



OVERVIEW

A leading broadcast media company was looking for a partner to help with a significant HCM integration for another media company recently acquired. The client was looking at offsetting project cost by working with an implementation partner who could provide highly skilled resources along with the managing the project under a tight implementation deadline. XTGlobal was chosen to develop 13 integrations from compensation, loan payoffs, ESPP eligibility, demographic, deductions and election data, etc.

The XTGlobal team worked closely with the VP Corporate Controller/Treasury, Director of Financial Systems, and HRMS Manager due to the tight deadlines needed and ensuring the client was able to keep up with demands of delivering functional specs and UAT. Given the massive implications associated with employees, payroll, and benefits, it was imperative that the chosen partner have the knowledge and expertise to handle the integration.

GOALS

Savings - Wanted to save money over the “big four” implementation partners while receiving better quality

Efficiency - Required completion within 12 weeks

Accuracy - Data extraction, data cleansing and migration needed to be 100%

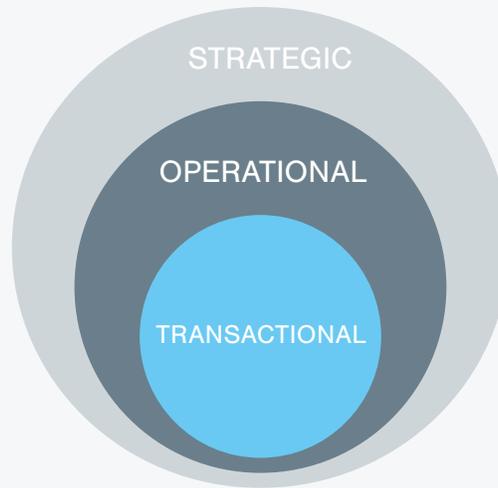
SOLUTION

XTGlobal developed these Integrations with hybrid delivery model (Onsite Offshore), team members were selected based on their specific expertise with Oracle HCM Cloud, we were able to provide them a reduced rate for significant cost saving within the provided timeline and immediate ROI.

Technologies Utilized	Resource Structure
<ul style="list-style-type: none"> • Oracle Fusion HCM Cloud • SQL • PLSQL • SOA • MFT • OTBI • BI Reports 	<ul style="list-style-type: none"> • On-site PM • Dedicated CSM • Dedicated Functional Support • Dedicated Tech Support

GOVERNANCE

XTGlobal utilizes a standardized supervision structure. To support a strong relationship with the client, a 3-tier governance model with (a) Strategic, (b) Operational, and (c) Transactional levels was implemented. XTGlobal worked closely with the client to tailor and integrate this approach with existing engagements, ensuring that different levels of communication occur at varying frequencies across all three tiers as mentioned below:



STRATEGIC

The XTGlobal Executive Review Board was comprised of its CEO, Project Manager, and Sr. Client Solutions Partner, tasked with engagement status reviews and maintaining regular discussions with the client executive team.

OPERATIONAL

At the operational level, XTGlobal's Project Manager and Sr. Client Solutions Partner will be responsible for ensuring compliance with client directives and standards. Also, XTGlobal was tasked with maintaining parallel process improvement in hiring, retention, and associate satisfaction while providing appropriately skilled project resources.

TRANSACTIONAL

The transactional tier was comprised of lead resources across all implementation areas, responsible for ensuring smooth delivery of services. The client's primary point-of-contact was the XTGlobal Project Manager, who also collaborated frequently with client-side contract resources.

OUTCOMES

1. Financial - Lowered the total integration cost
2. Operational - Physical and logical security was higher than client expectations with increased quality
3. Delivery – Project came in on-time and under budget