

ORACLE DRIVER MANAGEMENT INTEGRATION PACK FOR ORACLE TRANSPORTATION MANAGEMENT AND ORACLE E-BUSINESS SUITE

KEY CAPABILITIES

- Manage driver and contractor master data centrally
- Use profile information such as skills, licenses, certification, etc, effectively during planning and execution
- Manage availability and absences of drivers centrally and utilize this information for work assignment planning
- Support for complex payment scenarios that incorporate detailed activity information
- Pay employee drivers via payroll and contractors via accounts payable systems

Drivers and Independent Contractors form an important part of every Fleet program. Driver Management requires a holistic approach, from managing the driver as an employee, to utilizing him effectively, to paying him accurately. Utilizing Oracle's Application Integration Architecture, the Oracle Driver Management Integration Pack for Oracle Transportation Management and Oracle E-Business Suite leverages best-in-class applications to enable end-to-end management of drivers and independent contractors. This prebuilt integration provides support for the key driver management business processes by combining the capabilities of Oracle Transportation Management with that of Oracle E-Business Suite and can be easily extended to meet the unique requirements of your organization.

Complete Support for Driver Management

Drivers and independent contractors form a vital part of any fleet. Driver satisfaction and retention are key issues dependent on effective driver management and utilization. Oracle Fleet Management provides complete support for all aspects of managing drivers and contractors. Unlike other systems that require integration of a patchwork of software, Oracle Fleet Management combines the best-in-class capabilities of both Oracle Transportation Management and Oracle E-Business Suite via a SOA-driven business process platform to support all the different needs of a driver management solution. This Integration Pack is instrumental in bringing together the broad capabilities of Oracle Transportation Management and Oracle E-Business Suite to provide comprehensive coverage for all aspects of managing the driver, including:

KEY BENEFITS

- Comprehensive, end-to-end management of drivers and independent contractors
- Improved driver productivity
- Increased driver satisfaction and retention
- Centralized management of all driver information
- Enhanced visibility and accuracy of driver availability and absence
- Increased speed and accuracy of driver and independent contractor payment
- Reduced total cost of ownership and integration time & costs

- Driver master data management including driver attributes, skills, licenses, etc
- Driver absence management – vacations, holidays, sick leave, etc
- Driver availability management – shifts and schedules
- Compatibilities, assignment rules, preferences and their consideration in driver utilization
- Tracking of driver status and compliance with hours-of-service regulations
- Driver Pay – base pay, incentive compensation, activity-based pay, etc
- Ability to pay independent contractor via their third-party company

Based upon open standards and a service-oriented architecture (SOA), the Integration Pack enables key business process across the two application suites to allow for seamless and end-to-end management of drivers and independent contractors as an integral part of managing your fleet (as depicted in figure 1, below). In particular, you will be able to manage driver and contractor profile data in Oracle E-Business Suite Human Resources Management System, including details about the driver's skills and licenses, training history, etc, and utilize this information as part of driver planning and execution in Oracle Transportation Management. Any planned training or other absences, such as vacations or sick leave, can be synchronized with Oracle Transportation Management so that it is accounted for when utilizing the driver for work. Further, details about the work activities in Oracle Transportation Management can be transmitted to Oracle Incentive Compensation (part of Oracle E-Business Suite) so that it can be utilized to accurately compute the driver or contractor payment.

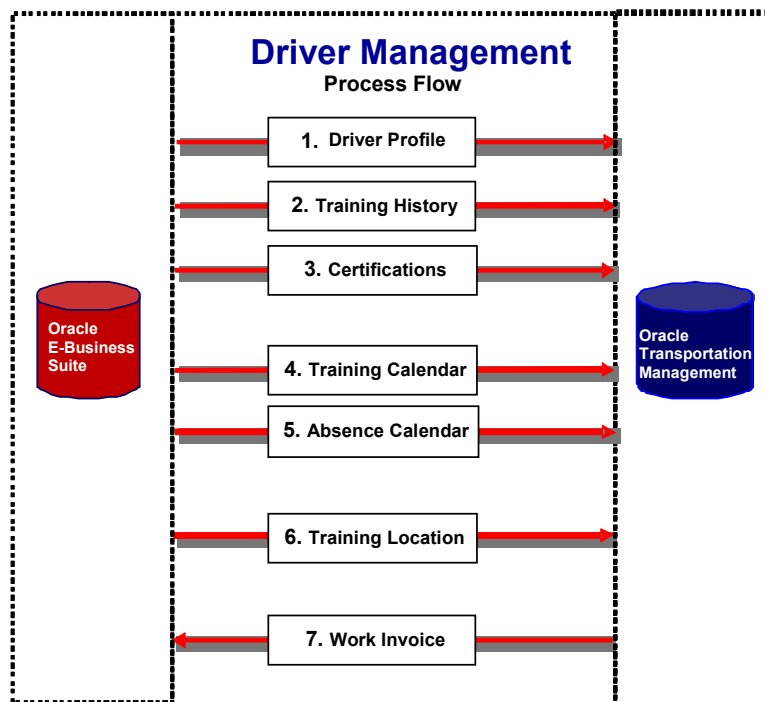


Figure 1: Driver Management Process Flow

The key benefits of utilizing this Integration Pack include:

- Comprehensive, end-to-end management of drivers and independent contractors
- Improved driver productivity
- Increased driver satisfaction and retention
- Centralized management of driver profile data including skills, licenses, training history, etc

- Enhanced visibility and accuracy of driver availability and absence
- Increased speed and accuracy of driver and independent contractor payment
- Reduced total cost of ownership and integration time & costs

Increase Agility for Driver and Independent Contractor Management

Using Oracle E-Business Suite Human Resources Management System you can centralize all management of drivers and independent contractors and use the appropriate information required to utilize them efficiently. Driver profile data is synchronized with Oracle Transportation Management and relevant information such as driver training history, skills and licenses are considered when making work assignments in Oracle Transportation Management. Driver availability and absences can also be centrally managed and automatically synchronized to ensure that the driver is not inappropriately utilized. Indeed, drivers can be repositioned to the appropriate training or other event location as required and assigned work appropriately. Oracle E-Business Suite Human Resources Management System can be leveraged for managing the full lifecycle of drivers including hire, training, promotions, performance reviews, termination, etc. This ability to seamlessly manage the human capital management aspects of drivers and independent contractors and also utilize them effectively for assignments is invaluable to fleet managers and greatly contributes to the driver and independent contractor's productivity and sense of satisfaction. It allows the fleet manager to easily adapt to changing business conditions and respond with the appropriate driver management policies.

Gain Efficiencies and Accuracy for Payment Processes

Drivers and independent contractors can have rather complex pay structures involving activity-based pay combined with base rates and incentive compensation. Activity pay can be based on many measures such as distance travelled, hours worked, etc. The Integration Pack enables you to use detailed activity information in Oracle Transportation Management with the capabilities of Oracle Incentive Compensation to handle even the most complex payment scenarios with ease. Oracle Incentive Compensation will compute the final pay and then be able to pay employee drivers via the payroll system and independent contractors via the accounts payable system. Figure 2 illustrates the process of generating a Work Invoice in Oracle Transportation Management that contains the activity details sent to Oracle Incentive Compensation and figure 3 shows how Oracle Incentive Compensation uses this information to calculate driver and contractor pay based on configurable payment plans.

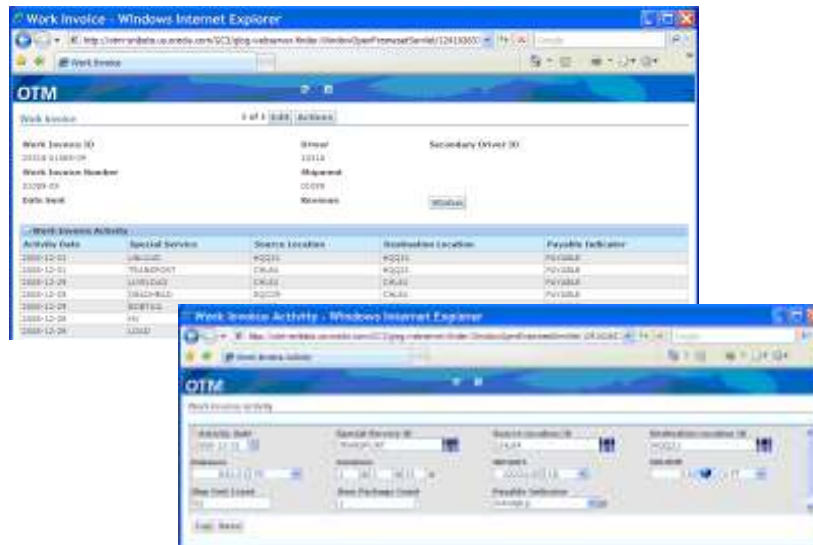


Figure 3: Driver Work Invoice in Oracle Transportation Management

Operating Credit	Transaction Type	Transaction Amount	Order Invoice Adjust	Source Transaction ID	Payable Indicator	Distance UOH	Activity Duration UOH	Activity Miles
FLEET US Operations (L) Michael	ALA Record	232.00	01300-01	2560_33640 (1309-01)				
FLEET US Operations (L) Michael	ALA Record	0.00	01300-01-2		PAYABLE	0.0	0	0
FLEET US Operations (L) Michael	ALA Record	0.00	01300-01-2		PAYABLE	0.0	0	0
FLEET US Operations (L) Michael	ALA Record	0.00	01300-01-0		PAYABLE	304.66	ME	23668.0
FLEET US Operations (L) Michael	ALA Record	0.00	01300-01-1		PAYABLE	304.66	ME	23668.0

Figure 4: Driver Pay Transactions in Oracle Incentive Compensation

The Oracle Advantage

Leveraging Oracle Application Integration Architecture, The Oracle Driver Management Integration Pack for Oracle Transportation Management and Oracle E-Business Suite provides everything you need to deploy a sustainable integration on a unified information architecture for Corporate Shippers and Logistics Service Providers. By utilizing best practices and best in class Fusion Middleware, Oracle delivers an adaptable end-to-end solution. This is why thousands of leading organizations depend on Oracle applications to help drive their front- and back-end office business processes.

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