

THE NEW STANDARD OF HUMAN CAPITAL MANAGEMENT

- An HCM cloud computing platform that is enterprise grade
- HCM Capabilities that span all of HCM – not just pieces of it
- Provides full application suite capabilities including common mobile, social and business intelligence capabilities
- A full complement of security, access control, development, deployment, storage, and content management capabilities.

STATISTICS

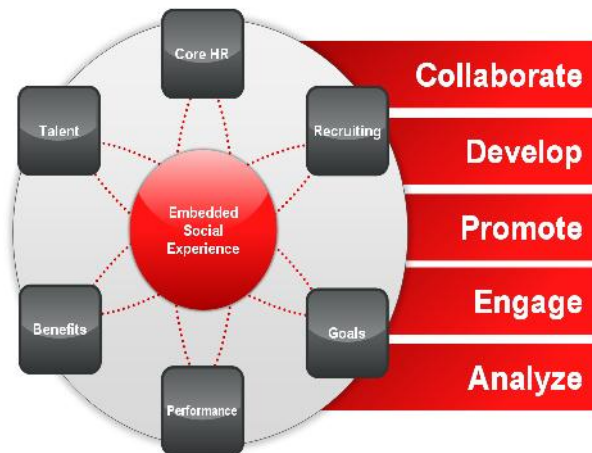
- Over 64,000,000 Users
- Over 12,250 Customers
- Over 200 Countries
- Over 21 Languages
- 1 Oracle Community
- Application Support Unlimited will continue to provide support for all applications

ROI

Customers that are early adopters of Oracle Fusion are reporting they are on track to achieve an estimated **32% ROI** over five years.

- 25% reduction in HR support headcount
- 40% reduction in the number of interface HR systems
- 90% reduction in Upgrade and associated support
- 50% reduction in Implementation cost with Fixed Cost and Scope Approach

Social HCM Cloud Services



- How can we quickly **transform** your on premise ERP to Cloud Services?
- How do we **reduce** your implementation **time, cost and resourcing** requirements and still deploy an **Enterprise Grade Cloud Service**?
- How can we **add new functionality without disrupting existing** on premise services?
- How can we enable **adoption of open standards** while deploying a modern ERP?
- How can we **port** your existing application **seamlessly** to the New Fusion App?

*EInfoBiz's unique Oracle-recognized **DART** methodology ensures a rapid and successful adoption of Oracle Fusion Cloud Services.*

Our Oracle Cloud Application Services group has proven capabilities and expertise with a wide array of deployment solutions.

DART: Delivery Accelerated with Rapid Transformation Methodology

This fixed-cost, fixed-scope, and end-to-end service, implements Oracle Fusion Social HCM Application on a Software-As-A-Service (SAAS) model. Customers can benefit from Oracle and EInfoBiz accelerators*, tools, assets, and expertise to achieve a faster, more cost-effective, and business-focused implementation of Oracle Fusion HCM. Our methodology has pre-defined packages to get you started quickly and allows you to develop tailored packages for specific needs.

Vision	Planning	Pilot & Finalize	Verify & Deploy	Support
Key Activities				
<ul style="list-style-type: none"> • Validate Business Vision and Scope • Validate Pilot Plan • Conduct Change Readiness Assessment • Review and Assess Process and Technology Change Impact • Document Workshop and CRP Requirement • Validate Governance Model 	<ul style="list-style-type: none"> • Develop Project, Resource and Deployment Plan • Conduct Process, Functionality Preview Workshops and Fit-Gap Workshop • Develop mapping to use EAIB- Process Modeller, EAIB-Configuration- Loader and FBL for Data • Build System using EAIB Fusion Accelerator Tools for CRP including OOTB • Develop Readiness CRP Workshop and gather feedback 	<ul style="list-style-type: none"> • Conduct Conference Room Pilot #1 Workshop and gather feedback • Finalize RTM and Data Migration / Transformation Rules • Finalize Configuration and Data Import. • Configure OOTB, Rule based access using • Import Data using OOTB data utility • Conduct Conference Room Pilot #2 Workshop and gather feedback 	<ul style="list-style-type: none"> • Build Production Readiness and Deployment / Cutover Plan • Freeze Legacy System • Build Support Readiness and Execution Plan • Conduct Verification and testing on the pre-final release • Execute Cutover Plan (Final Configuration, Final Role based access, Final Data Import, user Validation) • Provide knowledge transfer to customer sustainment team • Finalised Role based access, Finalized process and train 	<ul style="list-style-type: none"> • Setup Transition Support Desk • Transition to Operations and HRIS sustainment team • Conduct training and provide online access to training • Enforce Issue triage and resolution • Enable readiness for oracle manager semi-annual update • Execute Communication
Deliverables				
<ul style="list-style-type: none"> • Business and Technical Priority Master • Change Impact Assessment Doc • Project Governance Model • Workshop and CRP Plan 	<ul style="list-style-type: none"> • Fit-Gap Assessment Report • TO BE Business Process Doc • Change and Communication Plan • Scope Statement • Resource Plan • Project Charter and Plan 	<ul style="list-style-type: none"> • Configuration Workbook and Finalized Setup Manager • Data Loader Workbook • Customization Elimination / Simplification Doc for legacy • Training Content • Configuration and Build Completed 	<ul style="list-style-type: none"> • Issue Report • System Readiness Report • Verification Report • Cutover Plan • Cutover Execution Report • Knowledge Transfer Report 	<ul style="list-style-type: none"> • Live System • Issue Resolution Report • Support Transition Doc • Project Sign-off and Lessons learned report

*Enabled with 7 EInfoBiz Fusion Accelerators

SAAS Comparison

	Fusion HCM	Workday
Workforce Modeling & Staffing	•	•
Compensation & Benefits	•	•
Global Payroll	•	•
Workforce Lifecycle Management	•	•
Workforce Planning & Prediction	•	•
Worker Portrait	•	
Network@Work	•	
Recruiting	•	
Learning	•	
Talent Management	•	
Goal Management	•	
Succession Management	•	

DEPLOYMENT OPTIONS

Private Cloud:

- Your organization owns, implements, and manages the HCM application

Managed Cloud Service:

- The HCM application is deployed as a private cloud at one of Oracle's data centers, at your site, or through EInfoBiz and managed for a fixed monthly fee

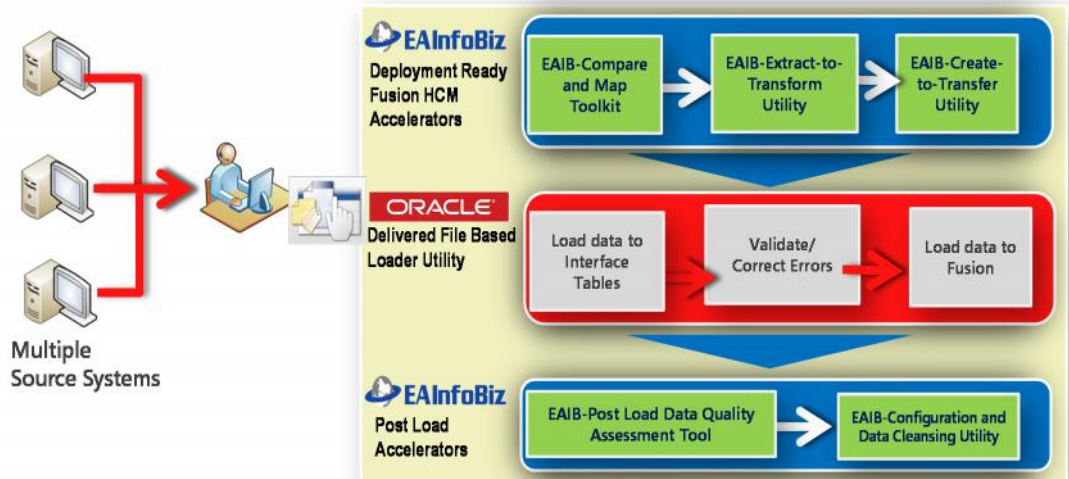
Public Cloud:

- Oracle Cloud delivers your HCM applications with subscription based access

Hybrid Cloud:

- You can also choose a hybrid model for different elements of your IT environment, and move back and forth over time as your strategy or requirements change

Our Implementation Accelerators @Work



A glance at our pre-built ready to deploy Accelerators

We understand that each organization's application, business requirements and technology landscape is unique. With this in mind, EInfoBiz has created a tailored set of Accelerators that allows implementation teams/customers to **use this as a "starter-kit" to jump start the implementation phase activities**, and only add unique requirements specific to the customer organization. These Accelerators are essential to achieving our service offering timelines within our proven **DART** methodology.

No.	EAIB Accelerators*	DART Phase	Why they are beneficial
1	Data Volume Estimator	Vision	A Web based utility to assess the data volume based on business rules to accurately estimate time to load
2	Compare and Map Toolkit	Planning	Compare the fields from source database with the available fields in Fusion HCM object schema and allows implementation team to leverage pre-defined mappings. Additionally produces tailored reports for customers to cleanse data in source database
3	Extract-to-Transform Utility	Planning	A Web based utility with pre-defined extraction logic and ability for customers to define their extraction / transformation logic
4	Create-To-Transfer Utility	Pilot & Finalize	Creates transformed ready to load data in EAIB staging area and provides options to auto create enterprise entities along with file based loader formatted files
5	Data Quality Assessment Toolkit	Verify and Deploy	Allow customers to configure the assessment tool to assess the quality of data in Fusion staging area
6	Data Cleansing Tool	Verify and Deploy	This data cleansing tool consolidates the errors across staging area by business process and provides a mechanism to override at source or staging area
7	AutoTester	Verify and Deploy	Automates the testing of core business HR and Talent business processes using a customer defined role based access utility
8	Pre-Built Reports	Support	Over 22 configurable reports across HR and Talent are available for customers to deploy with minimal effort

*The above utilities are tested for PeopleSoft, JDEdwards and eBusiness migration to Oracle Fusion Application but can be extended to other legacy systems with ease.



Fixed Cost and Scope Offerings

Our knowledge and experience will help you to deploy modern technology and adopt open standards while realizing choice in delivery and benefits from cloud portability. Our **DART** Methodology allows us the ability to deliver the following services at Fixed Cost and Scope, to help you realize a shorter Time-to-Value:

Package	Package Inclusions	Timelines*
Core HCM Basic	<ul style="list-style-type: none"> Fusion Global HCM 	12 Weeks
Core HCM Advanced	<ul style="list-style-type: none"> Fusion Global HCM Fusion Global Payroll Interface 	14 Weeks
HCM Complete	<ul style="list-style-type: none"> Fusion Global HCM Fusion Global Payroll Fusion Global Benefits 	16 Weeks
Core Talent (any one stream)	<ul style="list-style-type: none"> Fusion Performance Management Fusion Goal Management / Talent Review Fusion Workforce Compensation 	10 Weeks
HCM and Talent Light	<ul style="list-style-type: none"> Fusion Global HCM Fusion Performance Management Fusion Talent Review 	14 Weeks
HCM and Talent Advanced	<ul style="list-style-type: none"> Fusion Global HCM Fusion Performance Management Fusion Talent Review Fusion Payroll Interface 	16 Weeks

*Fixed Scope

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For more information on our organization please visit us at www.eainfobiz.com



Customized Services

We understand that customers from time to time have unique requirements, and would like to customize the above packages to best fit their needs based on the organizational roadmap to cloud adoption. As an example, some leaders would like to leverage more OTBI services to provide improved decision support with the organization vs. some who would like to add new modules like Incentive Compensation.

Process Efficiency Services

Our knowledge and experience helps you to select and highlight the enhancements and improvements that are most relevant to you, to deliver maximum business value. This includes not only capabilities that may drive business process transformation, but also those that will deliver benefits through the streamlining of existing business processes.

Support Services

Scenario: Customers that have a very lean technical / functional team require assistance to secure support during the post implementation phase and want to use to their internal team for strategic activities. We have a dedicated **Support Service** that is tailored to meet this specific need in the market place.

Key Benefits

- Fusion Certified professionals
- All Fusion Team members have more than 7 years of experience with PeopleSoft / JDE / eBusiness
- Accelerate Project timelines, reduce project cost and reduce Time to Test by 40% with Automated Testing
- All team members are provided 2 months of rigorous training to understand **DART** and adhere to standards while participating in an Implementation project
- All Services are provided by our employees vs. sub-contractors
- Access to all Fusion Accelerators and scalable to add customer specific logic
- Reusable services library containing pre-built code for common mobile application functionality



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