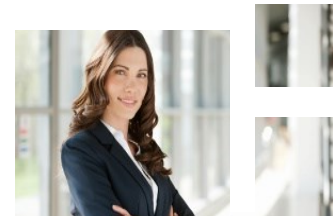


HCM Cloud Compensation



work:strategy

Oracle Workforce Compensation

Oracle Workforce Compensation is a comprehensive SaaS-based compensation management tool that can be integrated with PeopleSoft HCM. Its capabilities include support for merit, bonus and equity plans, employee compensation statements, and analytics for compensation administrators and senior management.

WorkStrategy's compensation specialists can help create and monitor budgets, calculation rules, approval steps and employee communication by business unit, local currencies, and organizational hierarchies. Managers can recommend base salary adjustments and variable pay awards, view historical compensation trends, and receive guidance using rule-based policies in a flexible user friendly interface.

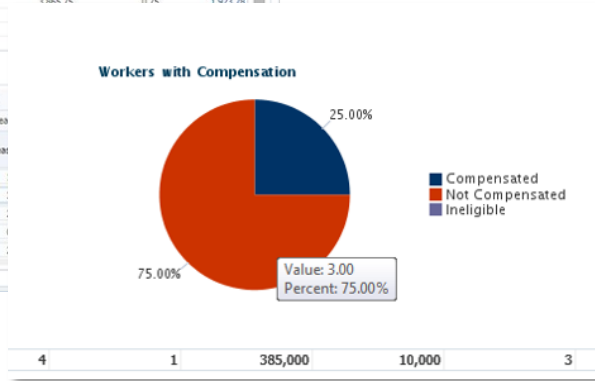
- ▶ Manager Worksheets
- ▶ Merit, Bonus, Stock Plans
- ▶ Element Entries / Flexfields
- ▶ Fast Formulas
- ▶ Analytics and Reporting
- ▶ Dynamic Columns
- ▶ Comp Statements
- ▶ Manager Alerts
- ▶ Setup Manager

Summary: All Workers

| Component | Eligible Associates | Associates With Recommendations | Eligible Salary | Proposed Increase / Award Amount | Average Increase % | Overall Budget Amount | Overall Budget % | Available Budget |
|--------------------|---------------------|---------------------------------|-----------------|----------------------------------|--------------------|-----------------------|------------------|------------------|
| Merit | 5 | 4 | \$15,433.00 | 9,535.34 | 1.85 | 16,751.57 | 3.25 | 7,216.43 |
| Adjustment | 5 | 2 | \$15,433.00 | 1,943.97 | 0.38 | | | |
| Promotion | 5 | 2 | \$15,433.00 | 15,543.05 | 3.02 | | | |
| Annual Bonus Cash | 5 | 5 | \$15,433.00 | 47,514.18 | 9.22 | | | |
| Annual Bonus Stock | 5 | 5 | 0.00 | 32,708.00 | | | | |

Worksheet

| Associate Name | Alerts | Proposed Job Code | Job Title | Performance Rating | Increase Eligibility | Current Annual Salary | Merit Increase |
|-----------------|--------|-------------------|----------------------|--------------------|----------------------|-----------------------|----------------|
| Bing, Chandler | ⊕ | E00046 | Senior Manager, F... | 3.75 | Eligible | 136,875.00 | |
| Buffay, Phoebe | ⊕ ⊖ | | Manager, Finance | 4.00 | Eligible | 105,432.00 | |
| Green, Rachael | | | A/P Analyst | 3.50 | Eligible | 92,500.00 | |
| Tribbiani, Joey | | F00043 | Financial Analyst | 3.15 | Eligible | 91,861.00 | |
| Tyler, Gunther | ⊕ ✕ | | A/P Analyst | 3.00 | Eligible | 88,765.00 | |



Implementation Methodology

WorkStrategy's HCM Cloud Workforce Compensation implementation approach is defined as a multi-phased project including requirements analysis, design prototypes, configuration, integration mapping, and acceptance testing. Our staff will provide project oversight, change management, compensation worksheet and statement design, data mapping and analysis, and acceptance testing support.

As a PeopleSoft customer integrating with Oracle HCM Cloud, our technical specialists will assist with source system synchronization, daily refresh processing, custom OTBI analytics and reporting, security, and any necessary data integrity edits and remediation.

Our consultants will review each of your compensation management functions - through demonstrations and prototyping sessions - to familiarize the team with its operation and system architecture. The delivered Workforce Compensation application will be configured to meet requirements using a variety of tools for managing plan eligibility, salary and or variable compensation calculations, budgeting, hierarchical structure, approval workflow and notifications, and employee communication. A partial list of configuration activities are listed below:

- ▶ Comp Plan Eligibility
- ▶ Plan Budget Options and Rules
- ▶ Bonus / Equity Awards
- ▶ Salary Increases and Promotions
- ▶ Approval Process
- ▶ User Role and Data Security
- ▶ Functional Setup Manager
- ▶ Fast Formulas
- ▶ Element Entries / FlexFields
- ▶ Talent Management Integration
- ▶ Hierarchy Definition
- ▶ Manager Alerts
- ▶ Worksheet Design and Layout
- ▶ Reporting and Analytics

- ▶ Project Planning
- ▶ Functional Design
- ▶ Data Mapping
- ▶ PeopleSoft Integration
- ▶ Data Conversion
- ▶ Configuration
- ▶ User Acceptance
- ▶ Production Readiness

About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.