



Mindtree

Welcome to possible

Fixed Scope offering Fusion HCM

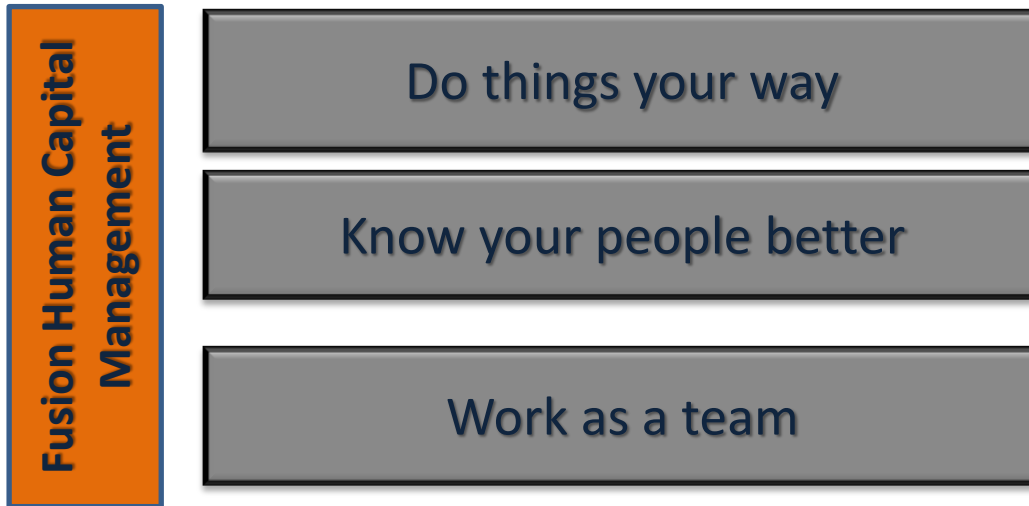
Agenda

- Business Objectives
- Product Overview
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- High Level Scope
- Implementation Methodology
- High Level Project Plan
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- Dependencies
- Out of Scope
- Mindtree Facts

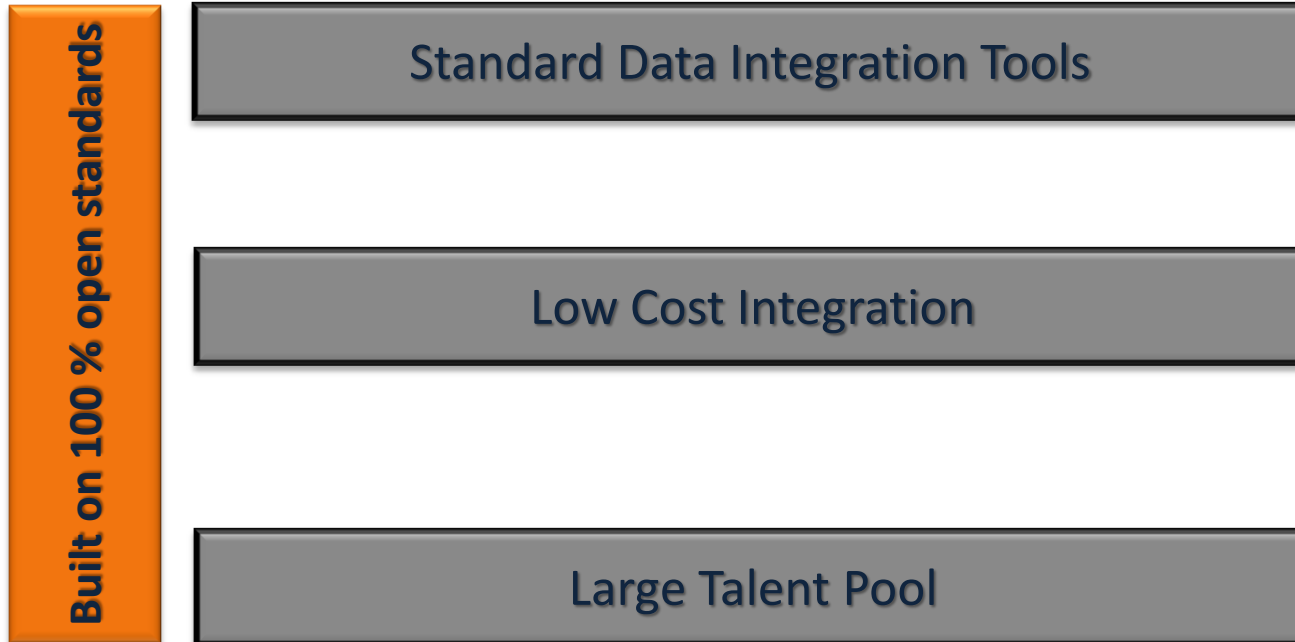
Business Objectives

- Streamline & automate various HR processes like recruitment, performance, compensation etc.
- Global reporting for improving organization wide decisions on various HR aspects .
- Eliminate heavy customization's and the consequence of rebuilding these customization for version upgrades.
- Integrated HR system with data integrity across applications like compensation, payroll & performance to improve user confidence.
- Reduced implementation timeframes for new functionalities.
- Reduced infrastructure cost due to SAAS model.

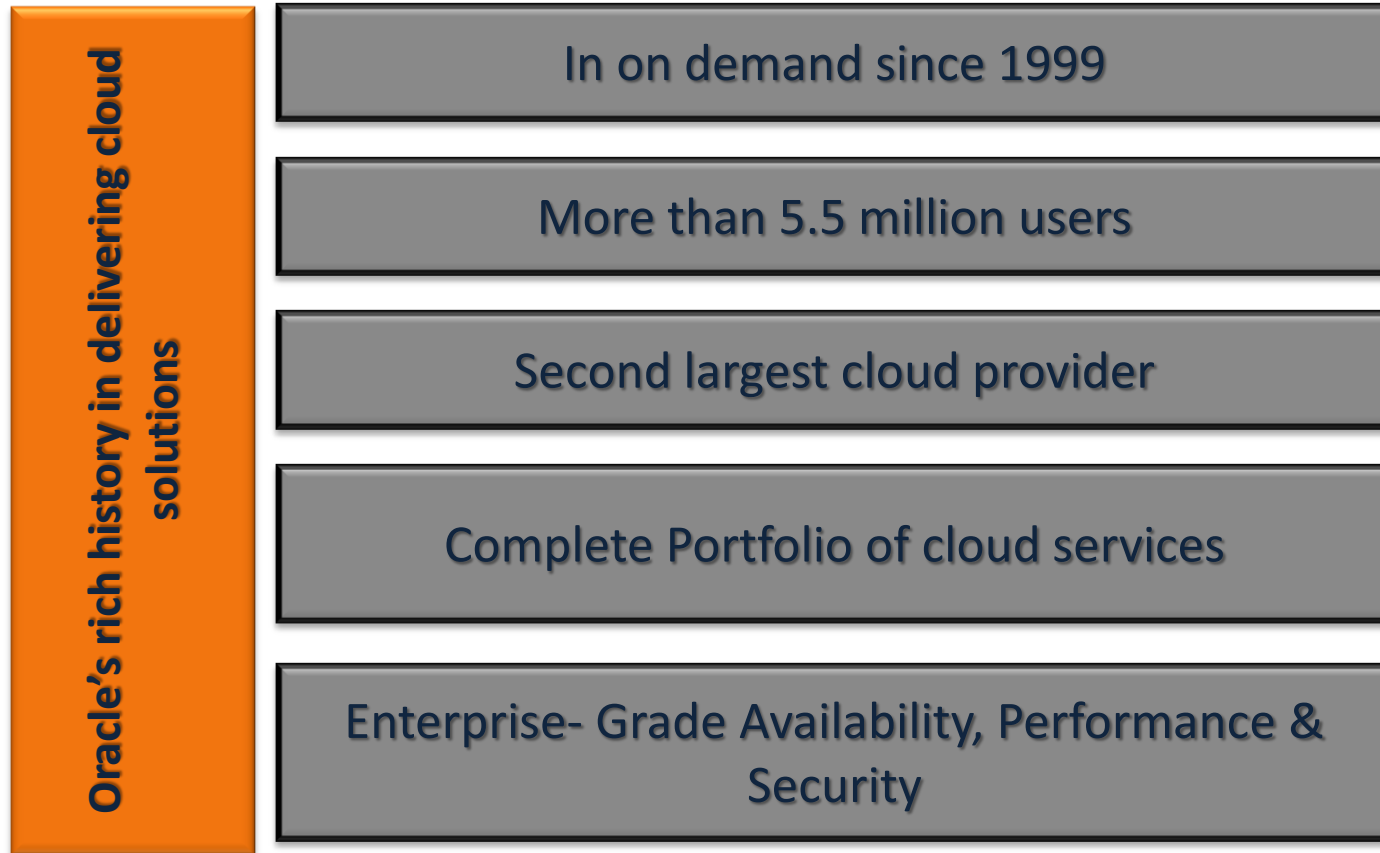
Product Overview: Oracle's leading HR solution



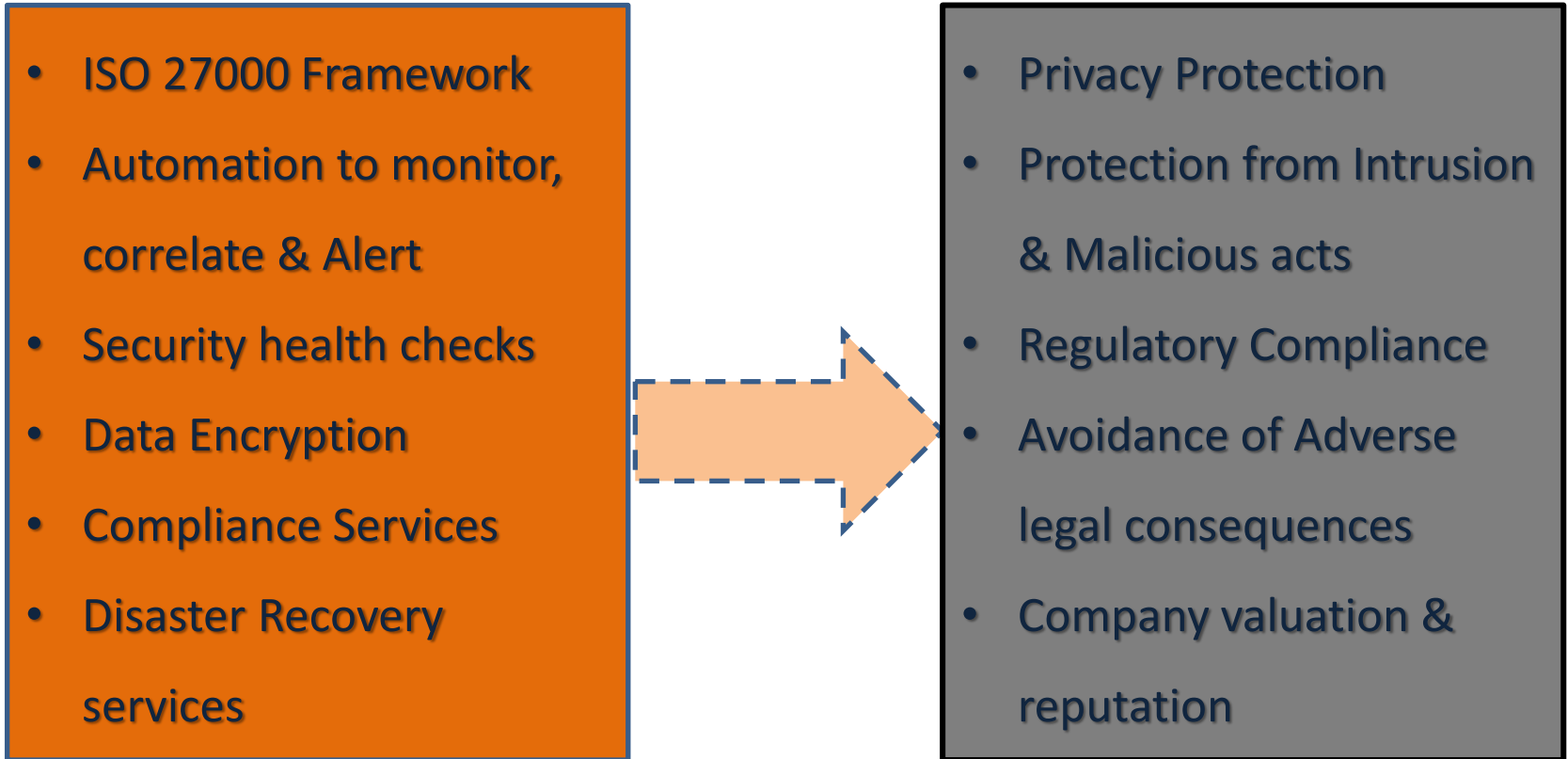
Product overview: Key features



Product overview: Oracle's History



Product overview: Cloud Security



Product Overview: Platform capabilities

- More than 99.5 % Up times
- ITIL- Based Processes
- Access to Oracle engineers
- Comprehensive production assessment process
- High availability

Offerings

Package	Modules	Duration
Package 1	<ul style="list-style-type: none">• Global HCM	13 weeks
Package 2	<ul style="list-style-type: none">• Global HCM• Goal Management• Performance Management• Talent Review & Succession Planning• Payroll Interface	15 weeks
Package 3	<ul style="list-style-type: none">• Global HCM• Goal Management• Performance Management• Talent Review & Succession Planning	15 weeks
Package 4	<ul style="list-style-type: none">• Global HCM• Global Payroll• Compensation	15 weeks

High Level Scope : Application features

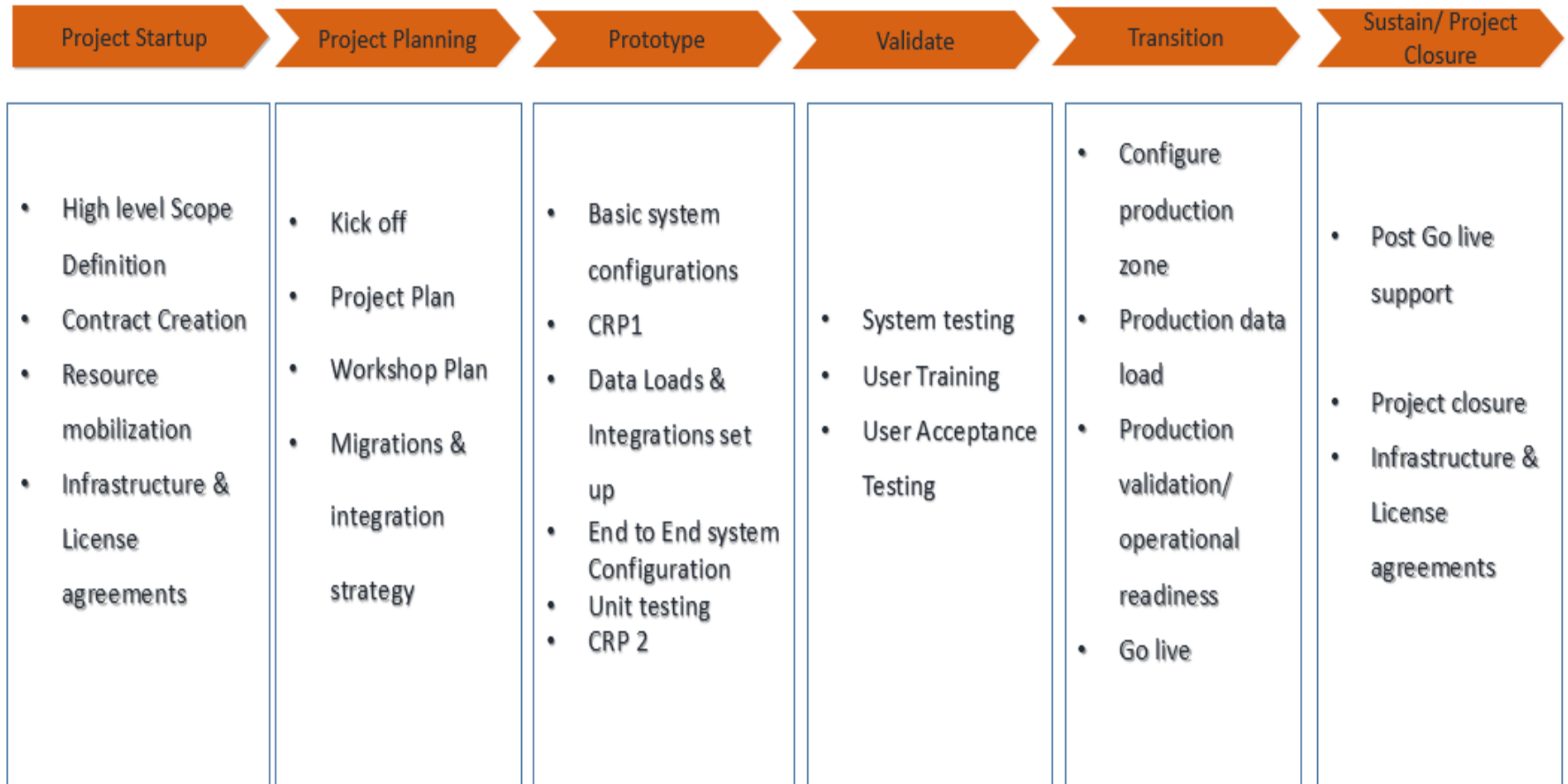
Global HCM	<ul style="list-style-type: none">• Up to two (2) legal entities• Up to two (2) data groups• Up to two (2) business units• Single Enterprise• 1 reference set in addition to common• Person Work profile & worstructures profile-Up to 10 jobs, 4 roles, 1 country and 1 language (English)• HCM workflows as delivered• Five (5)additional data fields• 1 payroll and salary element each
Goal Management	<ul style="list-style-type: none">• 1 Goal plan• Upload of development & performance goals
Performance Management	<ul style="list-style-type: none">• 2 Process flows• 2 Performance templates per flow
Talent Review	<ul style="list-style-type: none">• 1 Talent review template
Compensation	<ul style="list-style-type: none">• 1 base pay plan• 1 bonus plan• 3 Individual Plans
Global Payroll	<ul style="list-style-type: none">• Up to (3) payment methods & three(3) consolidation sets• Up to (5) elements, three (3) payroll definitions

High Level Scope: Data Migration

Data Element	Volume of Data
Enterprise Data- Companies, locations, Departments	<ul style="list-style-type: none">• Active Enterprise data
Workstructures- Jobs, Positions, grades, grade steps,	<ul style="list-style-type: none">• Active work structure data
Employment	<ul style="list-style-type: none">• Active employees & their latest personal details• Terminated employees – last 4 years
Compensation	<ul style="list-style-type: none">• Associated compensation data for each job
Goals	<ul style="list-style-type: none">• Performance goals for all employees

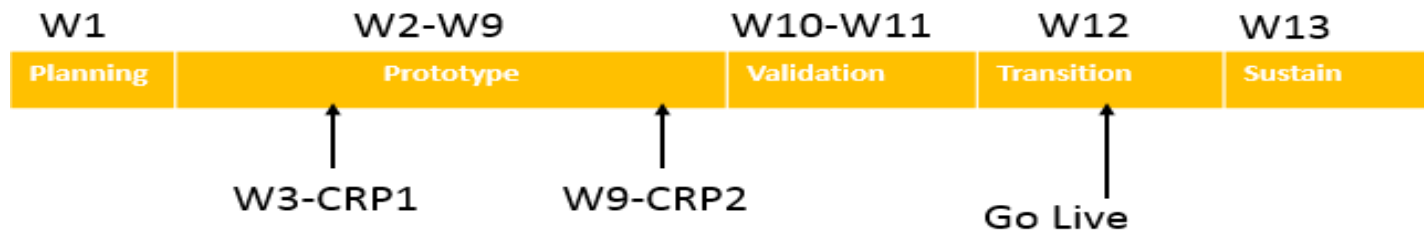
Implementation methodology: mPACE

Based on Oracle Unified Cloud Implementation Methodology

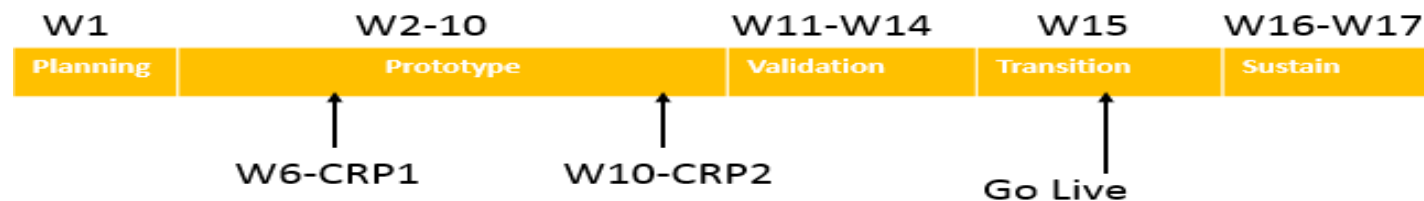


High Level Project Plan: Based on OUM

Package1(Single Module): Global HCM



Package2(Multi module): Global HCM, Talent Management & Payroll Interface



Key Assumptions

- Mindtree's mPace methodology based on OUM will be used for implementation.
- Implementation is based on cloud deployment model hosted at Oracle.
- Organizational Change Management will be Client's responsibility
- Single country and one language (English) is included in scope
- Project execution will be via onsite offshore model
- Test scripts and functional testing would be responsibility of client business user team
- Client would have a valid support agreement with Oracle for annual cloud application support.
- Client would assign a project manager to manage clients stake holders team.
- Client to finalize license agreement for respective product from Oracle prior to implementation start date.
- Project Team training-Only train the trainer sessions would be provided by Mindtree.

Dependencies

- Legacy system data extraction is client's responsibility
- Change management will be clients responsibility
- Third party interfaces or extracts testing will be the respective vendors responsibility.
- Client to provide the necessary facility to the Consultant while onsite – Workstation, access, administration of projects - such as photocopy facilities, phones and other services.

Out of Scope

- Hardware/Software/License procurement and installation of Operating Systems.
- Single Sign on Set up .
- Any customization on core Product which includes interfaces, reports, personalization, form customizations and OAF related activities.
- Data validation of legacy source data .
- Integration with any other systems
- Any automation / auto-reconciliation requirements which is not part of the standard application.
- End user training.
- Sanity Test for upgrades
- Additional UI/ Application changes

Mindtree Oracle Facts: Product Areas

Oracle Applications

Oracle Technology Products

ORACLE
E-BUSINESS SUITE

ORACLE
ENTERPRISE PERFORMANCE
MANAGEMENT SYSTEM

ORACLE
FUSION MIDDLEWARE
BUSINESS INTELLIGENCE
ENTERPRISE EDITION

ORACLE
FUSION MIDDLEWARE
SERVICE BUS

ORACLE
TALEO

ORACLE
FUSION APPLICATIONS
HUMAN CAPITAL MANAGEMENT

ORACLE
FUSION MIDDLEWARE
BUSINESS PROCESS
MANAGEMENT

ORACLE
FUSION MIDDLEWARE
SOA SUITE



30+ Global Clients



100+ Engagements



270+ Oracle Experts



THANK YOU

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