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Increase Productivity, Streamline Work-Flow & Reduce Costs:
Oracle HRMS v.R12
A Case Study of Cortina Systems

Northern California OAUG

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Program: Agenda

- Introductions

- Overview

- Oracle HRMS Case Study: Cortina Systems

  - About Cortina Systems

  - Challenges

  - Solutions – Oracle HCM v.R12

  - Benefits & Lessons Learned

- About USJade

- Q & A

Introductions

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Increase Productivity, Streamline Work-Flow & Reduce Costs
Overview

Traditionally HR departments are paper based organizations which rely extensively on forms, spreadsheets and manual processes; often walking paperwork through signature collections which can compromise data integrity and security.

To achieve Increased productivity, streamlined work-flows and reduced costs HR organizations must adopt automation and self service features inherent in Oracle HCM systems.

About Cortina Systems, Inc.

Cortina Systems, Inc. is a leading supplier of intelligent communication solutions for the Core, Metro, Access, Enterprise and Digital Home network market segments. Their diverse product portfolio (300+ products), with tens of millions of units shipped per year, is installed in the top 25 global networks.

- **Founded**: 2001
- **Location**: Sunnyvale, California with offices around the world
- **Employees**: ~400
- **Industry**: Semiconductors

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About Cortina Systems, Inc.
Locations

About Cortina Systems, Inc.
Oracle Application Footprint

Sales	Financials	Human Resources	Supply Chain
Order Mgmt ATP Shipping Siebel on Demand Right90 Forecasting 3PL-ASEM OBIEE	GL, AP, AR, FA Cost Mgmt Cash Mgmt Trade Mgmt iExpense GRC AGIS	Core HRMS SSHR Comp Workbench Advanced Benefits	Inventory, WIP iBOM, OSFM iProcurement Purchasing Advanced Planning Agile PC, PQM OBIEE B2B
iStore	OBIEE Hyperion SOX	OBIEE iRecruitment	Warehouse Mgmt VMI INV Optimization iSupplier Advanced Pricing eBOM, PLM

Key

OAB = In use

OAB = In progress

OAB = Future Plan

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About Cortina Systems, Inc.
Oracle HCM Solution

Oracle HCM v. R12.0

- Core Human Resources

- Advanced Benefits

- Compensation Workbench

- Employee Self Service

- Manager Self Service

Cortina's Challenges

- Needed a **Single source of data** for employee information globally.

- **Excessive time spent managing changes** for Focal and benefits enrollment processing. <u>Data on multiple spreadsheets</u>.

- Benefits **processing done manually** with paper forms.

- **Manual data entry** into Insurance Carriers' systems. <u>Reduced data integrity</u>.

- **Employees lacked visibility** to their current and prior elections.

- PANs filled out by managers and <u>walked through approval process</u>.

- Paper trail **compromised employee data security**.

- **Managers lacked real-time data** on their teams, relying on spreadsheets.

- **Mid-cycle changes cumbersome** for managers, submitted using manual forms (salary, titles, departments, addresses, etc.).

Cortina's HCM Implementation
Core HR, OAB, MSS (CWB)

Timeline 16 weeks

2 Consultant, 1 Project Manager

1 employee at Cortina

Some customization

Initial Go-Live June 1, 2008

Reports: both custom and out of the box

Training of HR Managers, Employees & Management Staff

Emp. Self Service, Manager SS, OAB (end of 2008)

User friendly, minimal training needed

User acceptance

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Oracle Advanced Benefits, v. R12
Employee Self Service

✓ **Rolled out in US only, plans for other countries in 2010/11**

✓ **200+ employees currently in US**

Challenges

- Manual work-flow for notifying HR for demographic changes

- Prior to Oracle used paper forms

- It took 2 weeks to manually enter data (Open Enrollment)

Results

- Employees can view and enter their own data

- Data automatically flows to insurance carriers & ADP payroll system

- Reduced processing time from 2 weeks to 2 days

- Greatly reduced the amount of labor used by both HR and employees

- Reduce Administrative Costs

- Reduce HR materials & distribution costs (with statements, etc.)

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Compensation Workbench, v. R12
Manager Self Service

CORTINA
LINKING PEOPLE GLOBALLY ™

✓ **MSS Rolled out globally**

1st Oracle customer to go live on R12 CWB

Challenges

- Data kept on multiple spreadsheets
- Manually updated and entered into the system
- Data integrity issues

Results

- 60-70% of work reduced by automation
- Managers given real-time visibility to their team
- HR able to include built in recommendations
- Managers able to make recommendations
- Automated approval process using AME
- Employee Statement – employees and managers can view a statement that outlines their compensation (salary, bonus, etc.)

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Cortina's HCM Implementation
Summary of Benefits

- Open Enrollment went from taking 2 weeks to 2 days

- Improvement in data integrity

- Improved data security

- Reduced employee time spent by 60-70%

- Managers have real-time visibility to their team

- Employees can view their current and prior elections

- Automated approval process for compensation changes

- Compensation statement

Cortina's HCM Implementation
Lessons Learned

- Make sure you have the resources and knowledge to complete the project.

- Gather requirements and compile all benefits first before you start set up & remember how reports play into set up.

- ***Test, Test & more tests!***

- Make sure to document processes before conversion so that nothing is lost in conversion.

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Cortina's HCM Implementation
Future Plans

- Spot Bonus transaction capability within MSS Q1 '10

  - Above will utilize Individual Compensation Distribution (ICD) tools within Manager Self Service

- Stock Allocation transaction capability within MSS Q1 '10

  - Above will utilize both Individual Compensation Distribution (ICD) tools within Manager Self Service and be a plan within CWB

- Roll out Employee Self Service to international sites Q4 '10

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About USJade Corp.
A Complete IT Solutions Provider

- Enterprise System Integrator

- Served more than 100 customers for the last 10 years

- Oracle Certified Partner

- Oracle Certified Accelerate Solution Provider

- SunGard Partnership & other alliances

- "Right Shore" Delivery Model

- Experience with Global Implementations

- Global Delivery Capability – US, India, China, Israel

- SAS 70 Certified

- 200+ consultants worldwide with ability to ramp-up and scale rapidly

For More Information

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