Evosys's Fixed Scope Offering for Oracle Fusion HCM

ORACLE® Platinum Partner

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Business Objectives

- ❑ Implement an Organization wide robust Human Capital Management System to replace the current Personnel Information & Payroll System
- ❑ Eliminate the existing shadow systems and improve productivity within the Human Resources and Administration Departments
- ❑ Distribute functionality, which adds overall value to organization with providing user friendly self-service, transparent and easy access to information and real time reporting
- ❑ Essential for very simple, portal based and flashy tool for employee's performance evaluation
- ❑ Implementation of standardized and consistent Payroll and Leave policies across various entities
- ❑ Elimination of lot of paper work, with goal to achieve online and efficient environment
- ❑ Integrate HR system with existing Financial system
- ❑ Make reports & dashboards available for middle and top management
- ❑ Require insight about trends within the organization to take pro-active measures for various individuals issues
- ❑ Introduction of Mobility in to the organization
- ❑ Need for Social Collaboration within the organization

Fixed Scope Offer - 1 for Human Capital Management

List of Modules:

- Fusion Human Capital Management Base Cloud Service

Business Scope – High Level Business Process

Business Process	
Manage Workforce Lifecycle	▪ Add a Person
	▪ Manage Checklist
	▪ Manage Employment Information
	▪ Manage Personal Information
	▪ Promote Employee
	▪ Transfer Employee
	▪ Terminate Employee
Manage Leave	▪ Manage Leave Enrollments
	▪ Schedule and Record Leave
	▪ Manage Leave Processing
	▪ Report and Analyze Leave Data
Manage Workforce Profile	▪ Manage Talent Profile

Application Scope – Detailed Configuration Scope

Configuration Details	
Enterprise Structure	Client Specific Organizational Configuration ▪ Configuration of three (3) Legal Entities ▪ Configuration of three (3) Data Group ▪ Configuration of three (3) Business Units
Work Structure	Client Specific Organization Configuration ▪ Configure an additional single segment (field) for Job ▪ Configure an additional single segment (field) for Position ▪ Configuration of single tree version for Organization ▪ Configuration of single tree version for Departments ▪ Configuration of single tree version for Positions
Countries	Only one (1) country is included in the scope of work
Language in addition to English	Only one (1) language is included in the scope of work
Employee Self-Service	Configuration of delivered self service functionalities
Leave Plan	Configuration of one (1) accrual plan; based on the client business policy
Leave Type	Configuration of five (5) absence types; based on the client business policy
Leave Formulae	Configuration of one (1) absence formula to calculate absence duration; based on the client business policy

Application Scope – Detailed Configuration Scope

| Configuration Details	
Profile Management Process	Configuration of the delivered Profile Management Notifications and Approvals
Profile Content Framework	Configuration of content items for profile management ▪ Configure 100 Competencies ▪ Configure 50 Degree Types ▪ Configure 20 Educational Level ▪ Configure 20 Memberships ▪ Configure 20 Licenses and Certifications Review and maintain lookup values for risk of loss, travel frequency and competency evaluations types
Profile Configuration	▪ Configure ten (10) talent profile for either Job/Position ▪ Configure search and compare functionality (person-job, job-person and person-person)

Application Scope – Detailed Technical Scope

Configuration Details	
Data Migration	▪ Migration of existing (current) Employee Details ▪ Migration of a single file for Locations, Department, Job, Position and Grades Note: 1. Data has to be provided in Evosys Template, and only active employee's data would be migrated to Fusion Application. 2. Migration of historical data is out of scope for the project
Reports	• Development of 5 transactional Reports using BI Publisher Recommended Reports 1. Employee File Details (complete view) 2. Employee Leave Balance & Transaction Details 3. HR Transitions Details (complete view) 4. Two Fixed Format reports (e.g. Salary Certificate)
Email Alerts	• Development of 2 Emails Alerts (as per the requirements)

Implementation Time

Go–Live in 10 Weeks

Project Design → Configure → Validate → Transition → Realization
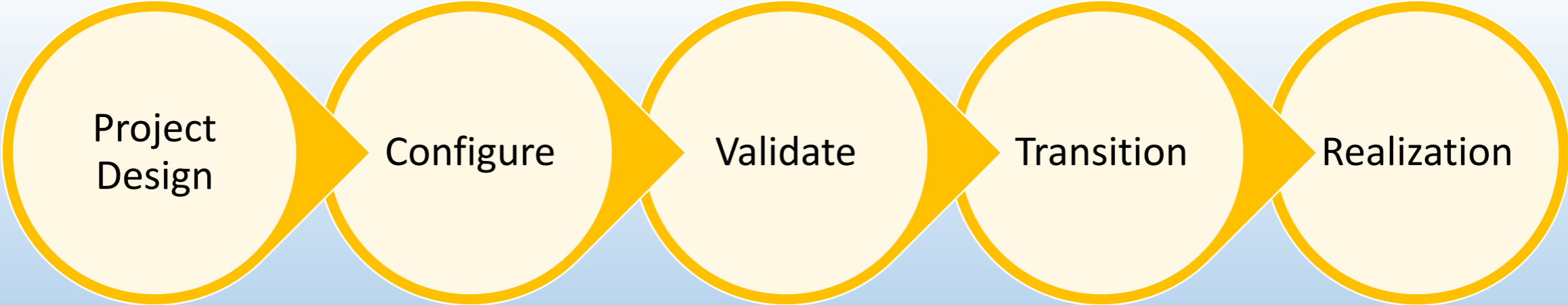
High Level Project Work Plan

Project Activities / Calendar Weeks	1	2	3	4	5	6	7	8	9	10
Oracle HCM Fusion Implementation Project										
Project Design	■									
Project Start Up Activities										
Workshop on Project Implementation Methodology										
Prepare Release Plan										
Configure		■	■	■	■					
Preparation for Business Process Walkthrough										
Conduct Business Process Walkthroughs (CRP-1)										
Business Process Discussion / Fit-gap Analysis										
Conduct Business Process Walkthroughs (CRP-2)										
Validate						■	■	■		
Data Conversation, Migration & Testing										
Solution Configuration										
Conduct Business Process Walkthroughs (CRP-3)										
Preparation for Transition										
Key User Training										
User Acceptance Testing										
Transition									■	■
Receipt of Final Data from Business Users										
Production Configuration										
Data Migration / HR Reconciliation										
Go Live										

Fixed Scope Offer - 2 for Talent Management

List of Modules:

- Fusion Goal Management Cloud Service
- Fusion Performance Management Cloud Service
- Fusion Talent Review Cloud Service

Business Scope – High Level Business Process/Features

Business Process/Features	
Organization Driven Goal Setting	Provide individuals with visibility into organizational goals to provide context when they create their own goals
Insight into Goal Alignment	Managers and employees to be more effectively align performance goals with organization goals
Goals Tracking and Insight	Track progress on organizational and performance goals
Goal Sharing	Improve alignment by enabling individuals to share goals with other individuals with whom they work on a day-to-day basis
Personal Goal Tracking	Enable individuals to set personal goals
Set and Track Development Goals	Enable individuals to set and track development goals, separate from performance goals
Flexible, Configurable Evaluations	Support a streamlined performance management process with a flexible, configurable template-driven setup
Effective User Experience	View employee and manager ratings side-by-side in the performance document
Simplified Performance Comparison	Provide multiple evaluations for a single employee, such as last and current periods

Business Scope – High Level Business Process/Features

Business Process/Features	
Identify and Mitigate Talent Risk	Decrease top talent attrition by identifying and addressing talent-related risks to the organization
Organizational Talent Optimization	Enable managers to identify, groom, and leverage talent from within the entire organization
Identify Top Talent Concentration	Align key resources where the greatest business opportunities exist
Interactive Visualization	Use rich visualizations with technologies such as Smart Boards that enable managers to edit data using drag-and-drop actions
Cascading Meetings	Enable talent review meetings broadly and deep within the organization
Collaborative Employee Assessment	Assess ratings and determine the most unbiased way of evaluating all workers.
Track Tasks and Action Items	Optimize systemic interactions by enabling managers to enter action items during review meetings
Improve Development Goals	Assign more appropriate development goals using information that offers a thorough review and assessment of talent
Measure Development Successes	Improve productivity and employee satisfaction by identifying leaders who are successful at improving and promoting staff

Application Scope – Detailed Configuration Scope

Configuration Details	
Goal Management	- Configuration of Goal Types - Configuration of one (1) Goal Library with to twenty (20) Goals - Configure up to two (2) Eligibility Profile - Configuration of up to two (2) Goal Plans with up to ten (10) Goals per Goal Plan - Enable Goal Management related Notifications and Approvals delivered within Fusion Goal Management - Configure the defaults for mass goal Plan creation delivered with Fusion Goal Management - Enable the pre-configured security roles delivered with Fusion Goal Management
Performance Management	- Configure one (1) Questionnaire - Configure up to two (2) Eligibility Profiles - Configuration of two (2) Performance Document Types - Configuration of two (2) Performance Flow - Configuration of two(2) Performance Template - Configuration of the delivered Section Weighting and Calculation Rules - Enable Performance Management related notifications and approvals delivered within Fusion Performance Management - Enable pre-configured security roles delivered with Fusion Performance Management
Talent Review	- Configure one (1) Talent Review Template - Enable Talent Review related notifications and approvals delivered within Fusion Talent Review - Enable pre-configured security roles delivered with Fusion Talent Review

Application Scope – Detailed Configuration Scope

Configuration Details	
Profile Management Process	Configuration of the delivered Profile Management Notifications and Approvals
Profile Content Framework	Configuration of content items for Profile management ▪ Configure 100 Competencies ▪ Configure 50 Degree Types ▪ Configure 20 Educational Level ▪ Configure 20 Memberships ▪ Configure 20 Licenses and Certifications Review and maintain lookup values for risk of loss, travel frequency and competency evaluations types
Profile Configuration	▪ Configure ten (10) Talent profile for either Job/Position ▪ Configure search and compare functionality (person-job, job-person and person-person)

Application Scope – Detailed Technical Scope

Configuration Details	
Data Migration	▪ Migration of existing (current) Employee Details ▪ Migration of a single file Employee Goal File Note: 1. Data has to be provided in Evosys Template, and only active employee's data would be migrated to Fusion Application. 2. Migration of historical data is out of scope for the project
Reports	• Development of 5 transactional Reports using BI Publisher
Email Alerts	• Development of 2 Emails Alerts (as per the requirements)

Implementation Time

Go–Live in 12 Weeks

Project Design → Configure → Validate → Transition → Realization
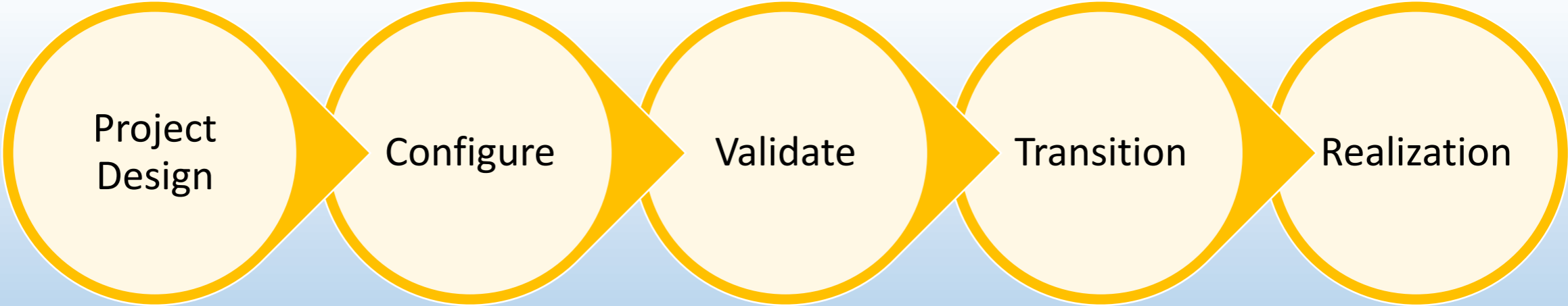
High Level Project Work Plan

Project Activities / Calendar Weeks	1	2	3	4	5	6	7	8	9	10	11	12
Oracle HCM Fusion Implementation Project												
Project Design	■											
Project Start Up Activities												
Workshop on Project Implementation Methodology												
Prepare Release Plan												
Configure		■	■	■	■	■						
Preparation for Business Process Walkthrough												
Conduct Business Process Walkthroughs (CRP-1)												
Business Process Discussion / Fit-gap Analysis												
Conduct Business Process Walkthroughs (CRP-2)												
Validate							■	■	■	■		
Data Conversation, Migration & Testing												
Solution Configuration												
Conduct Business Process Walkthroughs (CRP-3)												
Preparation for Transition												
Key User Training												
User Acceptance Testing												
Transition											■	■
Receipt of Final Data from Business Users												
Production Configuration												
Data Migration / HR Reconciliation												
Go Live												

Fixed Scope Offer - 3 for Human Capital Management & Talent Management

List of Modules:

- Fusion Human Capital Management Base Cloud Service
- Fusion Goal Management Cloud Service
- Fusion Performance Management Cloud Service
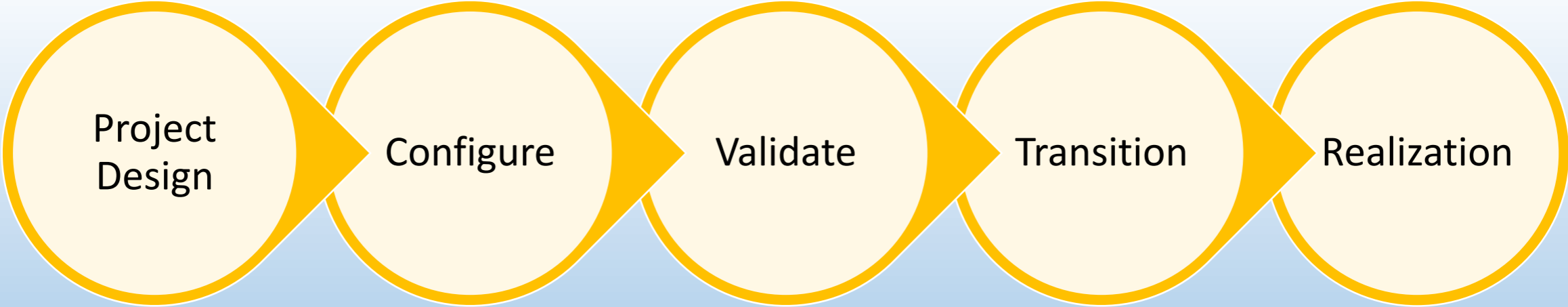- Fusion Talent Review Cloud Service

Scope

Note: Scope of Work for FSO 3 would be combination of FSO 1 & FSO 2

High Level Project Work Plan

Project Activities / Calendar Weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Oracle HCM Fusion Implementation Project														
Project Design	▮	▮												
Project Start Up Activities														
Workshop on Project Implementation Methodology														
Prepare Release Plan														
Configure			▮	▮	▮	▮	▮							
Preparation for Business Process Walkthrough														
Conduct Business Process Walkthroughs (CRP-1)														
Business Process Discussion / Fit-gap Analysis														
Conduct Business Process Walkthroughs (CRP-2)														
Validate								▮	▮	▮	▮	▮		
Data Conversation, Migration & Testing														
Solution Configuration														
Conduct Business Process Walkthroughs (CRP-3)														
Preparation for Transition														
Key User Training														
User Acceptance Testing														
Transition													▮	▮
Receipt of Final Data from Business Users														
Production Configuration														
Data Migration / HR Reconciliation														
Go Live														

Common Section for all FSOs
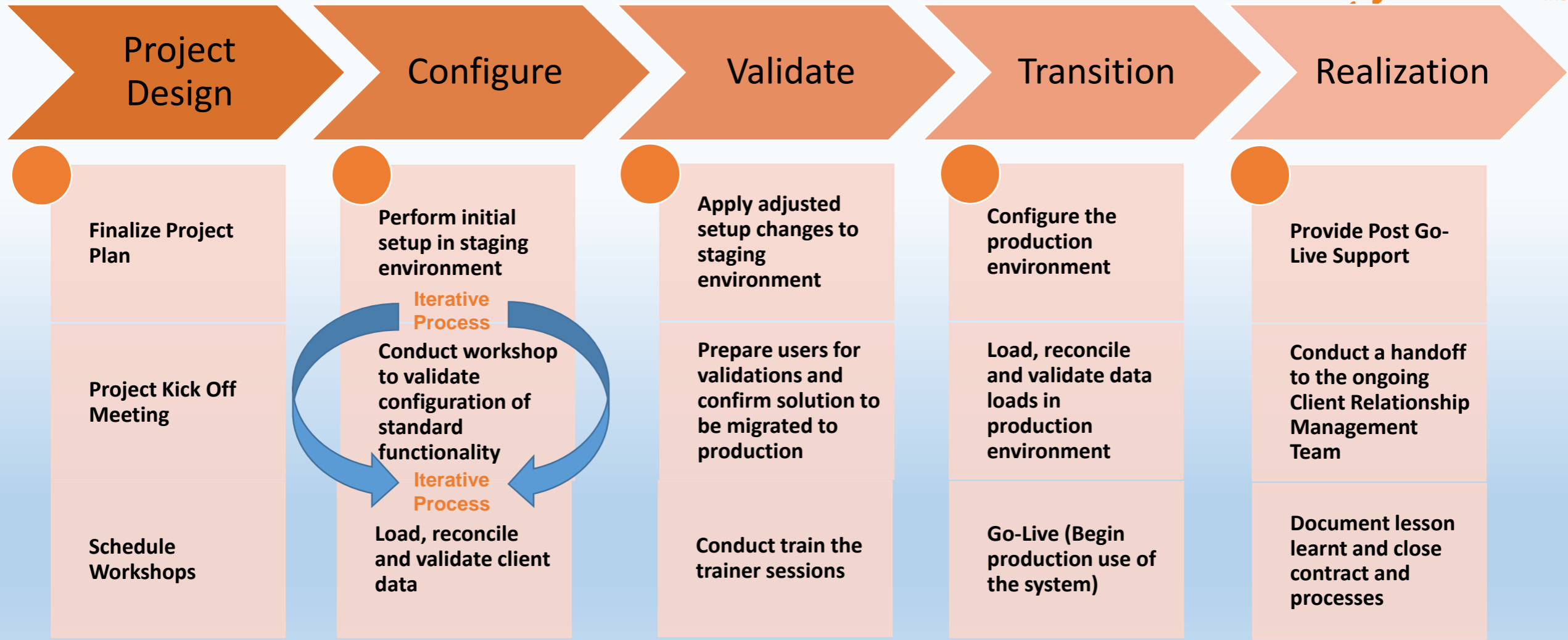
Project Deliverables

Deliverable Name	Deliverable Description
Project Charter	The project charter would include further details of the project mission statement, approach, plan, scope and execution.
Project Work Plan	A plan that describes the tasks and timelines for all project activities.
Application Configuration/Setup Document	A document that summarizes the configurations to be provided based on the collected business information.
Test Scripts	Test Scripts for testing the configured functionality in the scope of standard offering. Any further changes to this document will be performed by Customer.
Training Material	Material to support familiarization sessions on the application.
Configured Production Environment	Configured Solution, validated for go live use.

Scope Exclusion

Configuration Details	
Single Sign On	Single Sign On setup is not included in the current scope of work
Third Party Integrations	Integrations with third party systems (inbound/outbound) is not included in current scope of work
Custom Job Roles	Configuration of custom job roles would be not considered as part of the project scope
Data Extraction and Cleansing	Data extraction from third party system is not included in the scope of the project
End User Training	Evosys would follow the train the trainer approach, and end user training is not included in the scope of the project
Change Management	Organization change management would be the responsibility of the customer
Migration of Historical Data	Migration of historical data is out of scope for the project
Upgrade	Upgrade of Fusion Application during project is out of the scope

Implementation Approach

Project Design	Configure	Validate	Transition	Realization
Finalize Project Plan	Perform initial setup in staging environment	Apply adjusted setup changes to staging environment	Configure the production environment	Provide Post Go-Live Support
Project Kick Off Meeting	Conduct workshop to validate configuration of standard functionality	Prepare users for validations and confirm solution to be migrated to production	Load, reconcile and validate data loads in production environment	Conduct a handoff to the ongoing Client Relationship Management Team
Schedule Workshops	Load, reconcile and validate client data	Conduct train the trainer sessions	Go-Live (Begin production use of the system)	Document lesson learnt and close contract and processes

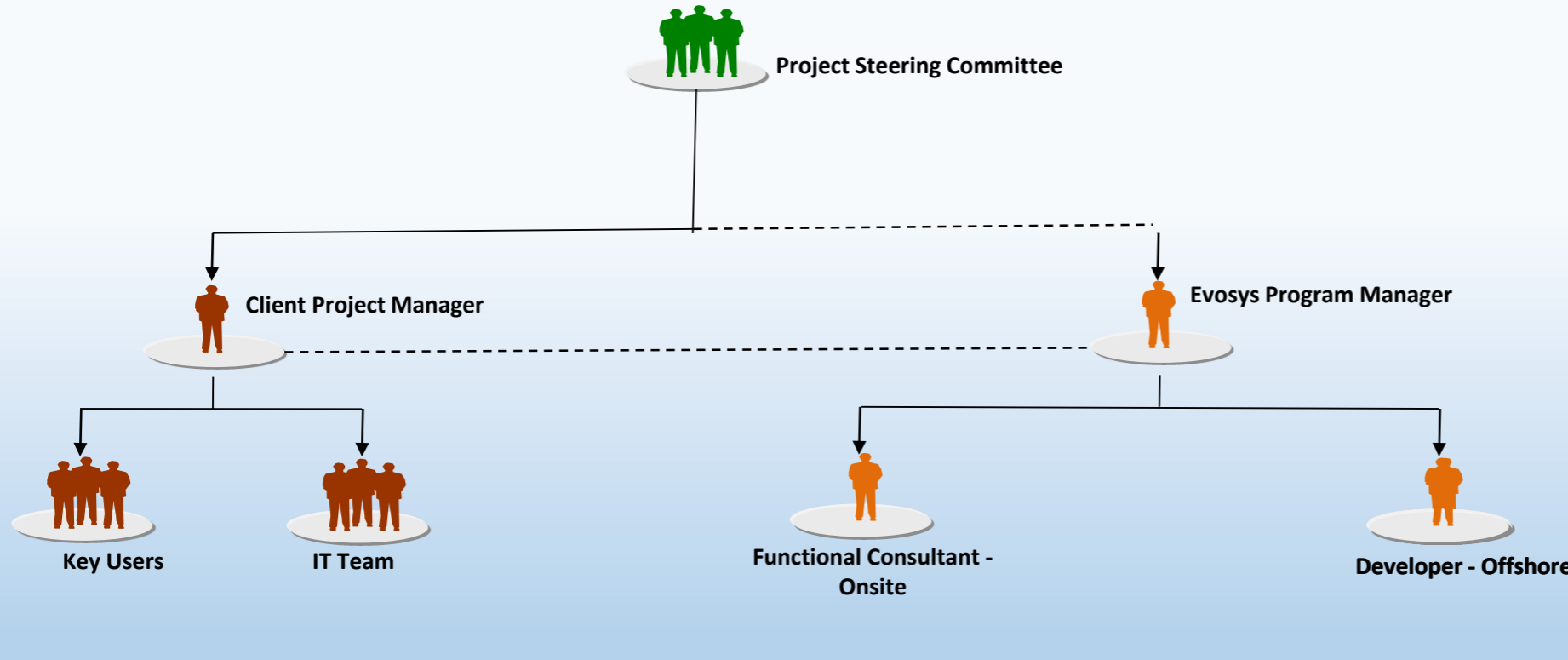*Iterative Process* — *Iterative Process*

Key Assumptions

- Common business processes & policy across all the business areas would be implemented
- Data migration to the Fusion instance subject to data provided in the templates provided by Evosys
- All development and documentation will be done in English
- The project execution will be done using an onsite-offshore model.
- No Customization can be performed in the Fusion Cloud Application, only custom configuration within the standard system is performed
- 'Train the Trainer' approach for administering user training
- Single sign-on solution with Fusion has not been factored
- Historical data migration is out of scope
- Organization change Management and end user training will be customer's responsibility
- Implementing any requirement, which is not a standard feature of the product, will not be binding on Evosys. The same will be agreed on based upon on comments received from Oracle using the Metalink Support
- Application bug repairs are the responsibility of Oracle Support and are not included in the project scope or estimates.
- Procurement and Supply of Fusion Application License is Out of the Scope.
- All key users of client would be available at common location for all project execution activities including Key User Training and Testing.
- Upgrade of Fusion Application during project is out of the scope
- Any 3rd party integration is out of the scope
- A comprehensive list of assumptions and final timelines & estimates will be provided after a due diligence study conducted by Evosys

Project Team Structure

Project Steering Committee

Client Project Manager

Evosys Program Manager

Key Users

IT Team

Functional Consultant - Onsite

Developer - Offshore

Supported by Strong and Experience Evosys's Fusion HCM Solution Architect Team

Client Responsibilities

- ❑ Client to finalize license agreements and get staging environment from Oracle for Fusion prior to start of the project
- ❑ Arrange for a Project Executive Sponsor and Project Steering Committee
- ❑ Assign a Project Manager to lead your staff's efforts
- ❑ Assign experienced and empowered Business and IT users to work closely with Evosys consultants according to project plan (some full-time allocation may be necessary at times).
- ❑ Perform independently various project tasks according to project plan such as: (a) Provide data in format specified by Evosys b) Customer side of Integration c) Perform UAT d) End user Training
- ❑ Process & policy standardization across the organization has to be done by the customer prior to start of the engagement
- ❑ Provide timely sign off of the deliverables within the timeframe agreed upon before start of engagement
- ❑ Handle Change Management
- ❑ Communicate project status to entire organization on timely basis

Business Benefits (Provided by Existing Fusion HCM Client)

- ❑ Adopting the best in class processes for managing the Workforce lifecycle such as Hiring, Transfer, Promotion and Termination
- ❑ Easier to make new employee productive with automated role provisioning
- ❑ Role Based Access Control security to manage the user privileges
- ❑ Highly enhanced graphical UI for Employee Self Service Portrait Gallery to perform common actions such as managing Personal information, Leave Management and Collaboration with co-workers
- ❑ Manager dashboards to drive productivity and consistency while managing and getting deeper insight into the workforce
- ❑ Consolidated real time HCM reporting along with Business Intelligence dashboards and analytics
- ❑ Best practices Payroll Flow pattern in order to complete the full Payroll cycle
- ❑ Flexible Performance evaluation process flow to meet the various stages of yearly appraisal cycle along with Competencies and Rating Model
- ❑ Ability to monitor the progress of Performance documents and tasks

Evosys Advantage
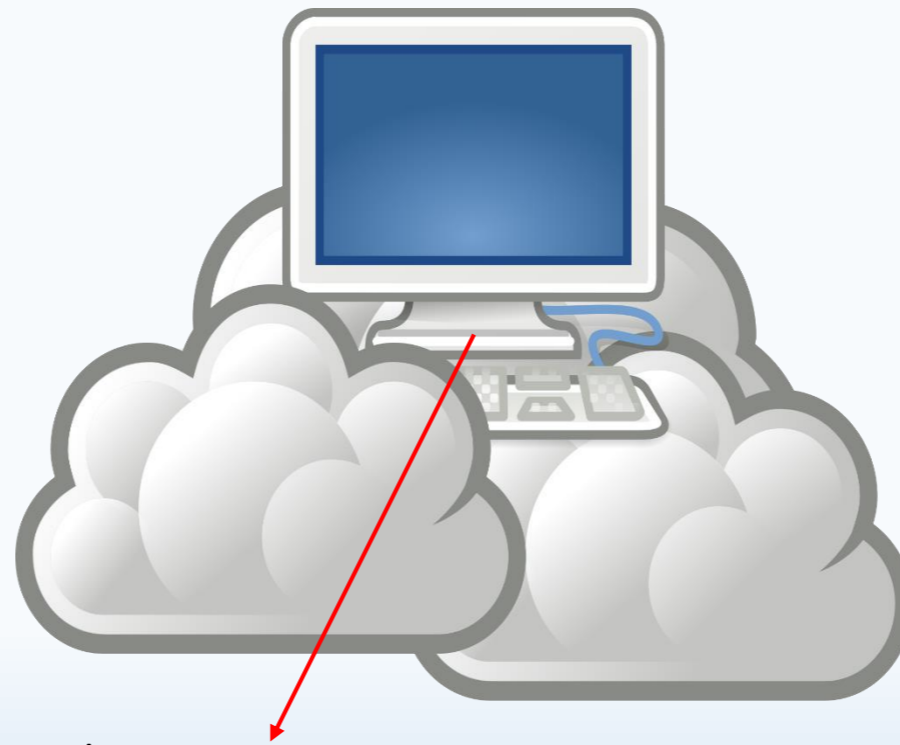
❑ Early Adaptor of Oracle Partner for Cloud Applications
❑ Evosys is Certified SaaS Implementation Partner
❑ Good Experience in Implementing Oracle Fusion HCM Application (Referencable Customer)
❑ Working Very Closely with Oracle Product Development team for various Cloud Implementation Projects
❑ Very Solid Experience in Implementing Oracle Human Capital Management Applications
❑ 100+ Oracle Human Capital Management Consultants
❑ Experienced in implementing other products of Oracle Cloud Application like Taleo, Cloud ERP, Cloud Planning & Budgeting which gives an Cutting Edge to Evosys to have overall and better understanding of Oracle Cloud Applications as a whole
❑ Capable to do Consulting for Human Capital Management Structures, Policies, Business Processes, Reporting and Master Data

Additional Services from Evosys for Cloud Applications

❑ Automatic 3rd Party Integration

❑ Business Consulting

❑ Master Data Management

❑ End User Training

❑ Change Management

❑ Additional System Workshops

❑ Business Process Documentation

❑ AMC

❑ Fusion Application Upgrade

❑ Custom Reports & Email Alerts Development

Evosys Cloud Clientele

Our Prestigious Cloud Clients

Above list includes on-going projects also

Evosys Certified SaaS Implementation Partner

ORACLE
FUSION APPLICATIONS

Oracle Fusion HCM Public Cloud
Evosys RS Evaluation Version 1
August 2013

SaaS Offering Readiness Rating Pg 1

Ref #	Program Category/Criteria/Requirements	Covered in Current Version	Comments
A	Scope Deliverables		
A.1	Contains 3 Pre-defined Packages as below: - Talent and Compensation *with HR co-existence* - Core HR and Benefits *with 3rd Party Payroll interface* - Full HR and Payroll		Contains 4 packages: Talent Co-exist with E-Business Suite HR; Core HR, Pay and Talent with integration to EBS Financials; Core HR and Payroll; Core HR, Talent and Payroll.
A.2	Simple *(ideally graphical)* definition of each one pre-defined packages, in terms of standard business flows and features enabled		In Customer proposal they communicate the scope of the functionality. Positioning business processes instead of application basis.
A.3	Include details of Setup Configuration, Data and Access Security, Data Conversion and Integration, by package		Mentioned at high level. They have experience configuring, and doing conversion and integration
A.4	Clearly defined scope related Assumptions and Exclusions		Scope is defined, Assumptions and exclusions documented.
A.5	Explanation of how Oracle's Delivered Content, Tools and Solutions, and Services and Programs will be leveraged in accelerating implementation		Evosys has used ALL the Delivered Set Up content except for Comp, which they just started. The content was useful per Evosys and the Customers.

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SaaS Offering Readiness Rating Pg 2

Ref #	Program Category/Criteria/Requirements	Covered in Current Version	Comments
B	Methodology (Schedule) Deliverables		
B.1	Sample Project Plan		Sent under separate cover
B.2	Key Milestones/Deliverables (ideally broken out into weekly goals)		Milestones and deliverables identified
B.3	Clear reference to Oracle COE Services and Programs and recommended CRPs (or equivalent activities) in the proposed plan		Evosys understand the leveraged partner model. Region is committing to implement with this Partner.
B.4	Proposed timelines are in accordance with SaaS market expectations. Oracle has shared what we have learned about SaaS market expectations.		Timelines are 10-12 weeks, 18-24 weeks, 16-18 weeks, and 18-24 for four packages
B.5	Partner's unique Approach, Frameworks and Methods for post-Start Up Pack phase and future release road mapping and planning		Use a Business Structure, Process and Rules BSPR template to gather information about customers business processes during sales cycle. CRP1 is a demo system that is configured with the info collected during sales cycle and planning phase.
B.6	Sample Estimating Model for custom extensions, reports, integrations and conversions		Not provided
C	Resource Deliverables		
C.1	Sample Project Organization/Team Structure		Provided for Evosys, not for Customer
C.2	Sample Resource Allocation Model		Provided actual project plan for current customer
C.3	Critical Resource Skill Profiles		What capabilities do your consultants have for the key roles, PM, Tech lead, functional lead?

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SaaS Offering Readiness Rating Pg 3

Ref #	Program Category/Criteria/Requirements	Covered in Current Version	Comments
D	Pricing		
D.1	Competitively priced offerings that are in alignment with SaaS market expectations. Oracle has provided what we have learned about SaaS market expectations		Pricing is aligned at $75, $175, $130, $170 for packages 1-4
D.2	Related value-added services that provide incremental differentiation *(maybe proposed as a separate deliverable @fixed or T&M pricing)*		Evosys provides Support and Training as ongoing, add on services. Also, are building an Business Process – SME and Change Management capability
D.3	Any pricing changes by geographies, based on currency conversion or other factors, need to be spelled out		None.
E	GTM Deliverables & Partner Credentials		
E.1	Dedicated GTM anchor for post-validation GTM activities		Who is Evosys "Go to Market" Point of Contact for Oracle
E.2	Partner's differentiated assets and resources to support sales and delivery of Start Up packs in a SaaS environment		Offers healthchecks, upgrades and ongoing support.
E.3	Partner's HCM Practice credentials and customer references		Approx 75 EBS Implementations
E.4	Partner's Fusion Apps and Technology Practice credentials and customer references *(if any)*		1 Live (Al Nagi) and one active (United Real Estate Co), several pipeline
E.5	Number of trained Fusion and Fusion HCM resources		10 Fusion experienced, trained Consultants

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Evosys
Passionate
Evolutionary
Friendly
Meaningful

ORACLE Platinum Partner

Thank You