

Taleo for JD Edwards



Bud Shaw, Sr. Solutions Consultant, Denovo
Diane Singer, Regional Sales Manager Denovo

History

- **Over 24+ years of JD Edwards experience**
- Early focus was Professional Services for Oracle JD Edwards (Functional & Technical)
- Added Managed Services Offerings
- Added Enterprise Hosting & Cloud Solutions
- **Oracle Platinum Partner**
- Headquartered in Denver, CO

Strategy

- **Trusted Advisors** focused on the success of our clients business outcomes
- Focused on customer satisfaction - **“Quality of the Customer Experience”**
- SLA's & Governance-driven in all areas of our business

Scale and Scope

- **Government (24+ years) and Commercial (24+ years)**
- 175+ Consultants / 40+M Sales Revenue
- **Professional Services** (Implementations, Upgrades, Integrations, Custom Development, and Project Management)
- **Managed Services** (CNC, Database, OS, Infrastructure)
- Enterprise **Hosting/Private Cloud** for ERP
- **365x24x7 Service Desk**

Culture

- We hold ourselves **Accountable** as Individuals and as a Company
- We help our clients **manage change** to ensure mutual business success
- Our Mantra is simple:
“We do as We promise”

Agenda

- Why Denovo & Taleo ?
- Oracle Taleo Business Edition Application Overview
- Taleo/ JDE E1 Integration
- Live Demo of Oracle Taleo Business Edition
- Q&A

ORACLE[®]
TALEO

Denovo





What Do We See in the Market?

Managing Talent is More Critical than Ever

More than 75% of all organizations know more about their hardware than their people

Talent Intelligence

- › Better insight
- › Track skills, capability

Be the Employer of Choice

- › Where your top performers want to stay



Current Recruiting *Inhibitors*

Cycle Time –

Management and HR team are spending more time repeating administrative tasks and less time focusing on strategic talent acquisition

Lack of Visibility –

Current paper based processes are limiting; strategic talent data is hidden and near impossible to aggregate when sourcing for critical positions in the organization

Risk of Compliance –

Ability to report on talent/compliance data is time consuming and limited at best, which opens companies up to compliance audits and possible fines.





Used by Thousands of Customers

Over 5000 Live Customers

- Across multiple industries
- From ten to thousands of users
- Globally across North America, EMEA and APAC
- Single module or full product suite



Benefits are Clearly Defined and Measurable

Customer	Benefits
 NEC Empowered by Innovation	Reduced time to hire from 45 days to 10
	Reduced recruitment costs by 60% and time to fill by 50%
	Reduced employee turnover from 15% to 4% in one year
	Reduced employee on boarding time 75%



Oracle Taleo Business Edition Application Overview

A Consolidated View of Talent is Essential

- A single comprehensive software solution can provide this view



Oracle Taleo Business Edition

- The Complete TM Solution for Small and Medium Sized Businesses



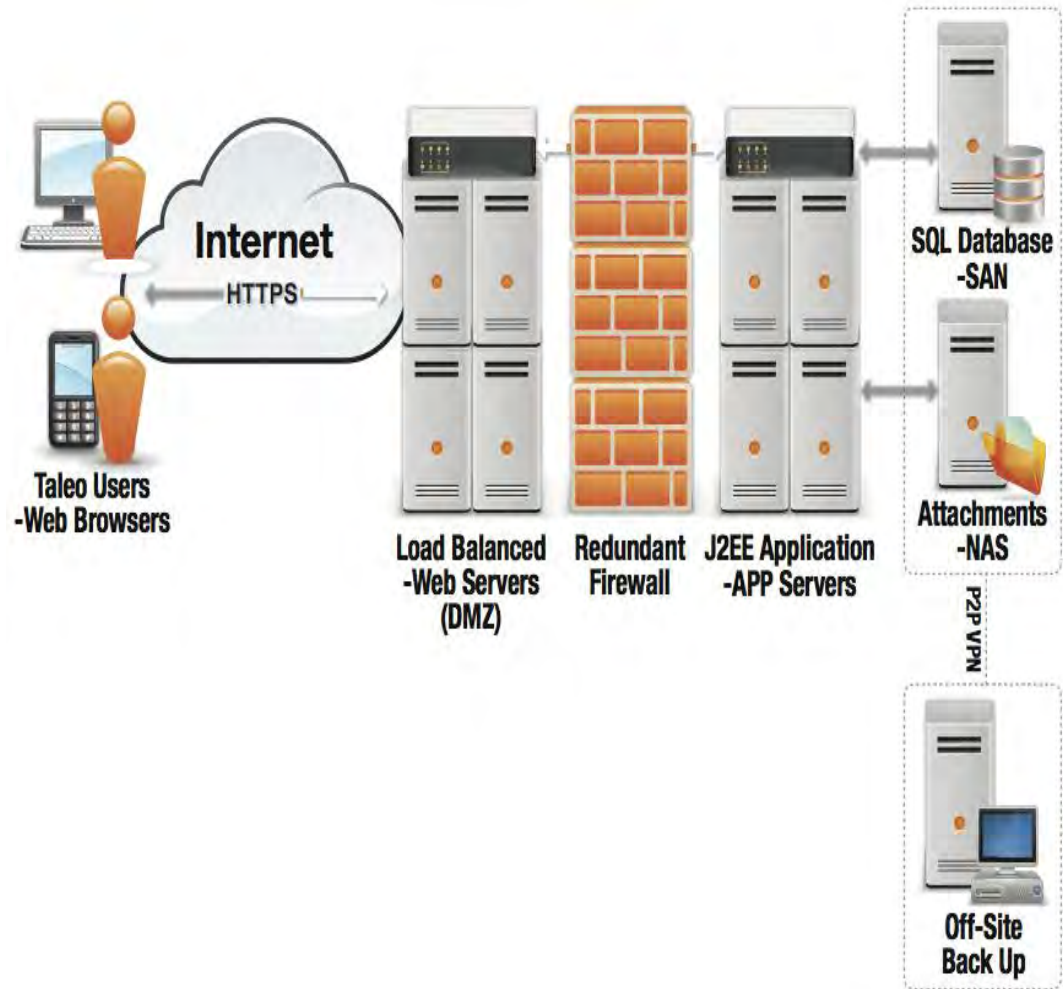
Delivered in the Cloud

- Rapid innovation
 - Automatic upgrades, no maintenance
 - Adapts to you
- Lower costs
 - On demand model
 - No hardware, no software, no IT staff
- Minimize risk
 - Data center
 - Reliable, scalable, secure

Data and System are Secure

- Secure Data Center, Redundancy and Monitoring for Peace of Mind

- Physical Security:** Secure data center access, 24 hour monitoring
- Data Security:** Secure protocols (HTTPS), data encryption, firewall protection
- High Availability:** Redundant servers provide 99.5% availability
- Data Protection:** Nightly data backup and offsite storage



Taleo/ JDE E1 Integration Options

JD Edwards – Taleo Integration

JD Edwards E1 Human Capital Management

Oracle Taleo Talent Management Suite



JDE Queries Taleo for Talent Profile Data

Denovo Exclusive!

Web Services API



Taleo Provides Talent Profile and Job Info

Taleo Business Edition Use Cases Supported

Use Case 1: Position data from JDE E1 into Taleo as Requisitions:

Search for new 'unfilled' positions that have a supervisory organization, position ID, business site and job profile assigned.

Grab positions and post as requisition in Taleo, including

- Position ID
- Effective and Availability Date
- Position Status Reference Details
- Position Title & Posting Summary
- Job Family
- Job Profile ID and Description
- Position Job Group Category
- Regional Assignment
- Cost Center Assignment
- Company Code Assignment
- Position Compensation ID & Grade
- Management and Pay Type Details
- Position Exempt Value
- Position Supervisory Organization

Use Case 2 – Once candidate is 'Hired' in Taleo RECRUIT, send new hire info to JDE E1.

Integration would pick up all new hires from Taleo and import to JDE E1 as new employee records.

Default Fields:

- Candidate Name
- Candidate Address
- Candidate Phone
- Candidate Gender
- Candidate Race
- Candidate Source
- Candidate Military Status
- Candidate Resume
- Candidate Skills / Certifications
- Candidate External Work History
- Candidate Education
- Candidate Positions Considered For

Let's Get to the Demo

Stillwater Mining Company



Location:	Billings, MT
Industry:	Metals/Mining
Revenue:	\$800M
Version/ Platform:	JDE EnterpriseOne
Details:	Taleo Integration Pack for JD Edwards

Customer Description

- Stillwater Mining Company, based in the Stillwater Valley near Nye Montana, is the only American producer of palladium and platinum and the largest primary producer of Platinum Group Metals outside of South Africa. The Company's common stock is publicly traded on the New York Stock Exchange (NYSE) under the symbol SWC and on the Toronto Stock Exchange (TSX) under the symbol SWC.U.

Challenges

- Cost - maintaining multiple systems of record for talent requisitions.
- Accuracy - difficulty reporting accurate information given the amount of duplicate data.
- Speed – experiencing delays in getting the information in the hands of decision makers.

Solutions/Results

- Implemented Denovo's Taleo Integration Pack for JD Edwards:
38 Day Project 5 Day Rollout 60 Requisitions/Month
- Out of the box configuration. Rapid deployment with no business disruption.
- Created a real-time recruit-to-hire integration improving time-to-hire metrics.
- Eliminated data redundancy enabling enhanced reporting and analytics.
- Improved hiring process, increased end user adoption, and reduced support costs.
- Gained self-sufficiency through Denovo's proactive Knowledge Transfer process.

Why Denovo?

“We are delighted with the results. Denovo was very easy to work with, extremely responsive, and took the time to understand our needs. The integration worked out of the box and has earned the trust and praise of our users.”

– Sandy Holman, Manager of ERP/JD Edwards Systems, Stillwater Mining Company



Taleo BUSINESS EDITION

Administration: Home

Customize Your Business Edition System

Administration: Home

Building My Approval

My Approvals

ID	Start/Time	Status	Scheduled By	Candidate	Expiration	Action
147	6/12/11 10:45 AM	Feedback Pending	Shirley A. Bower	Raymond James Peterson... (345-001)		View

My Tasks

Starts	Ends/Time	Subject	Related To	Status	Assigned To	Action
12/12/10		New Employee Location		Approved	Shirley A. Bower	View

My Active Employees

ID	Employee Code	Name	Status
18	EMP00000	Richard, Rick	Employed
32	EMP00000	Thom, Timothy	Employed

Discovering Employees

ID	Employee Code	Name	Status
127	EMP000126	Tate, Jason	Emp
134	EMP000130	Larson, Dan	Emp
14	EMP000151	Carroll, Paul	Emp
128	EMP000138	Robison, Timothy	Emp

My Personal Candidate Approvals

ID	Start/Time	Expiration	Status
147	6/12/11 10:45 AM	6/12/11 11:59 PM	Approved

Source Dashboard Last Viewed: 2/22/11 2:11 PM

Candidates per Source

Time per Source

Costs per Source

My Responsibilities

ID	ID	Source	Category	Department	Status	Expiration	Next Step
128	100	Customer Service Representative	Customer Service	Open	6/12/11 11:59 PM	Candidate List	
129	014	Product Support	Product Support	Open	6/12/11 11:59 PM	Candidate List	
130	003	Financial Customer Service Representative	Customer Service	Open	6/12/11 11:59 PM	Candidate List	
131	001	System Administrator	Administration	Open	6/12/11 11:59 PM	Candidate List	
132	001	Customer Accountant	Accounting	Open	6/12/11 11:59 PM	Candidate List	
133	100	Bank Branch Manager	Marketing	Waiting For Approval	6/12/11 11:59 PM		

Work with Requisitions - Work With Requisitions

Query: All Records

Home Business Unit

Position ID

Requisition Number

Requisition Status

Job Type/Step

Fiscal Year

Position Master

Records 1 - 10 [>](#) [>>](#) Customize Grid

Req No.	Home Business Unit	Req Status	Requisition Status	Position ID	Job Type	Job Step	Description	Request By
<input type="checkbox"/>	3535	9 AA	Approved	0A-1	0A-1		Accounting Manager	75
<input type="checkbox"/>	3527	9 AA	Approved	0A-1	0A-1		Accounting Manager	75
<input type="checkbox"/>	3519	9 99	Filled and Closed	0A-1	0A-1		Accounting Manager	75
<input type="checkbox"/>	3501	9 99	Filled and Closed	0A-1	0A-1		Accounting Manager	75
<input type="checkbox"/>	3447	9 AA	Approved	0A-1	0A-1		Accounting Manager	75
<input type="checkbox"/>	3412	9 AA	Approved	0A-1	0A-1		Accounting Manager	75
<input type="checkbox"/>	3404	9 AA	Approved	0A-1	0A-10		Purchasing Agent	75

[Requisition Activity](#)
[Supplemental Data Entry](#)
[Supplemental Data Inquiry](#)
[eRecruit Job Posting](#)

Work with Requisitions - Requisition Information



Work With Requisitions

Requisition Information

Req. Activity Form Tools

Requisition Number

Primary Information

Secondary Information

Additional Information

Category Codes

Requisition Status	<input type="text" value="AA"/> <i>Approved</i>	Requisition Date	<input type="text" value="03/03/2014"/>
Fiscal Year	<input type="text" value="14"/>	Effective From Date	<input type="text" value="03/03/2014"/>
		Effective Thru Date	<input type="text" value="03/31/2014"/>
Home Business Unit *	<input type="text" value="9"/> <i>Corporate Administration</i>		
Security Business Unit *	<input type="text" value="9"/> <i>Corporate Administration</i>		
Position ID	<input type="text" value="0A-1"/> Accounting Manager		
Job Type/Step	<input type="text" value="0A-1"/> <input type="text" value=""/> Accounting Manager		
Requested By *	<input type="text" value="7500"/> <i>McDougle, Cathy</i>	Headcount	<input type="text" value="1"/>
Approved By	<input type="text" value="6001"/> <i>Allen, Ray</i>	Approval Date	<input type="text" value="03/03/2014"/>

Justification of Need/Refusal

Work with Requisitions - Requisition Information



Work With Requisitions

Requisition Information

Req. Activity Form Tools

Requisition Number 3535

Primary Information

Secondary Information

Additional Information

Category Codes

Text1

Last Modified 03/03/2014 20:25:56 by JHAYES

Tahoma 10 B U

Accounting Manager Job Description - The Accounting Manager is responsible for the daily activities in the General, Payables, and receivable accounting areas.

Accounting Manager Job Duties - The Accounting Manager is responsible for staffing, training and overseeing General Accounting reporting and balancing. This includes directly entered transactions and those that are integrated from the Receivable and Payable subsystems.

Accounting Manager Education Requirements - CPA and a Master degree in Finance is required. Experience with JD Edwards is a plus, 5 years of experience is mandatory.

R060116P

Worldwide Company
Taleo Process Pending
Employees

03/03/2014 11:41:54

Page - 1

This is an exception report. Only employees that were not successfully processed will appear on this report along with their associated errors.

Employee

<u>Number</u>	<u>Employee Name</u>	<u>Data Item</u>	<u>Error Message</u>
---------------	----------------------	------------------	----------------------

*** No Errors *** All Records Were Successfully Processed

Employee Information - Work With Employee Information

Query: All Records

GenerateLetters Row Tools One View

Home Company: *
 Home Business Unit: *
 Country Code: *
 Active All
 Terminated

Records 1 - 10 Customize Grid Grid Format Name1

Employee No	Alpha Name	Home Company	Home Company Desc	Home Business Unit	Home BU Desc	Employee Tax ID
211101	Beales, Aaron	00001	Financial/Distribution Company	9	Corporate Administration	211101101
201115	Garcia, Claudia	00001	Financial/Distribution Company	9	Corporate Administration	201152015
201114	Reeves, Jonathan	00001	Financial/Distribution Company	9	Corporate Administration	201142014
201113	Stevens, Candace	00001	Financial/Distribution Company	9	Corporate Administration	201132013
201108	Arnold, Susan	00001	Financial/Distribution Company	9	Corporate Administration	201108008
201107	Sakagawa, Ken	00001	Financial/Distribution Company	9	Corporate Administration	201107007
201106	Elizalde, Yvonne	00001	Financial/Distribution Company	9	Corporate Administration	201106006
201105	Barnes, Troy	00001	Financial/Distribution Company	9	Corporate Administration	201105005
201104	McAllister, Sarah	00001	Financial/Distribution Company	9	Corporate Administration	201104004

- Basic Compensation
- Employee
- Employee DBA Inst
- Organizational
- Payroll
- User Def Date 11-20