facilitates the assessment of change impacts • Facilitates the creation of training and education documents | <ul style="list-style-type: none"> • Facilitates creation of scenarios & scripts for testing | <ul style="list-style-type: none"> • Becomes the operational guide detailing your business processes | <ul style="list-style-type: none"> • Provides support post-go live and incorporates lessons learned for sustainability |
|---|---|---|---|---|---|

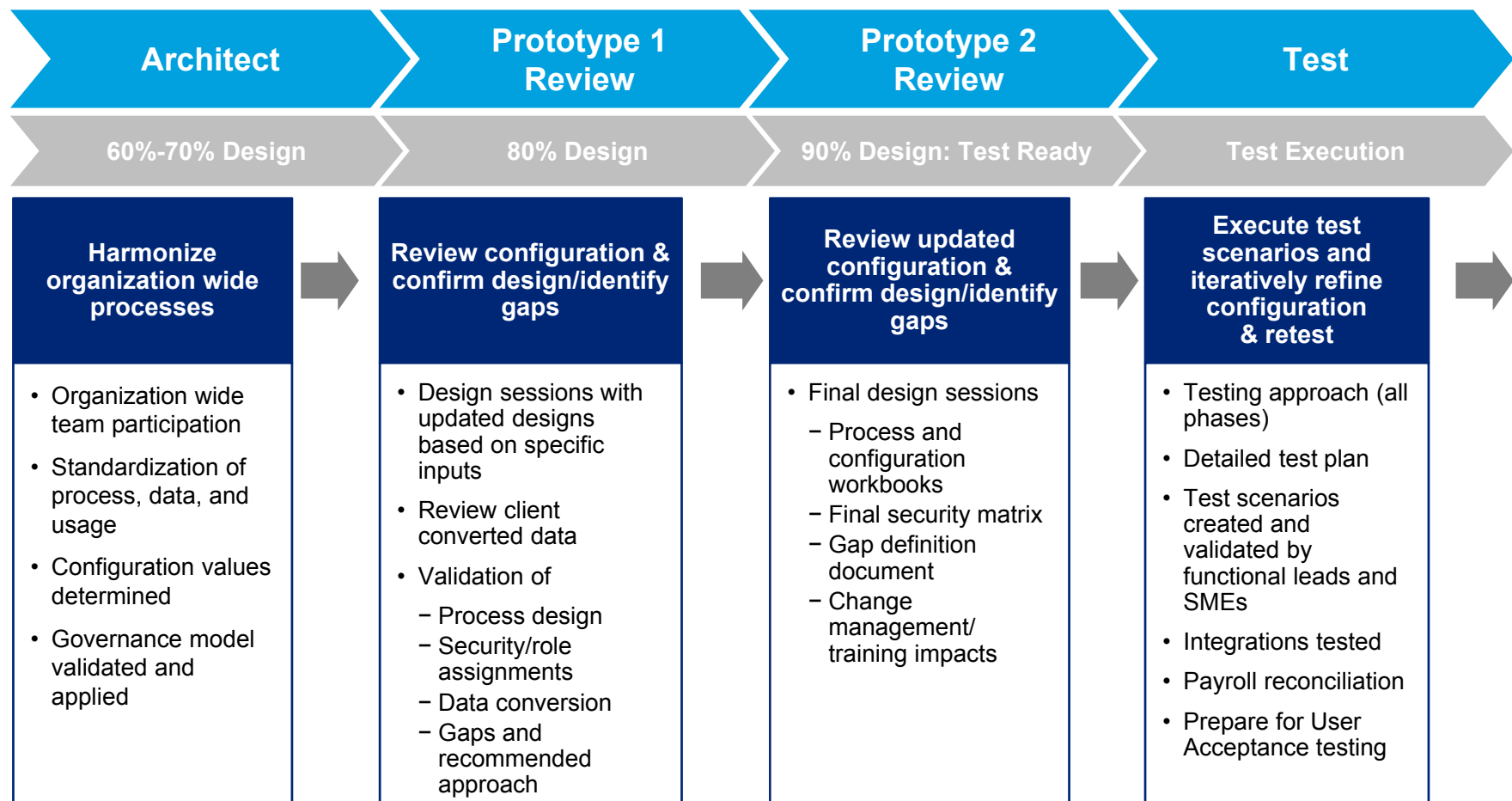
Proven approach: Design Sessions

Enterprise Design sets the foundation for the overall implementation and is critical to integrate people, process, and technology, as well as engage and align key stakeholders



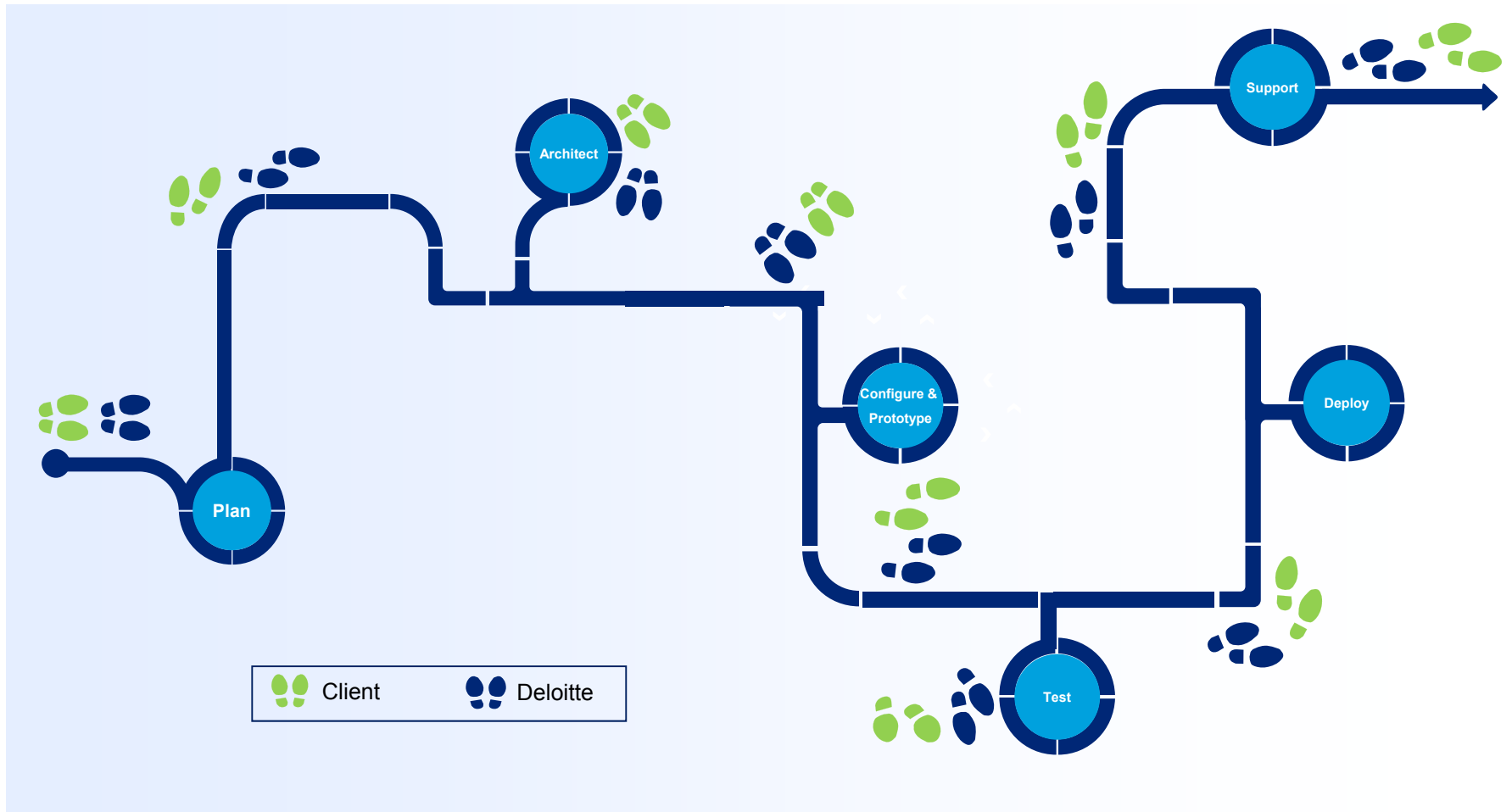
Proven approach: Prototyping Approach

Agile iterative design focuses on user experience and allows for real time review and approval



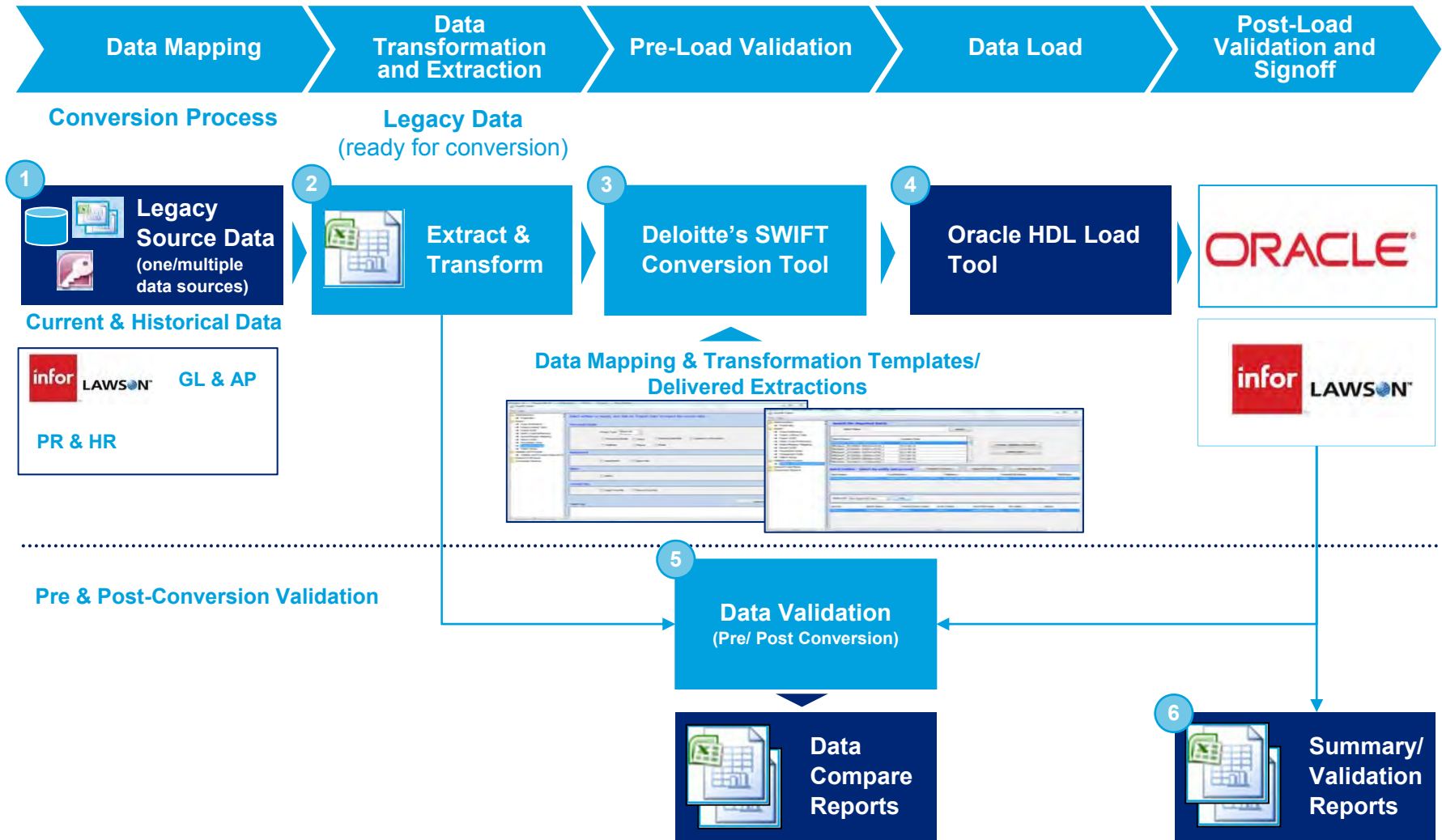
Knowledge Transfer Approach

Our approach to knowledge transfer enables Oracle HCM Cloud clients to be ready to support HCM Cloud at Go-Live

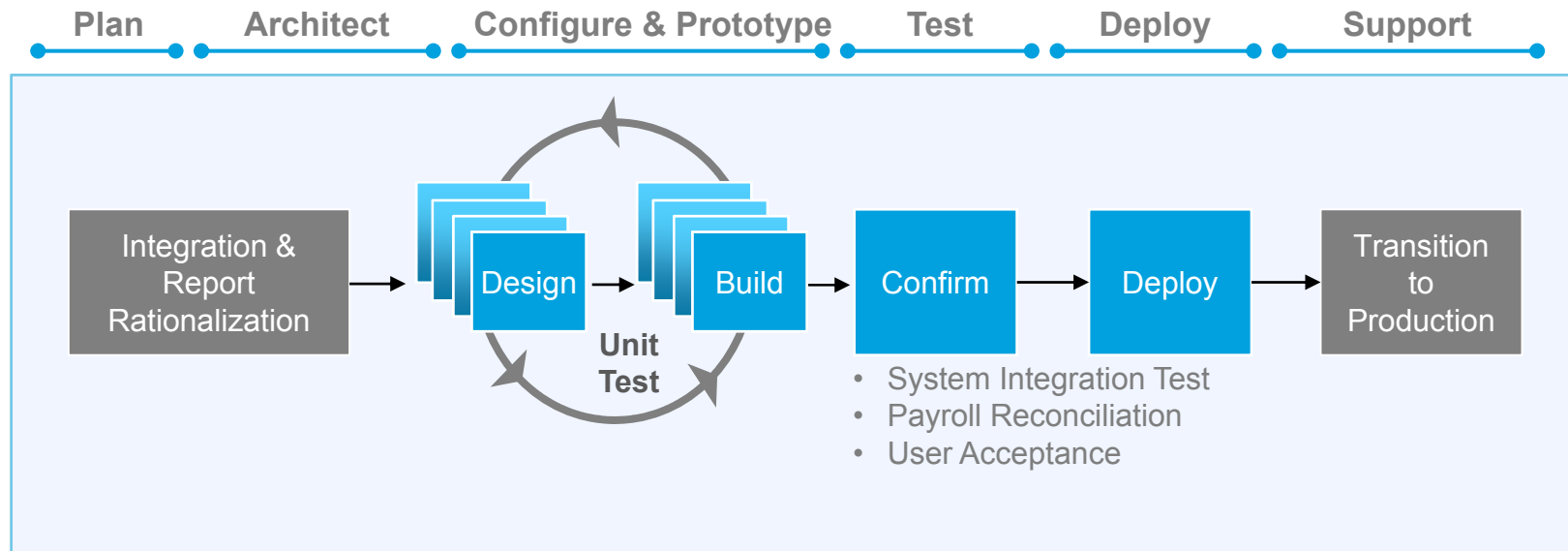


Proven approach: Data Conversion Process

Our proprietary conversion tools work directly with and enhance Oracle delivered HCM Cloud tools

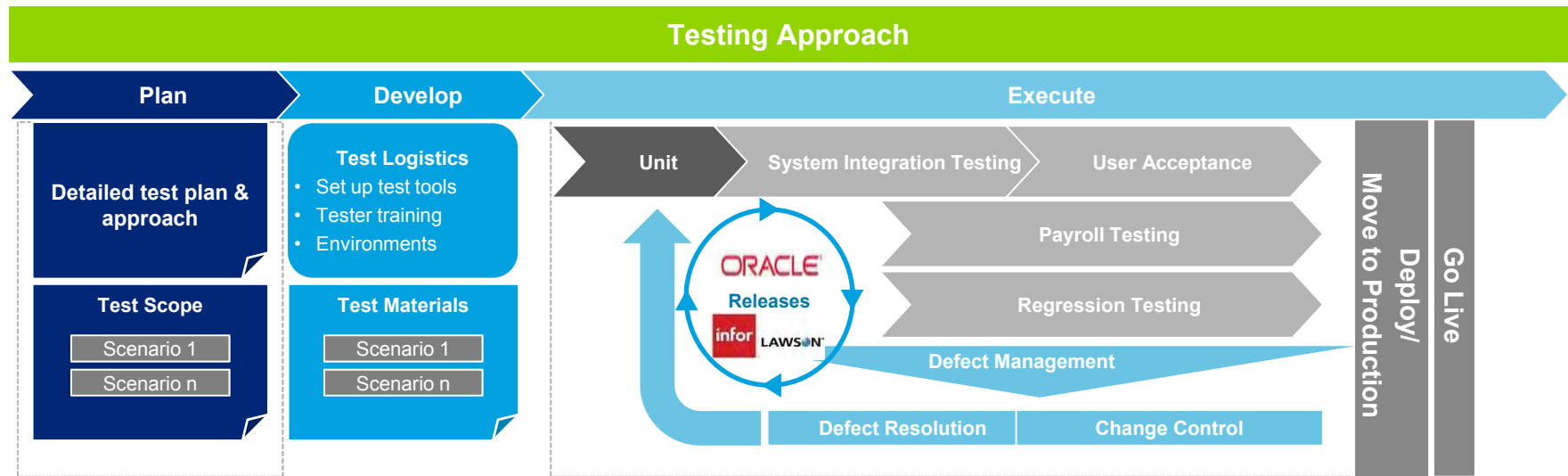


Proven approach: Integration & Reports Rationalization



- Approach based on experience and technical repository with over 500 technical objects over 8 modules
- Work with client team to identify integrations and reports needed to finalize scope
- Include into iterative prototyping as part of agile design approach; Early and continued visibility of the product
- Integration and report rationalization runs parallel to architect phase
- Key considerations to take into account for integration:
 - Historical conversion requirements
 - Record structures across all legacy systems

Proven approach: Testing Process



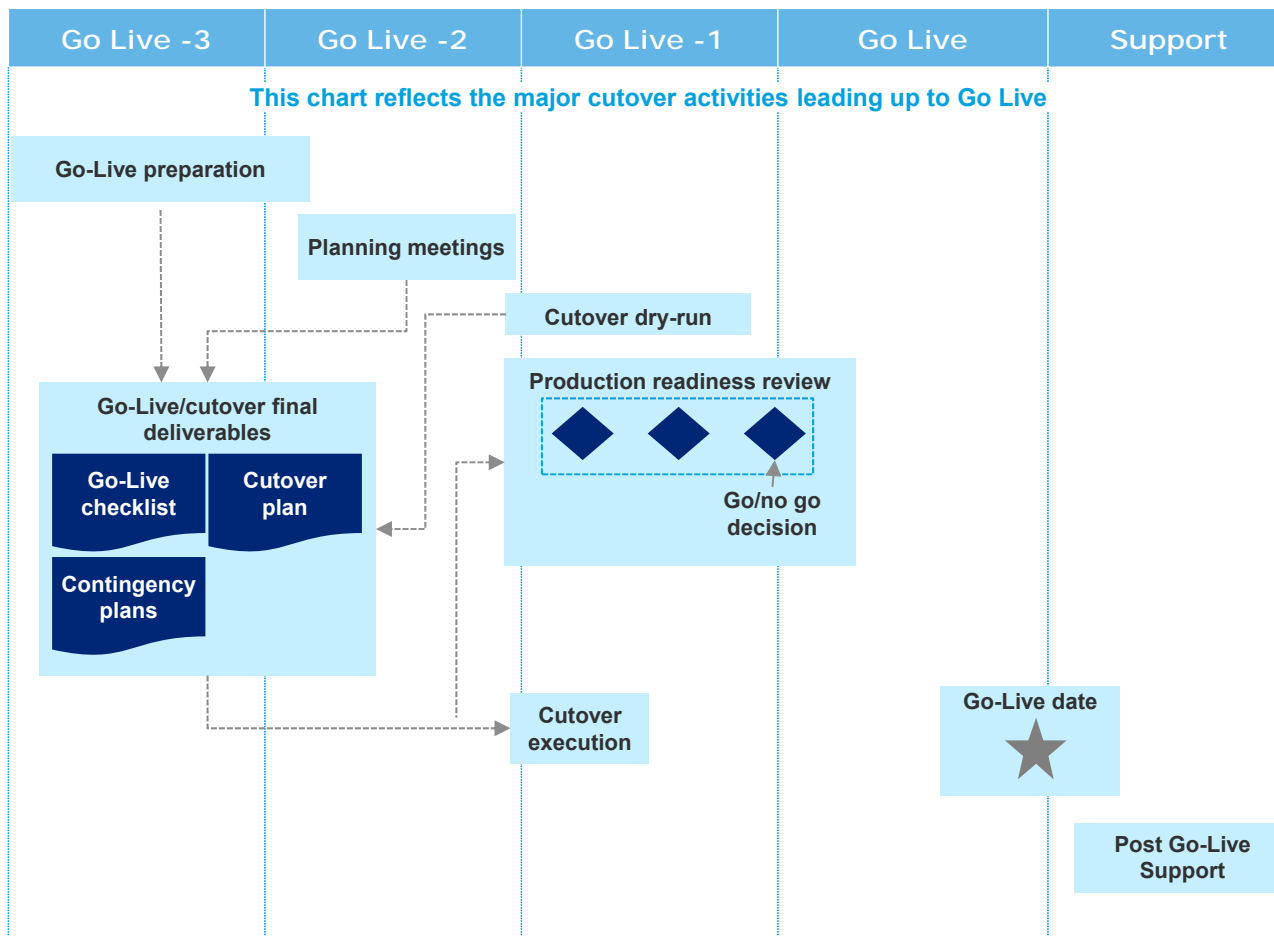
- Create Testing Strategy
- Define Detailed Test Plan & Approach
- Define Test Scope, Cycles, and Timeline
- Determine Entrance/Exit Criteria
- Define Test Scenarios
- Vendor Test planning/engagement
- Identify Test Resources

- Test Tool installed & configured
- Tester Training
- Environment Readiness
- Test Setup
- Develop Test materials
- Define Test Scenarios and associated Test Data (Created/Converted)
- Document and understand known differences between Legacy systems and Oracle HCM Cloud functionality

- Execute & Manage Testing
- System Integration Testing
- User Acceptance Testing
- Payroll Reconciliation Testing
- Regression Testing
- Test Progress Reporting
- Defects Reporting
- Change Control Process
- UAT Conversion as dry run of Cutover Process

Proven approach: Deployment

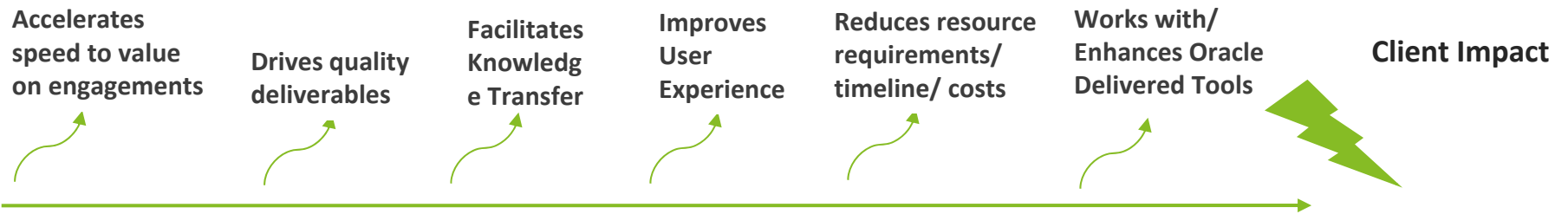
Preparing for Go Live



- Comprehensive Cutover Plan including client and vendor activities
- Detailed day by day cutover will be created
- Clear, direct and detailed communication on cutover activities to all downstream system owners will be required
- Legacy system impact will be assessed
- Cutover Dry Run will help identify issues and breakdown points
- Data freeze prior to final extraction will require co-ordination
- Production support readiness will be assessed
- Post go-live support provided for 4 weeks

HCM Cloud Tools and Accelerators

Our comprehensive tools and accelerators drive efficiency, increase quality, and minimize risk on HCM Cloud engagements. Our proprietary, proven, and tested tools are used on implementations with varying degrees of scope, volume and complexity.



SolutionPrint	IndustryPrint	Swift Conversion Tool	Setup Extractor	Technical Repository	Payroll & Benefits Validation	Payroll Parallel Testing
<ul style="list-style-type: none"> • Simplify, optimize, Innovate • Business process driven • Pre-configured HCM Cloud instance • Ready to use Documentation • Drives standardization 	<ul style="list-style-type: none"> • Leading industry business processes enabled by Oracle HCM Cloud • Accelerates design • Focused on user experience • Processes for 30+ industry segments 	<ul style="list-style-type: none"> • Accelerates conversion processing, validation, and reporting • 30+ validation reports • Inbuilt EBS and PS Extract Programs • Tool built using common toolset - Java Server Faces (JSF) and SQL 	<ul style="list-style-type: none"> • Automate application setup configuration and migration across multiple environments • Ready to use configuration documentation • Streamlines approach to validation • Based on oracle delivered BI Publisher technology/ XML 	<ul style="list-style-type: none"> • Library provides over 500 objects for use on HCM Cloud projects • 8 Functional Modules • Interfaces, Fast Formulas and Reports • Accelerates build and testing 	<ul style="list-style-type: none"> • Side-by-side comparison of legacy and cloud data • Easy-to-read summary reports • Quickly identify and resolve configuration and conversion issues 	<ul style="list-style-type: none"> • Automates comparison of legacy and HCM Cloud payrolls • Expedites root cause analysis, issue resolution • Built-In PeopleSoft payroll extraction, mapping templates, and summary reports

HCM Cloud Tools and Accelerators

Provides ready-to-use industry specific business process models, pre-configured instances, and documentation based on years of experience with HCM Cloud to simplify, optimize and minimize disruption



Client Impact

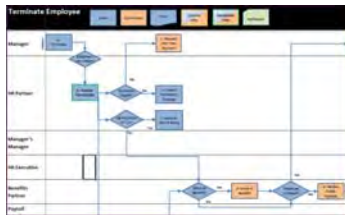
- Business process driven
- Accessible Oracle HCM cloud environment to accelerate design
- Proven solution
- Reduces implementation costs, timeline, and risk
- Focus on standardization to reduce Total Cost of Ownership
- Drives configuration vs. customization

*Creation of industry specific technical object library is in progress

Leading Practice Industry Process Flows

Leverage leading industry business processes to drive process standardization and innovative user experience within HCM Cloud

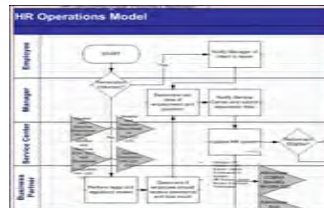
1



Industry-delivered business processes

The Industry optimized business processes are leveraged as the baseline for initial business processes

2



HCM Cloud-enabled IndustryPrint

Refined existing IndustryPrint to reflect changes to HCM Cloud processes

IndustryPrint describes the end-to-end steps for the overall business process

3



Core HCM Cloud review sessions

A small core set of client members review the delivered business processes

Enhancements are made to reflect client's processes. Prototype will be created.

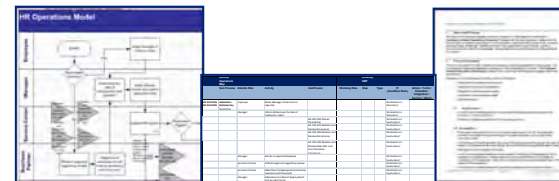
4



Process design workshops

- HCM Cloud-enabled IndustryPrint are reviewed with the broader team
- Business processes are aligned to the process maps
- Final processes, roles, system usages and requirements are refined and agreed-upon
- Change implications resulting from potential policy and process changes are identified

5



Process design outputs

- The primary outputs of the process design workshops are:
 - Updated HCM Cloud IndustryPrint maps
 - System configuration
 - Signed-off requirements for prototype

Our Capabilities

Practice Overview



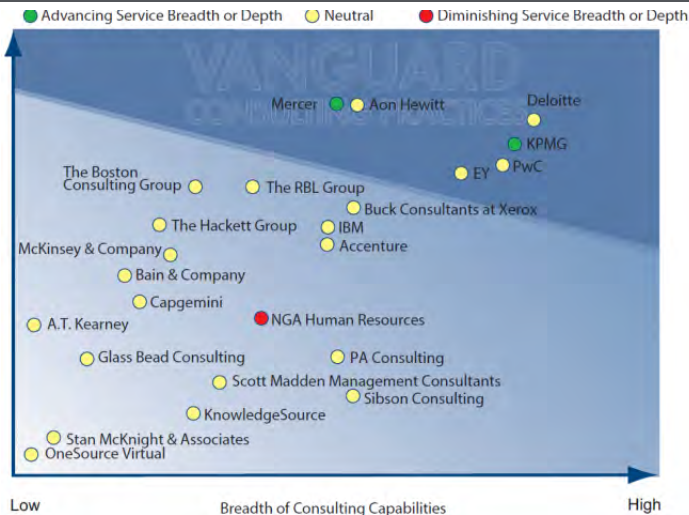
Oracle Practice Overview

- 13,800 Oracle Practitioners Globally
- 6,300 Oracle Certified Practitioners
- Oracle Excellence Awards (2015):
 - HCM Applications
 - ERP Applications
 - Cloud Applications
- Serve 18 of the top 20 industrial products and service companies
- Serve 80% of the Fortune 1000

Oracle HRT Overview

- Practices covering all Human Capital Management (HCM) applications; Fusion, PeopleSoft, Taleo, and E-Business Suite
- 1,800 dedicated professionals across these applications
 - 900 PeopleSoft professionals
 - 550 Fusion & Taleo professionals
 - 350 E-Business Suite professionals
- 2,000+ HCM implementations since 1992

Analyst Ranking - Kennedy



Global Coverage

- Established 7 hubs across the Americas, EMEA, Japan, India and Australia



The Leader in Oracle HCM Cloud



Deloitte is recognized by Oracle as their #1 Global HCM Cloud partner

Leading Oracle HCM Cloud Partner

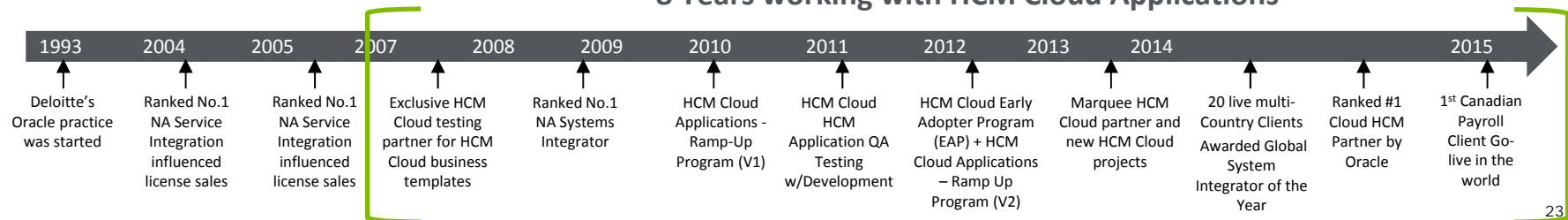
- 1st Global HCM Cloud project
- 1st Canadian HCM Cloud Payroll project
- 1st Time & Absence HCM SaaS Go-Live
- Leading 3 largest HCM Cloud projects in the world
- 450+ HCM Cloud Certified Consultants

Proprietary HCM Cloud tools & accelerators

- IndustryPrint™ for HCM cloud
- HCM Cloud Conversion Xcelerator
- HCM Cloud Setup Extractor
- HCM Cloud Technology Repository

Deloitte's Oracle Offering by the numbers	
21	Years partnering with Oracle
1,400	Clients served
2,000+	HCM projects delivered
60+	Oracle HCM Cloud Projects Globally
20+	Million Dollar Internal Cloud Application Investment

8 Years working with HCM Cloud Applications



USDC delivers large and complex Oracle HCM Cloud implementations



USDC Capabilities



- ✓ Dedicated Oracle HCM Cloud and Taleo practice
- ✓ 6+ years of average experience in HR technology
- ✓ Experienced Oracle certified implementation consultants
- ✓ Deep subject matter expertise in functional and technical domains
- ✓ Resources capable of handling full spectrum of project delivery; project management, design, configuration, testing, and support

Deloitte Consulting US Delivery Center

Differentiators

- ✓ Co-located team working from a dedicated development center in Orlando
- ✓ Optimized service delivery through combination of on-site and in-center work
- ✓ Cost savings through flexible delivery models
- ✓ *US time zone support*
- ✓ Ability to deliver Full Implementation projects, Add-On projects and post implementation Application Maintenance Support (AMS) services
- ✓ Leveraging Deloitte's proven methodology, quality process, and tools



100%

Dedicated to
HCM Cloud



100%

Resources
Experienced with
HCM Cloud &
Taleo



100%

YOY Growth for
the past two years

US India Resources are engaged on all HRT Oracle Projects



USI Capabilities



- ✓ Established 15 years ago
- ✓ Expertise across HCM Cloud, Taleo, EBS, and PeopleSoft
- ✓ Functional and technical experts
- ✓ Average experience of 5+ years
- ✓ 90+ resources have hands on experience in working on HCM Cloud projects
- ✓ 120 + consultants trained in Oracle HCM Cloud

Deloitte Consulting US India Practice

Differentiators

- ✓ ***One integrated team***
- ✓ ***One set of methodology, quality processes, and tools***
- ✓ ***24-hour support from the integrated Deloitte team***
- ✓ ***Multiple daily interactions***
- ✓ ***Resources capabilities – business process, configuration, testing, and development***
- ✓ ***Resources engaged from Pursuit through Deployment***



180
Employees



Across

4

Offices



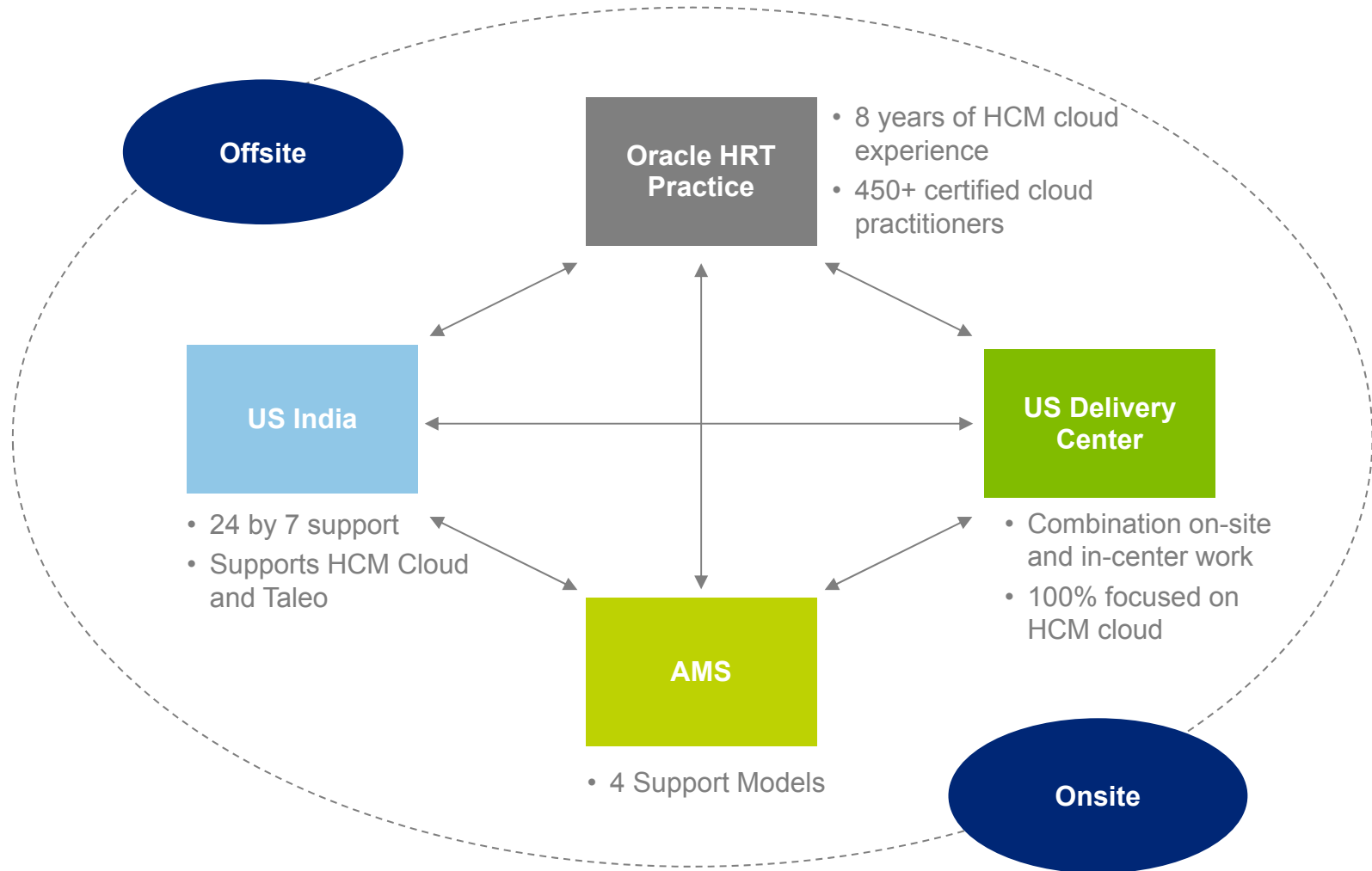
With expertise
across

4

Oracle Products

One Integrated Team

Multiple implementation models support our clients for successful delivery of large complex Oracle HCM Cloud implementations



Quals

Deloitte has implemented
56 HCM Cloud Projects
Globally

 **21** Global
Projects

Deloitte's Value

- ✓ *#1 Global Oracle HCM Cloud partner*
- ✓ *20M+ HCM Cloud Investment*
- ✓ *Over 8 years of HCM Cloud Experience*
- ✓ *450+ certified practitioners*
- ✓ *Innovative Implementation methodology*
- ✓ *Proven and tested tools and accelerators*

Deloitte Consulting & Oracle HCM Cloud

Quals By Industry

	Life Sciences & Healthcare	10
	Financial Services & Insurance	11
	Technology, Media & Telecommunications	8
	Federal, Public Sector, Education	1
	Consumer & Industrial Products	21
	Energy & Resources	3
	Consulting	2



Enabling

1.4 M
Employees



Across

60
Countries



And

7
Industries

Oracle HCM Customer Overview

No.	Client Name	Industry	Employees	Global Project	Legacy Oracle	Approval Required
1	Financial Services Company	Financial Services	260,000	✓		✓
2	Large Provider/ Plan Organization	Life Sciences and Health Care	175,000		✓	✓
3	Large U.S. Retail Company	Consumer and Industrial Products	167,000	✓	✓	✓
4	Large Financial Services Company	Financial Services	150,000	✓		✓
5	Large Global Retail Company	Consumer and Industrial Products	148,000	✓	✓	✓
6	Global Supplier Company	Consumer and Industrial Products	130,000	✓		✓
7	Large Telecommunication Company	TMT	90,000	✓	✓	✓
8	Insurance Company	Financial Services	80,000	✓		✓
9	Retail Company	Consumer and Industrial Products	80,000			✓
10	Large Global Oil & Gas Company	Energy and Resources	60,000	✓	✓	✓
11	Telecommunication Company	TMT	55,000			✓
12	Financial Services Company	Financial Services	43,000		✓	✓
13	Financial Services Company	Financial Services	40,000			✓
14	Global Industrial Products Provider	Consumer and Industrial Products	39,000		✓	✓
15	Cosmetics Manufacturer	Consumer and Industrial Products	35,000	✓		✓
16	Telecommunications Company	TMT	27,000			✓
17	Large Provider Organization	Life Sciences and Health Care	22,000			✓

Oracle HCM Customer Overview...(continued)

No.	Client Name	Industry	Employees	Global Project	Legacy Oracle	Approval Required
18	Large Manufacturing Company	Consumer and Industrial Products	21,950		✓	✓
19	Provider Organization	Life Sciences and Health Care	16,700			✓
20	Large Provider Organization	Life Sciences and Health Care	16,000			✓
21	State Department	Public Sector	15,000			✓
22	Consumer Product Company	Consumer and Industrial Products	15,000			✓
23	Financial Services and Life Insurance Company	Financial Services	15,000		✓	✓
24	Life Sciences Company	Life Sciences and Health Care	14,000			✓
25	Manufacturing Company	Life Sciences and Health Care	13,000	✓		✓
26	Worldwide Manufacturing Company	Consumer and Industrial Products	12,300	✓	✓	✓
27	Large Provider Organization	Life Sciences and Health Care	12,000		✓	✓
28	Multinational Technology Company	TMT	12,000	✓		✓
29	Large Provider Organization	Life Sciences and Health Care	10,500			✓
30	Entertainment Company	TMT	10,000	✓	✓	✓
31	Large US Diversified Media Company	TMT	10,000			✓
32	Retail Company	Consumer and Industrial Products	10,000			✓
33	Large Manufacturing Company	Consumer and Industrial Products	9,000			✓

Oracle HCM Customer Overview...(continued)

No.	Client Name	Industry	Employees	Global Project	Legacy Oracle	Approval Required
34	Financial Services Company	Financial Services	8,000			✓
35	Engineering Company	Consumer and Industrial Products	8,000	✓	✓	✓
36	Manufacturing Company	Consumer and Industrial Products	7,500	✓		✓
37	Retail Company	Consumer and Industrial Products	6,800	✓		✓
38	Multinational Filtration Company	Consumer and Industrial Products	6,500	✓	✓	✓
39	Technology Company	TMT	6,000	✓		✓
40	Manufacturing Company	Consumer and Industrial Products	5,000			✓
41	Consulting Firm	Consulting	4,000		✓	✓
42	Global Beauty Brand	Consumer and Industrial Products	4,000	✓		✓
43	Global Investment Firm	Financial Services	3,500	✓	✓	✓
44	Consulting Firm	Consulting	3,100			✓
45	Energy Company	Energy and Resources	2,780		✓	✓
46	Transportation Company	Consumer and Industrial Products	2,600			✓
47	Financial Services Company	Financial Services	2,100			✓
48	International Asset Management Company	Financial Services	1,800			✓
49	Telecommunications Company	TMT	1,000			✓

Oracle HCM Customer Overview...(continued)

No.	Client Name	Industry	Employees	Global Project	Legacy Oracle	Approval Required
50	Global Travel Company	Consumer and Industrial Products	1,000			✓
51	Insurance Company	Financial Services	1,000			✓
52	Life Sciences Company	Life Sciences and Health Care	987	✓		✓
53	Services Company	Consumer and Industrial Products	700			✓
54	Energy Company	Energy and Resources	500			✓
55	Manufacturing Company	Consumer and Industrial Products	400			✓
56	Provider Organization	Life Sciences and Health Care	280		✓	✓

Oracle HCM Customer Overview

Consumer and Industrial Products	Energy and Resources	Financial Services
<p>Elizabeth Arden Clothing Store Holding Company #1</p> <p>OVS</p> <p>Pella</p> <p>DELPHI</p> <p>micros</p> <p>GARBARINO</p> <p>BELMOND</p> <p>GROHE</p> <p>CDM Smith listen. think. deliver.</p> <p>Transportation Authority #1</p> <p>Construction Machinery Manufacturer #2</p> <p>Overwatea Food Group</p> <p>GPC</p> <p>Cosmetics Manufacturer #1</p> <p>macys</p> <p>The co-operative</p> <p>Donaldson FILTRATION SOLUTIONS</p>	<p>NOV</p> <p>SWN Southwestern Energy</p> <p>CHENIERE</p>	<p>Financial Holding Company #2</p> <p>TOKIO MARINE INSURANCE GROUP</p> <p>GROUP SOLUTIONS redefining / shared sol</p> <p>M&G INVESTMENTS</p> <p>GENERALI</p> <p>Financial Holding Company #1</p> <p>TIAA CREF Financial Services</p> <p>AGOS Commercial Bank #12</p> <p>Prudential</p> <p>CARIPARMA CREDIT AGRICOLE</p>
Life Sciences & Health Care	Public Sector	Technology, Media & Telecommunications
<p>Diversified Electronic Products Manufacturer #1</p> <p>Omnicare</p> <p>eviCore healthcare</p> <p>Piedmont HEALTHCARE</p> <p>Adventist Health</p> <p>KAISER PERMANENTE</p> <p>MOLINA HEALTHCARE</p> <p>Ansell</p> <p>SAINT JOSEPH MERCY HEALTH SYSTEM A Member of Trinity Health</p> <p>OSF HEALTHCARE</p>	<p>NSW GOVERNMENT</p>	<p>ACTIVISION</p> <p>BT</p> <p>BASE COMPANY</p> <p>NASPERS</p> <p>CONCENTRIX A Business Services Company</p> <p>ADVANCE</p> <p>Telecom Italia Telecommunications Holding Company #1</p>