

Designed for Change. Built for You.

Welcome to a Modern Utility

Designed for a safe and secure future

March 12–14, 2023

ORACLE

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Planning for the Modern Utility

Oracle Energy and Water

Keith Rash

Senior Solution Engineer

James Rodgers

Master Principal Solution Engineer

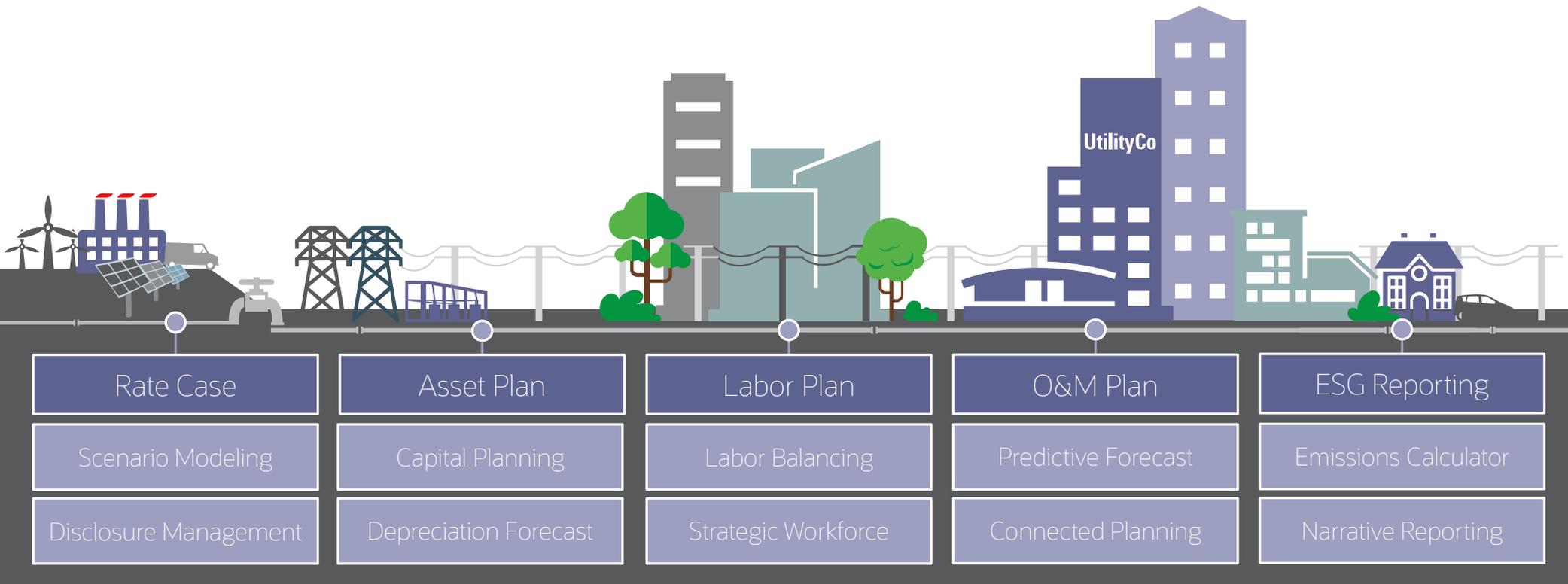
March 13, 2023



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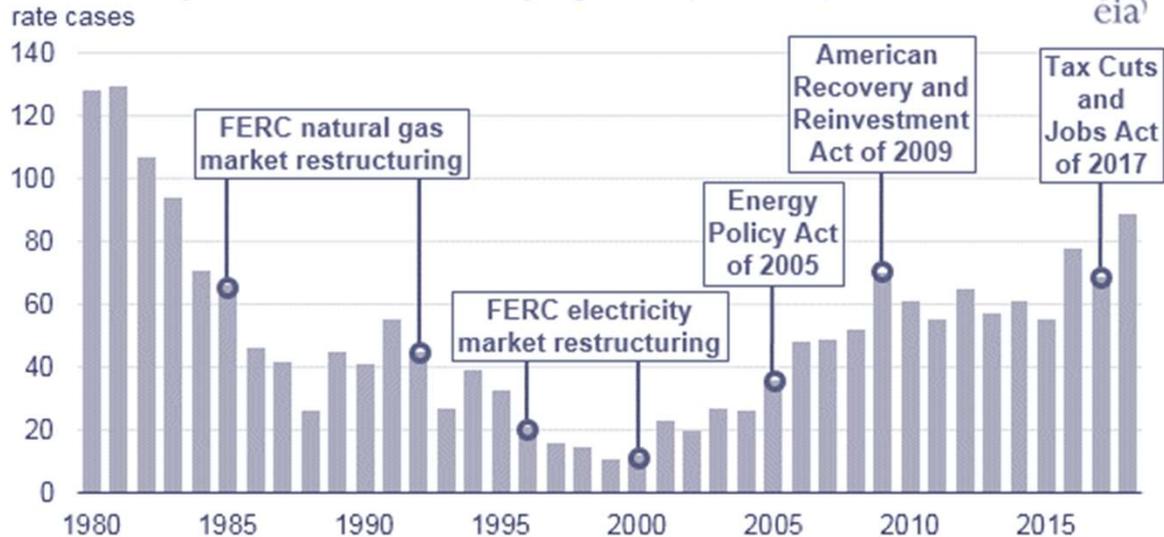
Complete Energy Platform

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Are you ready?

U.S. electricity rate cases filed with utility regulators (1980-2018)



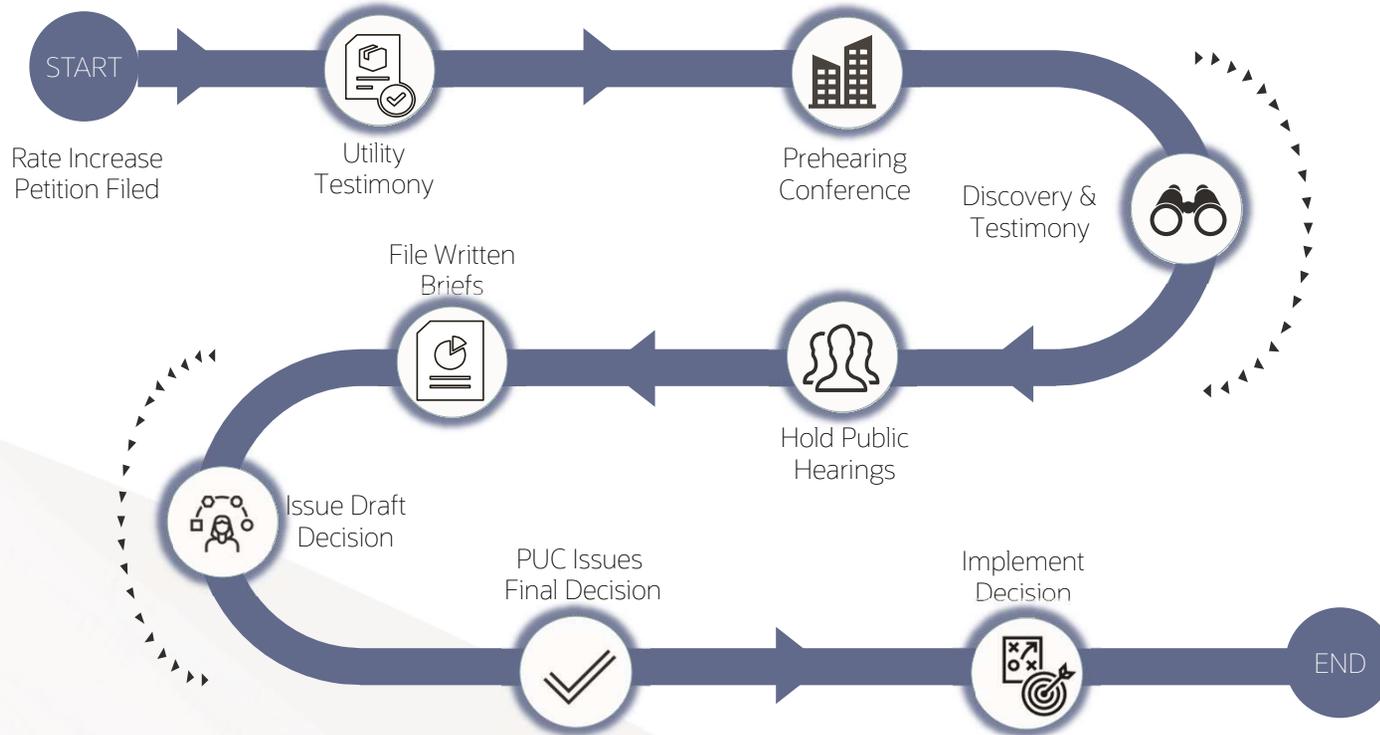
Source: U.S. Energy Information Administration, based on data from S&P Global Rate Case Database and the University of Texas, Austin Energy Institute

- Increasing Rate Case Frequency
- Multiple types of energy
- Across all jurisdictions



Rate case lifecycle

Automated and Simplified with Connected data and processes



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Oracle automates your rate cases



Platform

Scalability, Security, with pure SaaS

Task Manager

Visible, automated, repeatable system of record for running a business process

Forecast Modeling

Scenario Modeling with AI/ML embedded forecasting

Document Management

Collaborative version control and interactive with MS Office

Link Rate Case to Ops

Interoperable between Finance and Operations

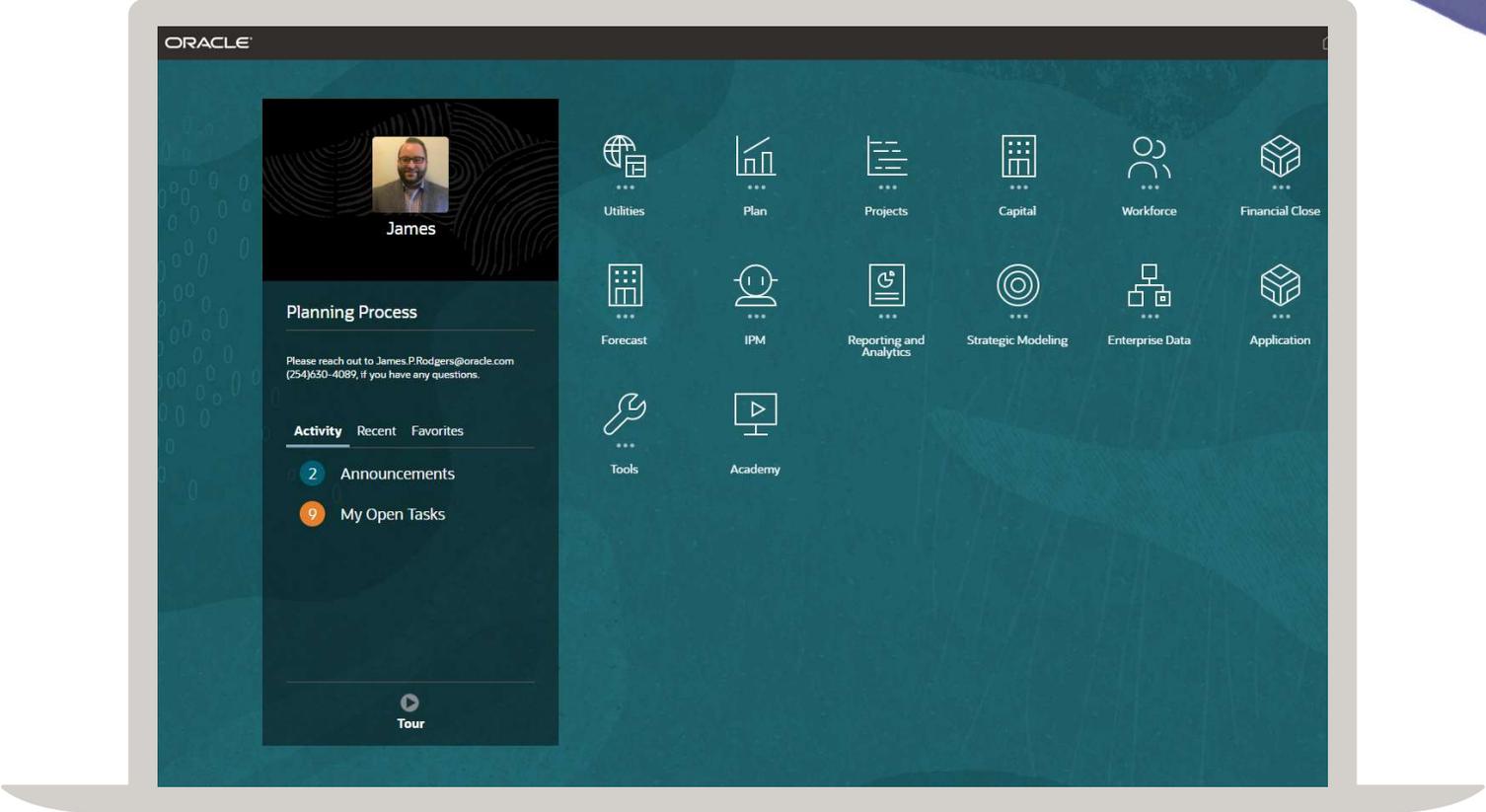


Platform

- Security
- Scalability
- Pure SaaS
- Modern
- Common data model



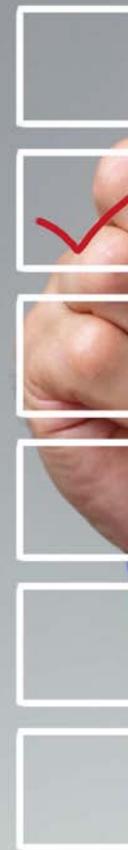
Configurable Consumer UI



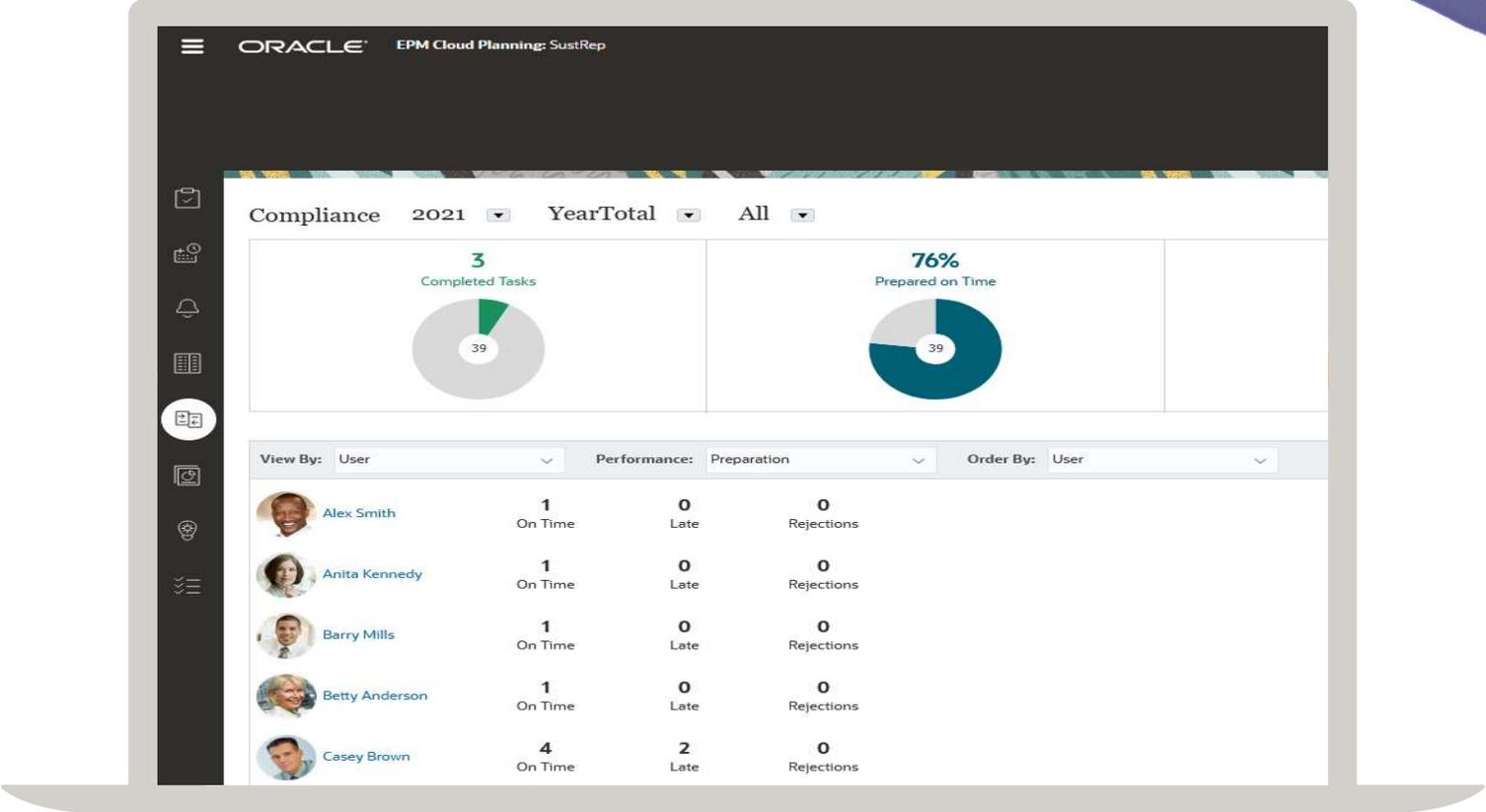
Task Manager

Visible, automated, repeatable system of record for running a business process

- Flexible
- Template Based
- Auditable



Task Manager demo



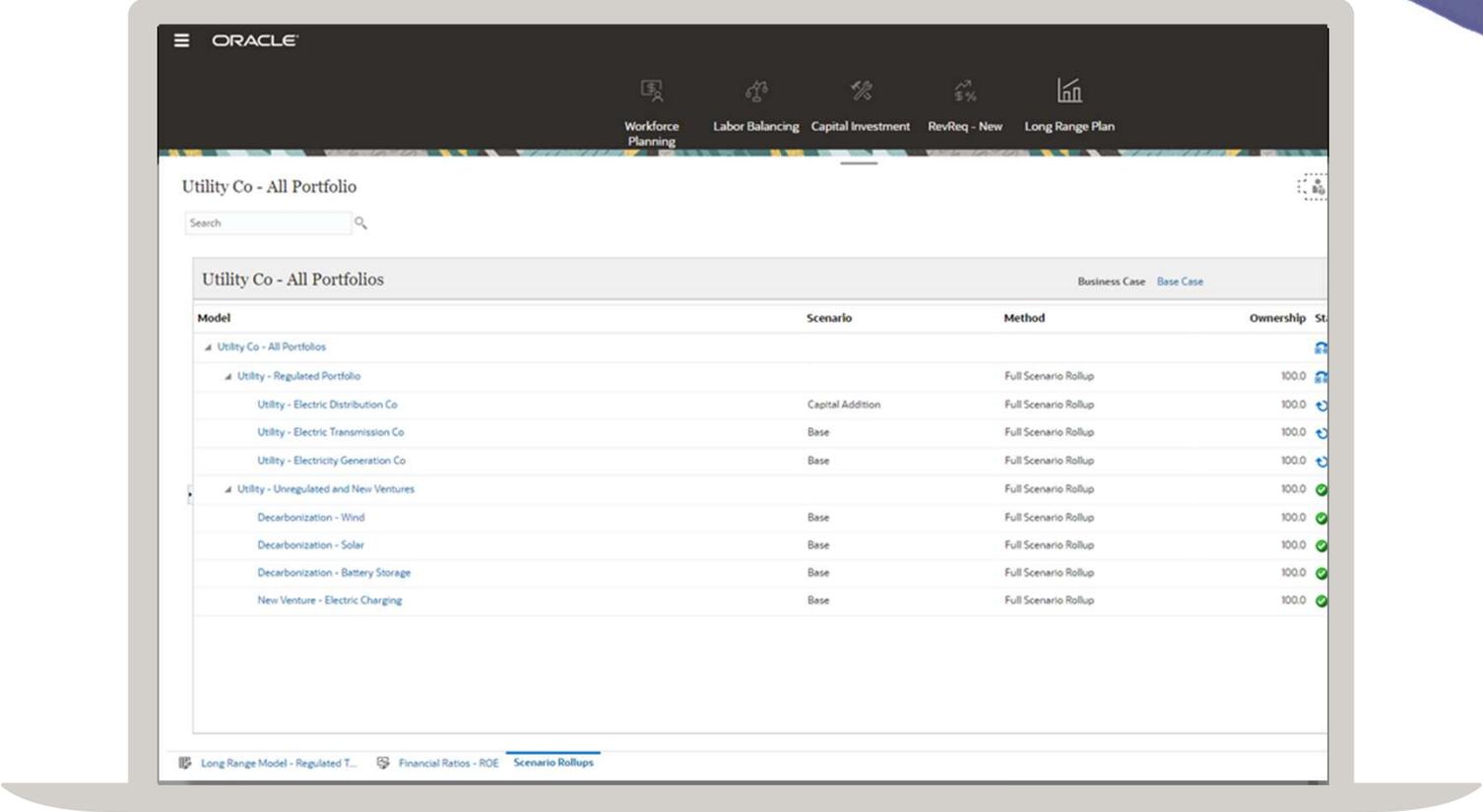
Forecast Modeling

Visible, automated, repeatable system of record for running a business process

- Driver based modeling
- What if Scenarios
- Leverages predictive and AI



Forecast Modeling and Portfolio Management

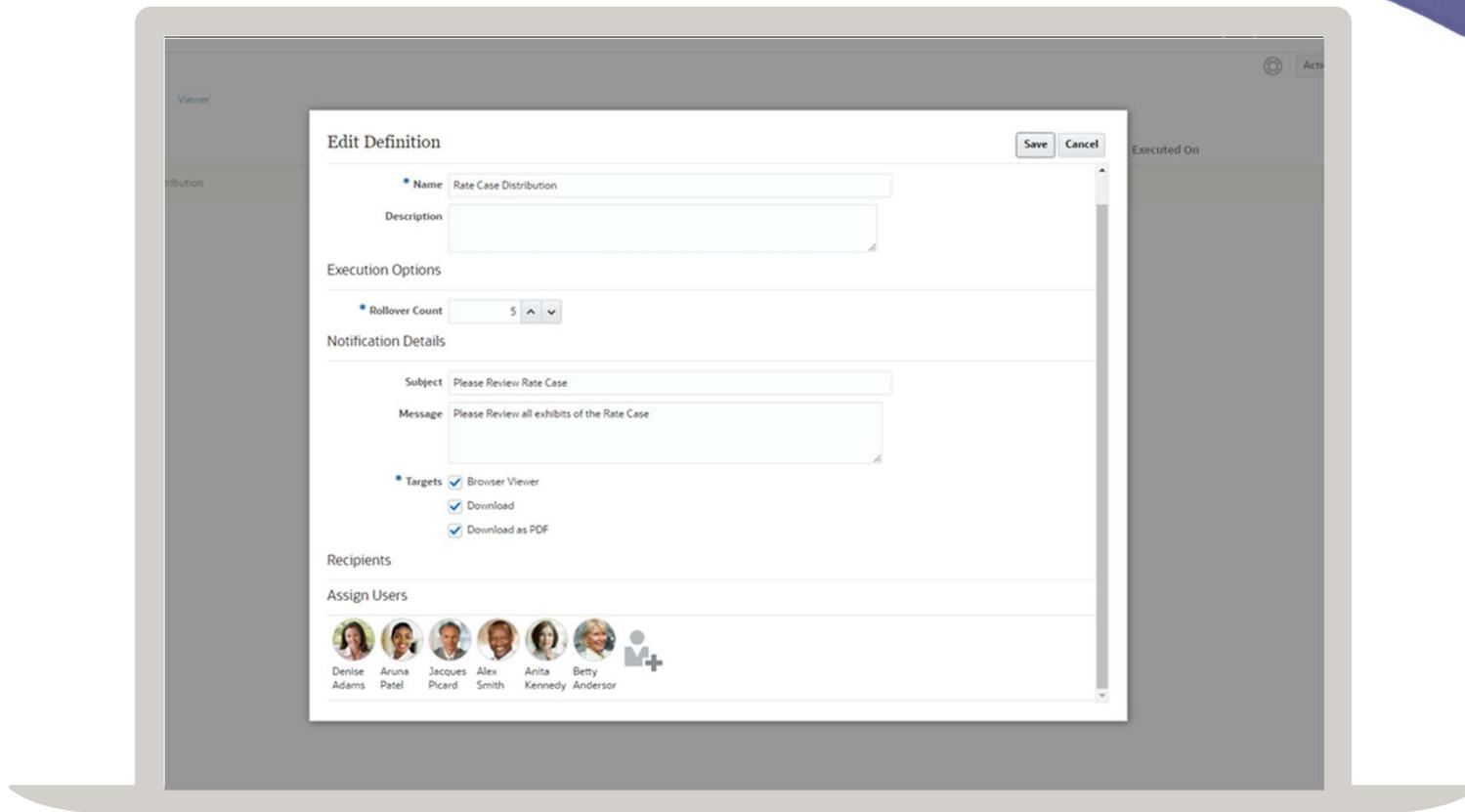


Document Management

- Flexible
- Versioning
- Secure



Document Management of Rate Cases



Link Rate Case to Operations

- Interoperable between Finance and Operations
- Two-way integration between Finance and Operations
- Actionable alert framework
- Robust reporting



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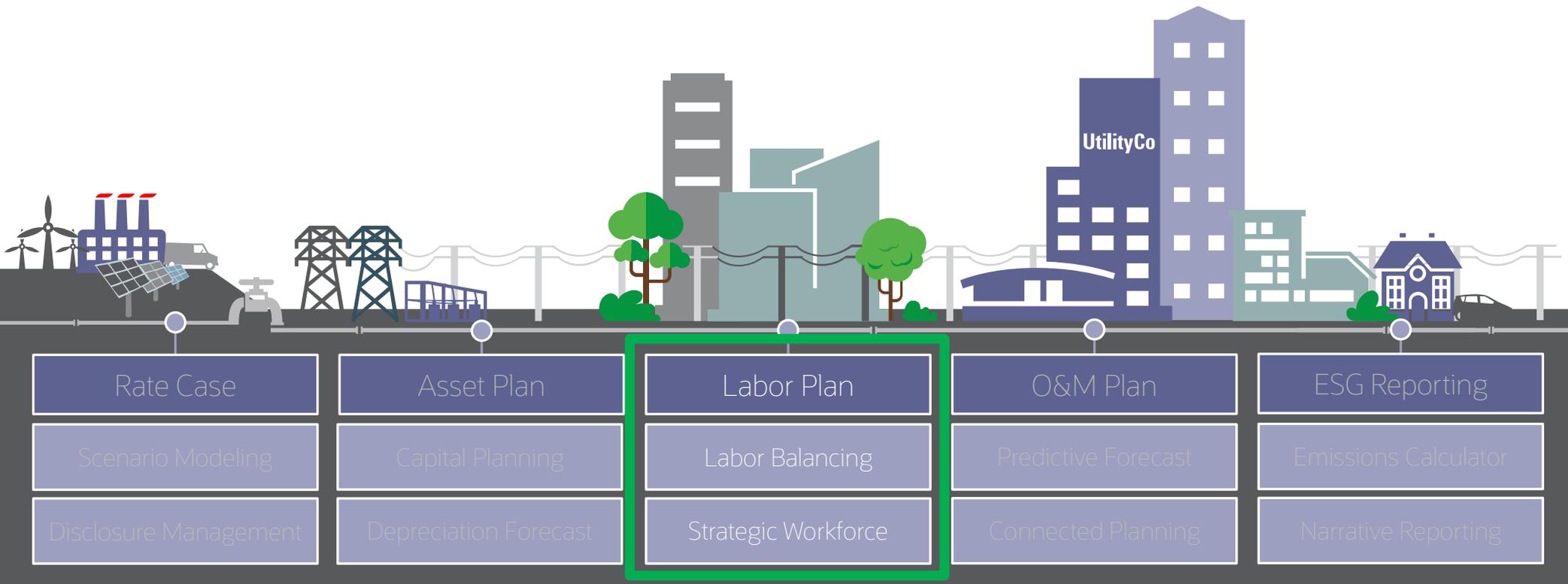
Interoperable between Finance and Operations



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Labor Planning

$$\text{Current FTEs} + \text{Open Reqs} + \text{New Positions} * \text{Average Salary} / \text{12 months} = \text{Labor Plan}$$



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Workforce Planning

Bringing the Right People, with the Right Skills, to the Right Place, at the Right Time

The Right People



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The Right Skills



Right Place and Time

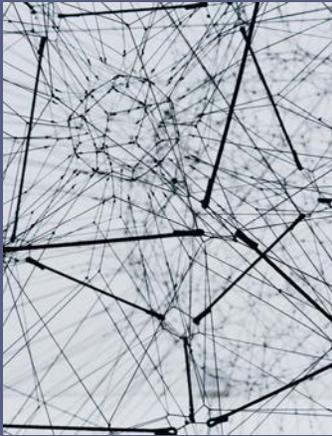


We Face Strong Headwinds

- Traditional separated approach to planning
- Changing Workforce Dynamics
- The GAP, or Cliff or Canyon
- Labor Competition

Workforce Planning

The Process



Connectivity

Confidently bring the Right People Together to understand and plan the future of your company.



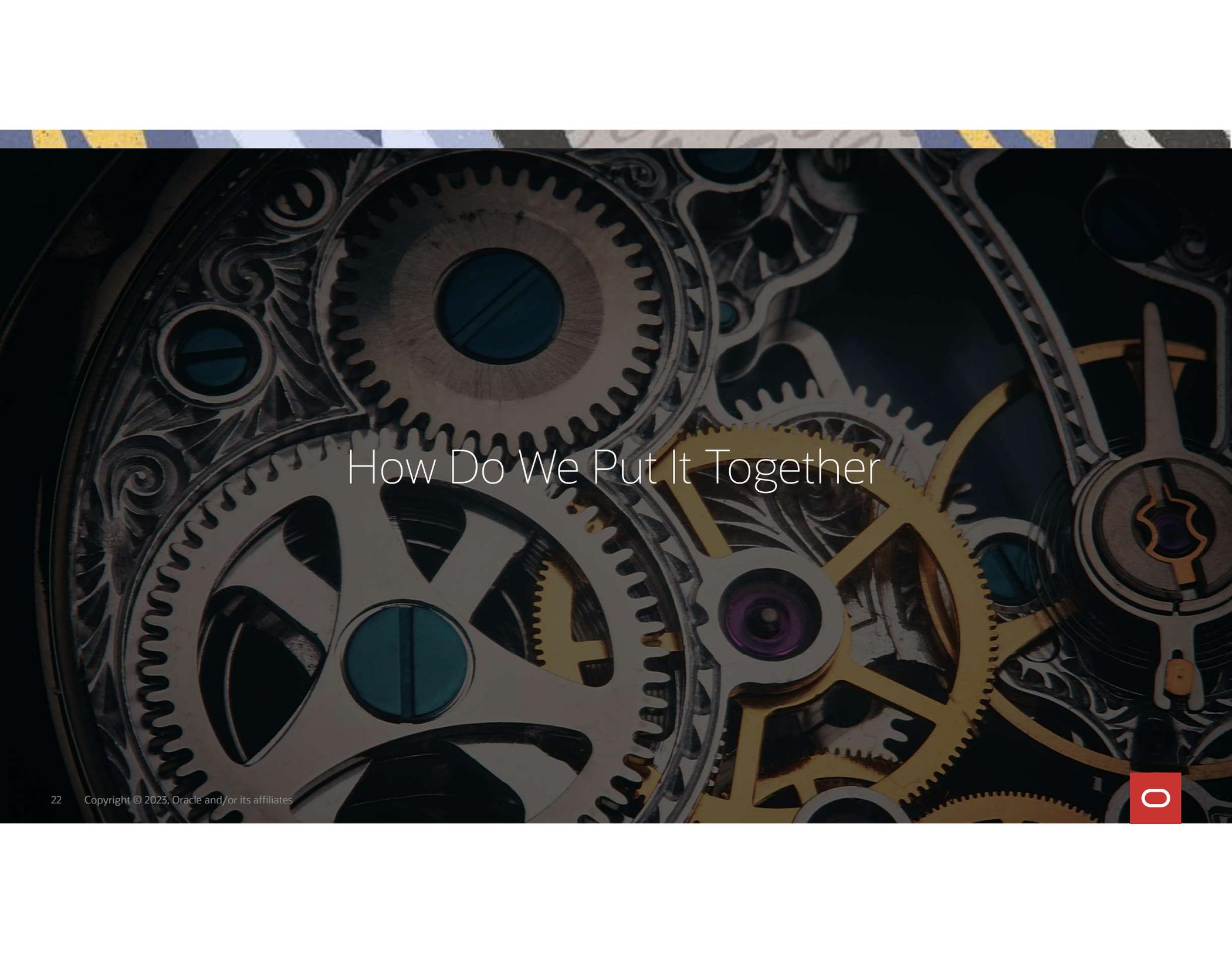
Alignment

Expertly Align the Entire Organization with Right People and Skills to succeed.



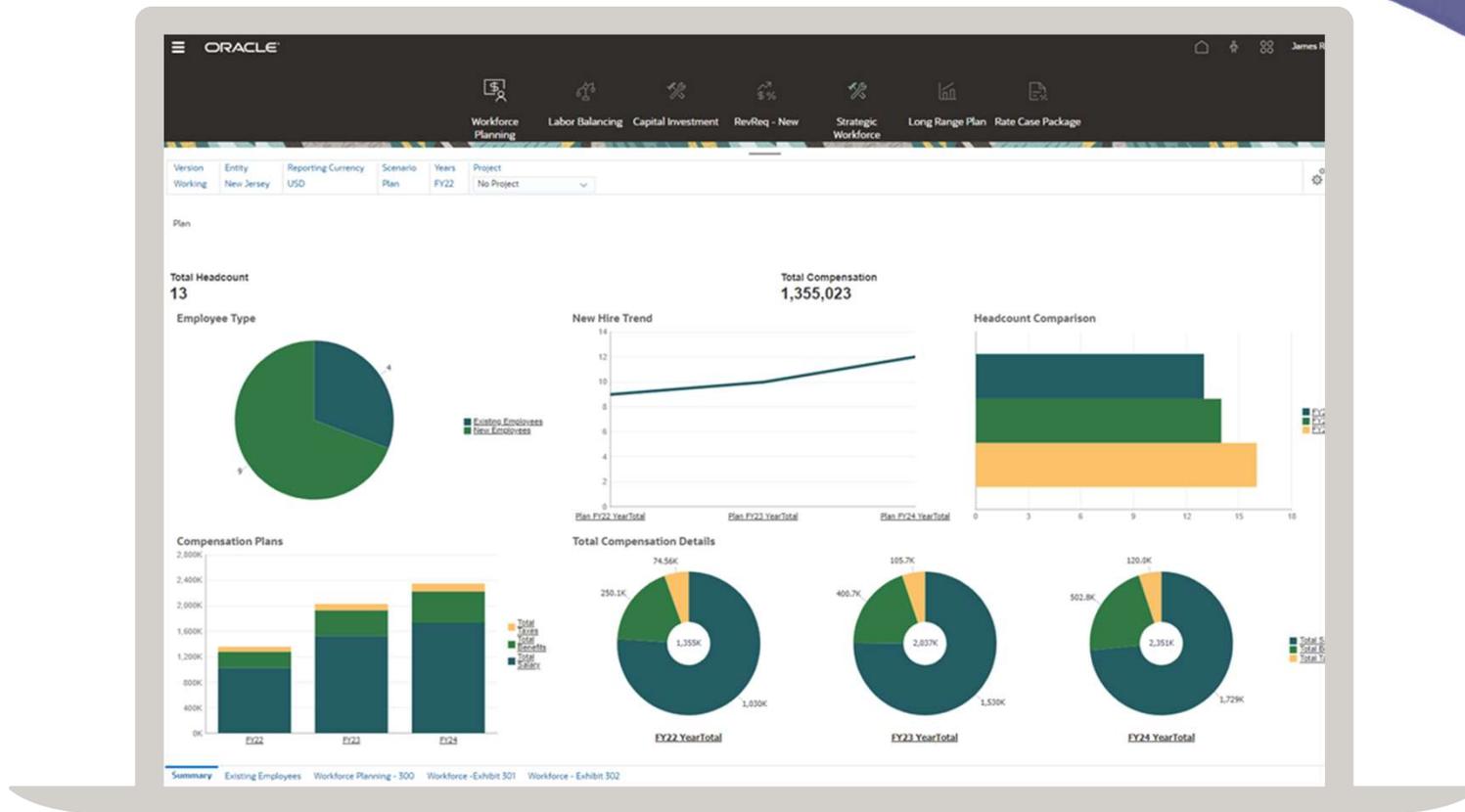
Execution

Successfully bring The Right People with the Right Skills at the Right Time to deliver on plans, goals, and projects.



How Do We Put It Together

Consistent visibility for all



Easy to change

The screenshot displays the Oracle Workforce Planning interface. At the top, there are navigation icons for Workforce Planning, Labor Balancing, Capital Investment, RevReq - New, Strategic Workforce, Long Range Plan, and Rate Case Package. Below this is a filter bar with fields for Version (Working), Entity (New Jersey), Currency (USD), Years (FY22), Scenario (Plan), and Project (No Project).

The main data table lists employees and their compensation details. A context menu is open over the table, showing options like 'Change Existing Details', 'Change Job', 'Transfer Employees', 'Plan Departure', 'Calculate Compensation', 'Synchronize Defaults', 'Synchronize Component Definition', and 'Copy Merit Rates'. The table data is as follows:

	Employee Type	FTE Assumption	Merit Month	Start Month	Applicable Union Code	Pay Type	Total Compensation		Capitalization %
							FY22	FY23	
Stark, Rob		1	Jun	Jan	Default No Union Code	Exempt	122,430	131,050	27
Molinar, Sara		1	Jun	Jan	Default No Union Code	Exempt	194,247	203,545	18
John, Patrick		1	Jun	Jan	Default No Union Code	Exempt	255,066	267,322	50
Matheu, Peter		1	Jun	Jan	Default No Union Code	Non-exempt	125,539	131,374	48
Existing Employees		4					697,290	733,291	
New Employees		9					657,734	1,303,568	
Total Employees		13					1,355,023	2,036,860	

Below the table, there are two charts: 'Expenses Trend' (a line chart showing total compensation from FY22 to FY24) and 'Expenses Summary' (a pie chart for FY22). The pie chart shows the following breakdown:

Category	Amount
Total Salary	542.9K
Total Benefits	117.1K
Total Taxes	37.26K



Easy to change

The screenshot displays the Oracle Workforce Planning interface. At the top, navigation tabs include Workforce Planning, Labor Balancing, Capital Investment, RevReq - New, Strategic Workforce, Long Range Plan, and Rate Case Package. Below these are filters for Version (Working), Entity (New Jersey), Currency (USD), Years (FY22), Scenario (Plan), and Project (No Project).

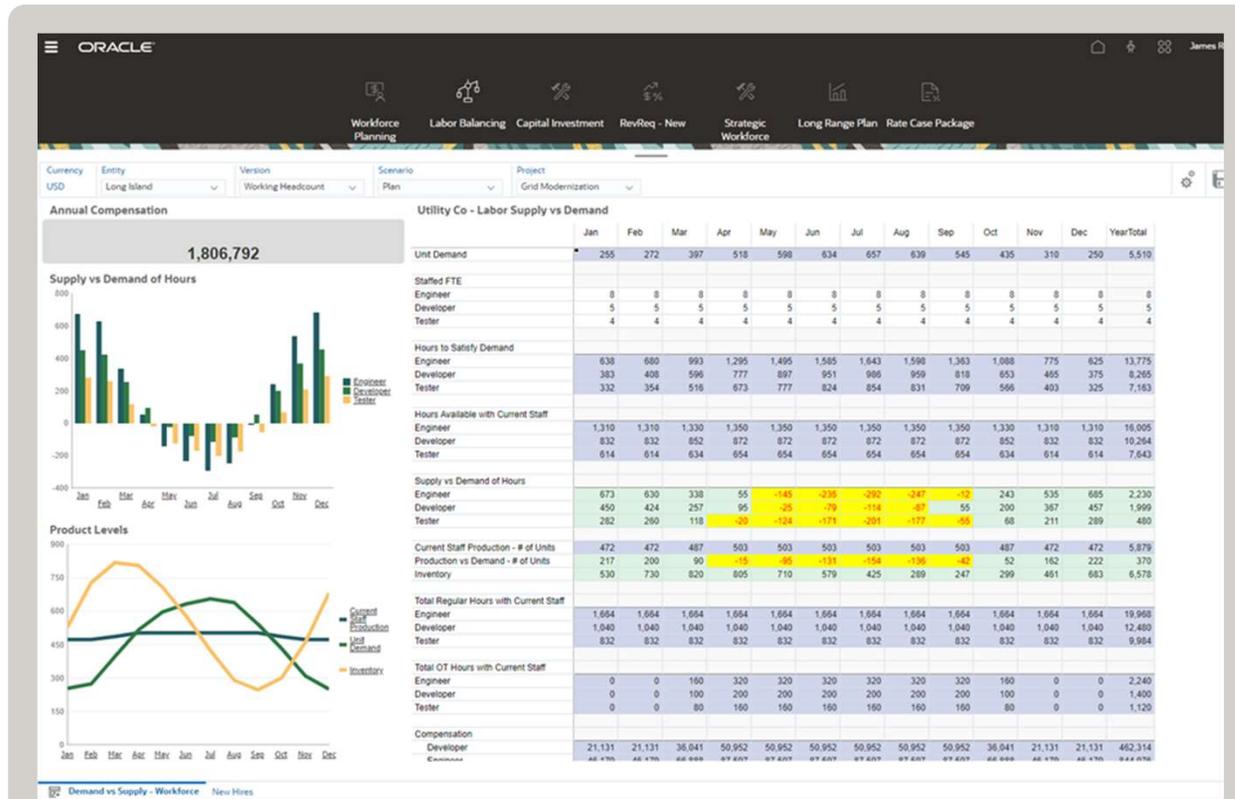
Position	Entity	Currency	Years	Scenario	Project	Employee Type	Start Month	FTE Assumption	Reconciled FTE	Headcount Assumption	Reconciled HeadCount	Applicable Union Code	Total Compensation	Hiring Status
City Specialist 1393						Regular	Jan	1		1		Default No Union Code	86,902	New
						Regular	Nov	1		1		UC201	17,594	New
ter E1393C						Regular	Jan	1		1		Default No Union Code	95,995	New
						Ri		3		3		Default No Union Code	167,991	New
Super Production						Ri		2		2		Default No Union Code	239,850	Approved
						Ri		1		1		Default No Union Code	49,401	New
AI Jobs						New Employees		9		9			657,734	
AI Jobs						Existing Employees		4		4			697,290	
AI Jobs						Total Employees		13		13			1,355,023	

A context menu is open over the 'Total Employees' row, listing actions: Add Hiring Requisition, Change Requisition, Calculate Compensation, Synchronize Defaults, Synchronize Component Definition, Edit, Adjust, Supporting Detail, Change History, Lock/Unlock Cells, Filter, Sort, and Show member in outline.

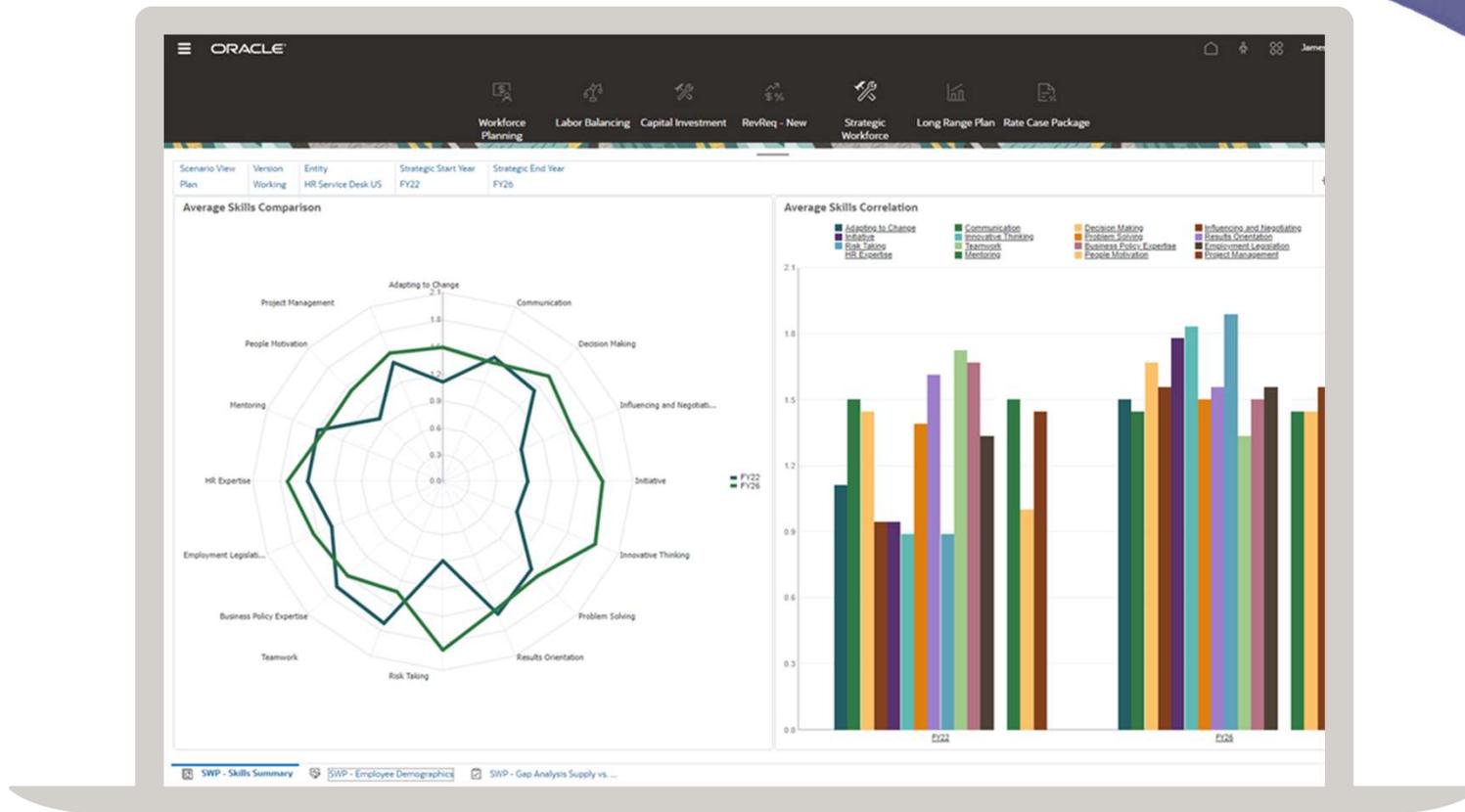
At the bottom left, an 'Expenses Trend' line chart shows 'Total Compensation' increasing from approximately 600K in FY22 to 800K in FY24. At the bottom right, an 'Expenses Summary' pie chart for FY22 shows: Total Salary (487.5K), Total Benefits (133.0K), and Total Taxes (37.2K).



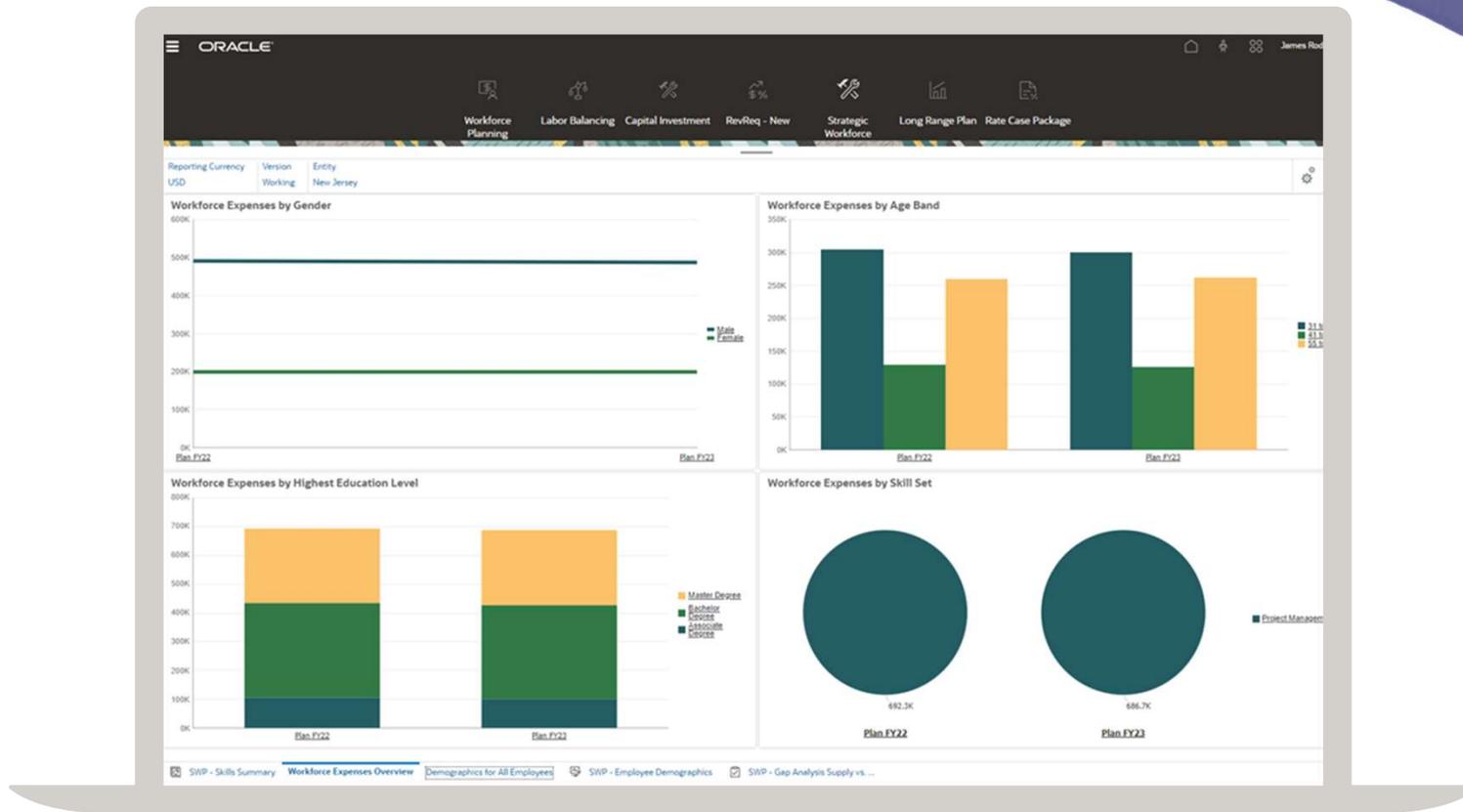
Identifying the impending Workforce Cliff



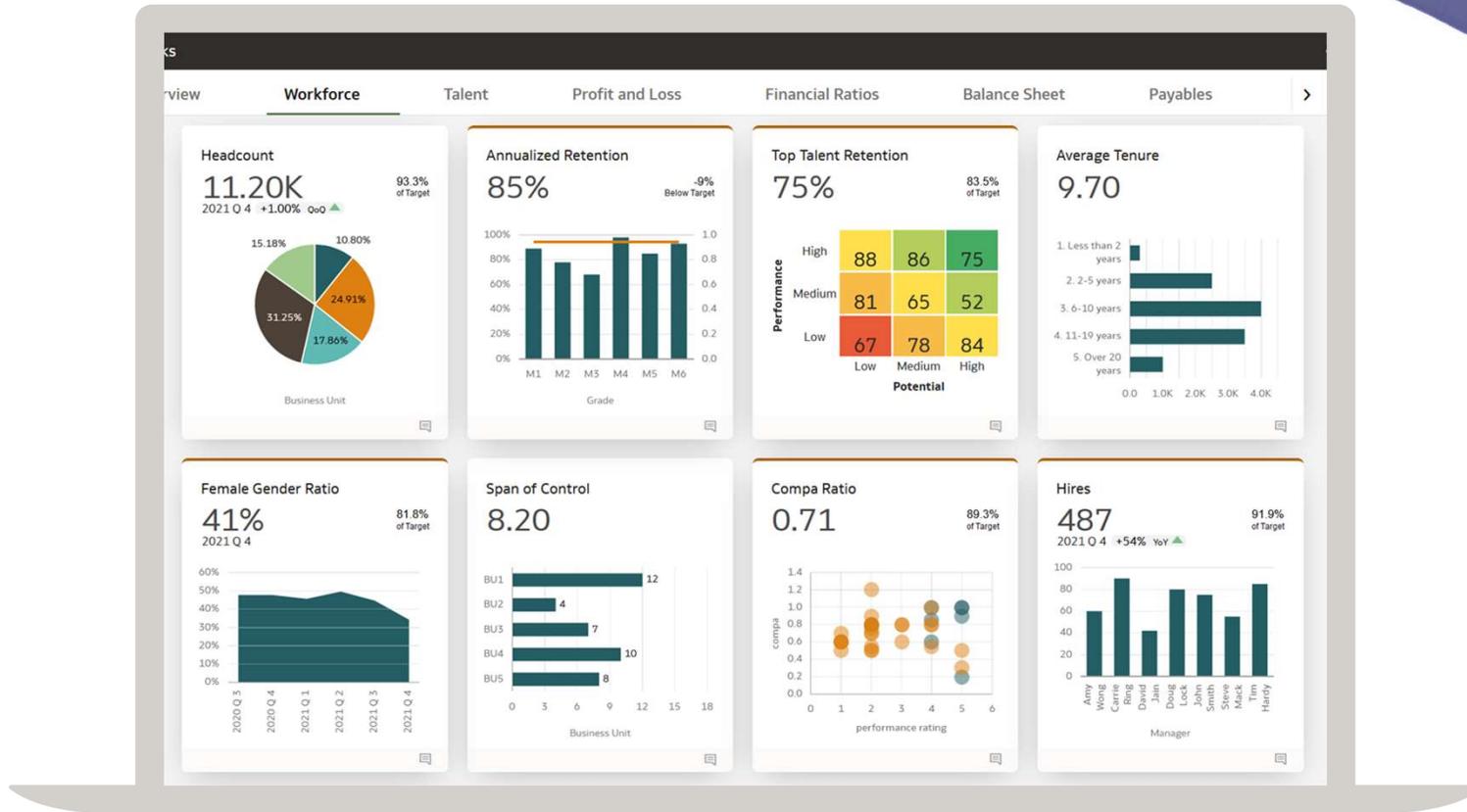
Soft Skills Gaps



Diversity and Inclusion Metrics



How to execute



Workforce Planning

Bringing the Right People, with the Right Skills, to the Right Place, at the Right Time

The Right People



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The Right Skills



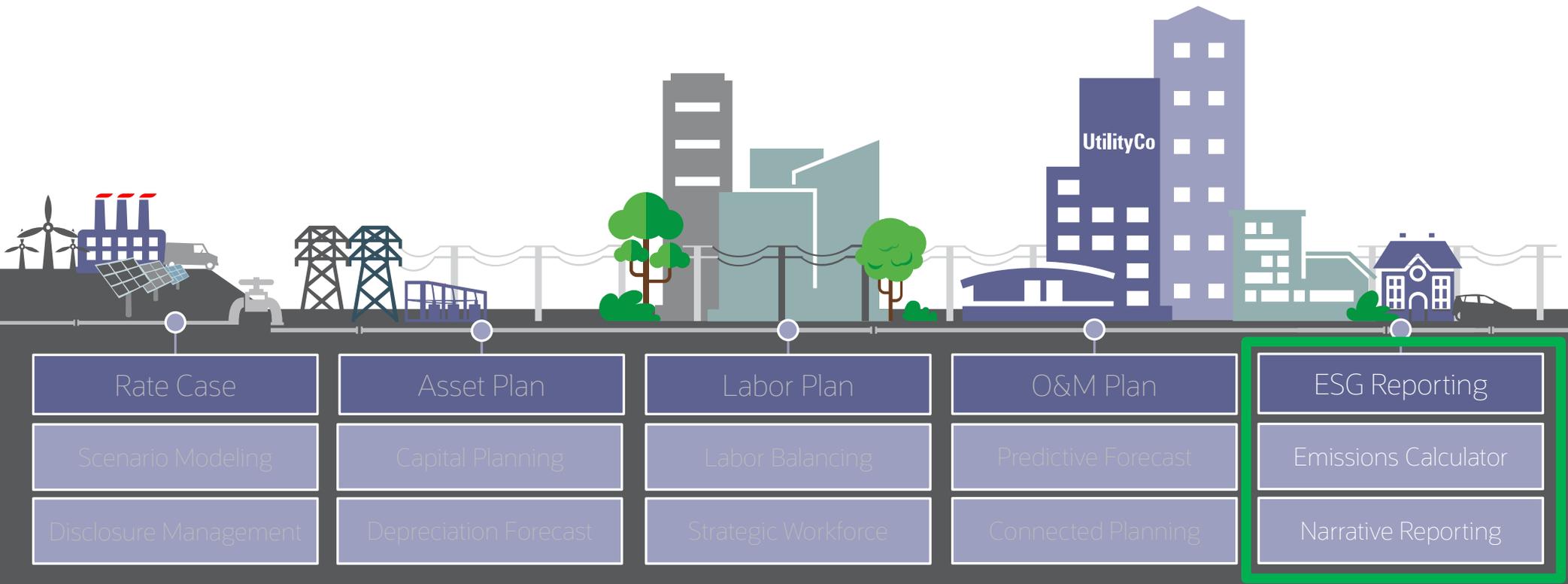
Right Place and Time



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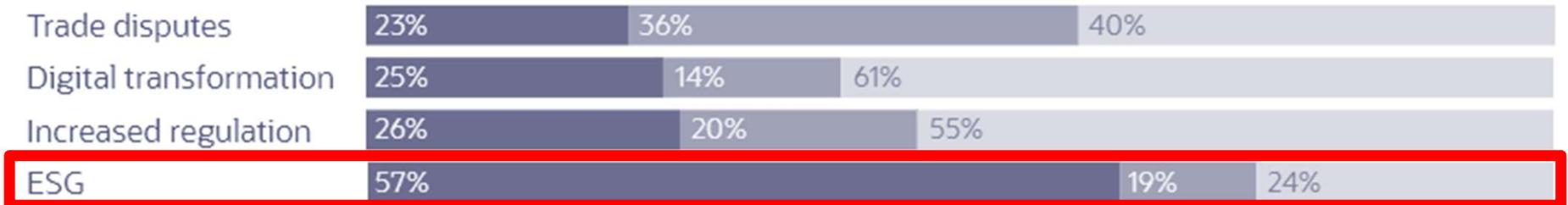
Complete Energy Platform

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WHICH OF THE FOLLOWING THEMES WILL IMPACT YOUR BUSINESS THE MOST IN THE NEXT 12 MONTHS?

● High impact ● Moderate impact ● Low impact



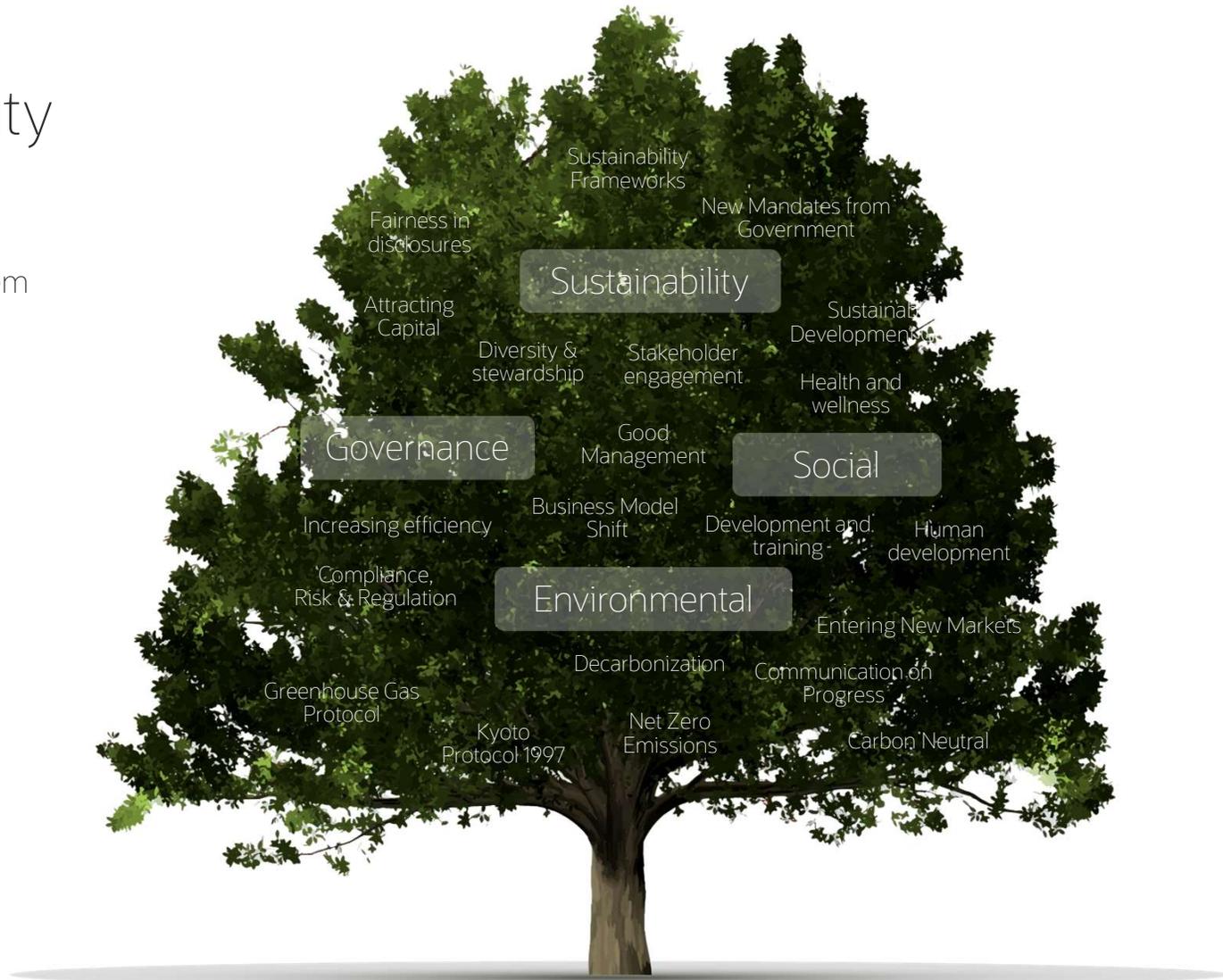
Rank (1-2= High impact; 3 = Moderate impact; 4-5 = Low impact) N = 1,500

Source: GlobalData



Complete Sustainability Reporting

Simplified in one system



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ESG Analytics and Planning

Complete solution for a complex problem



Energy



Emissions



Waste



Anti
Corruption



Health and
Safety



Employees
and Labor



Diversity &
Equal
opportunity



Training &
Education

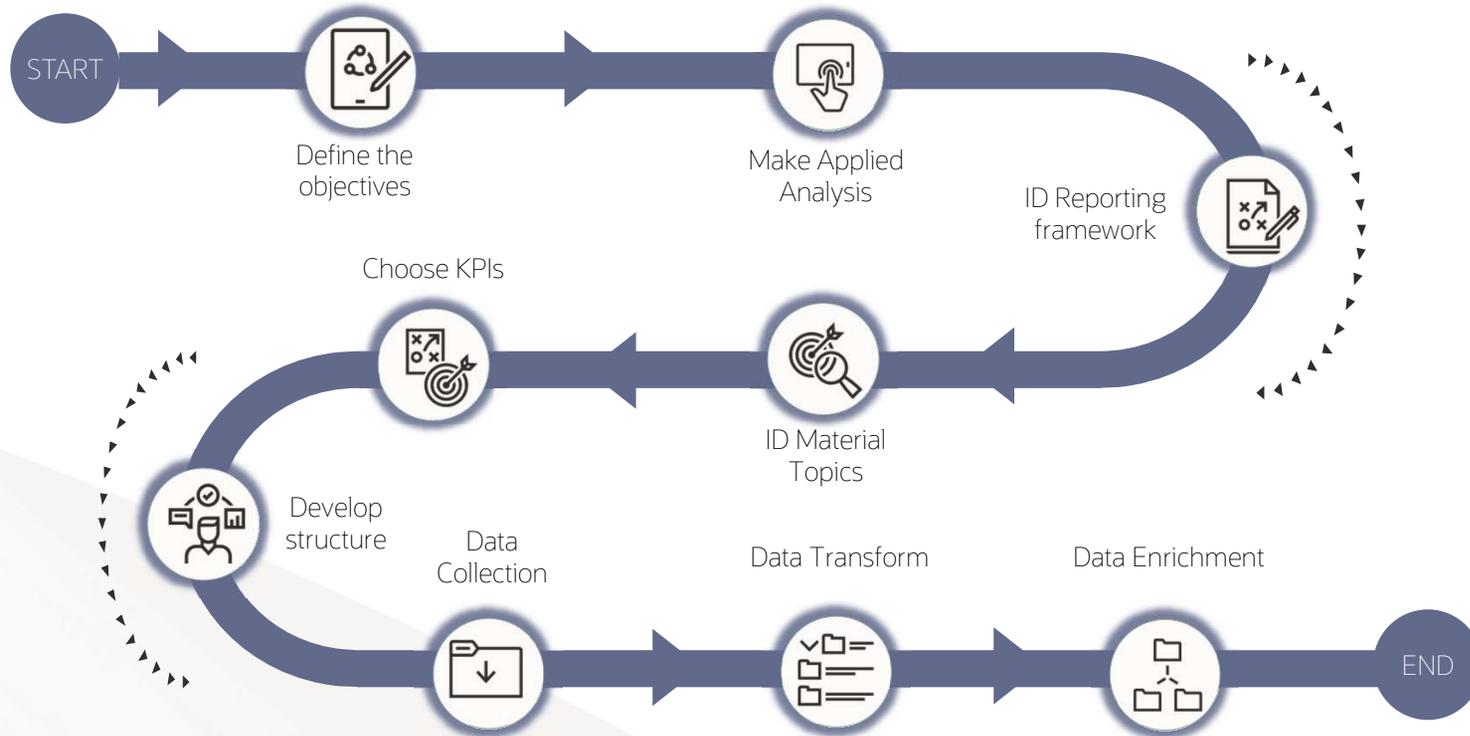


Customer
Privacy

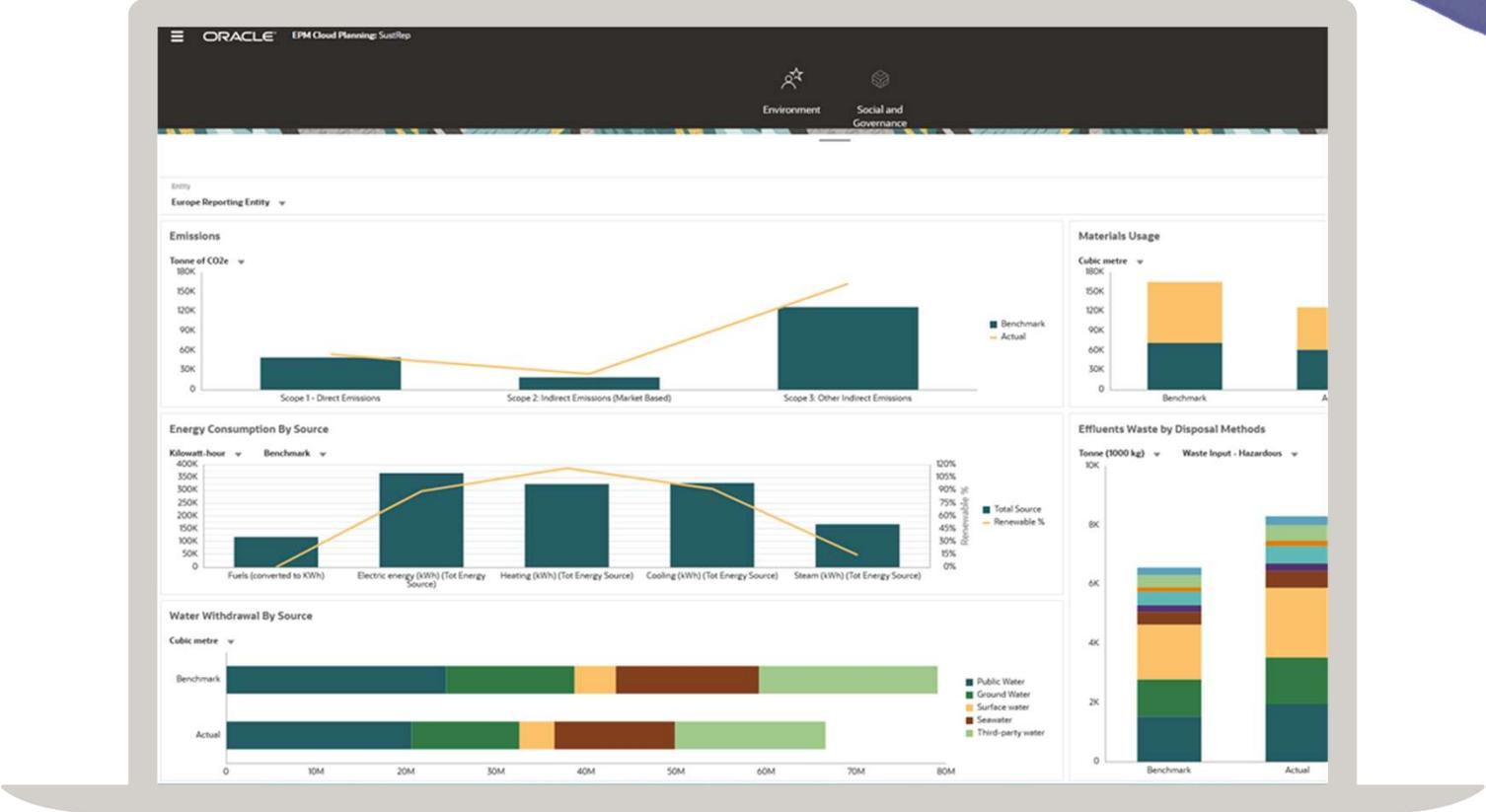


ESG Reporting Lifecycle

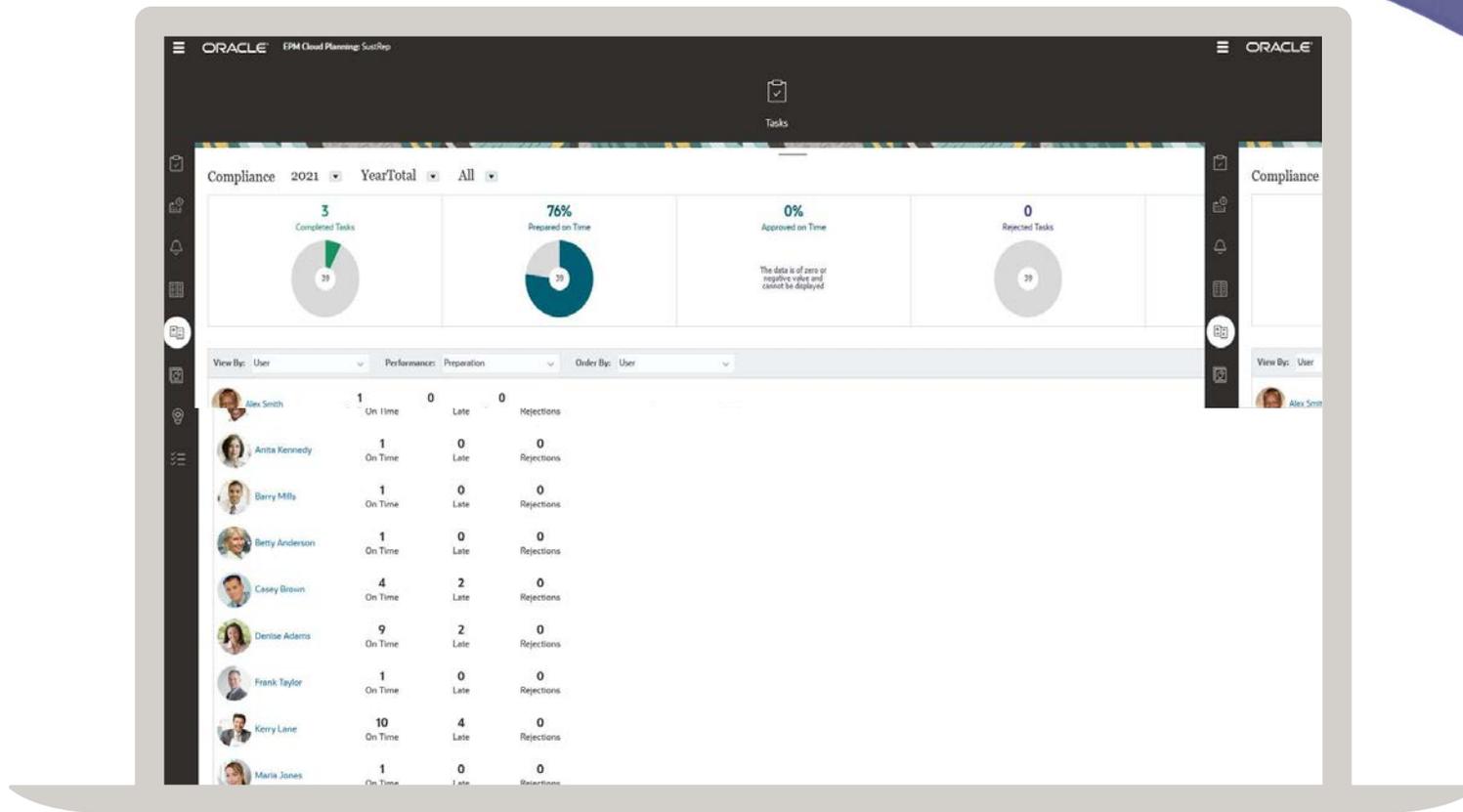
Automated and Simplified with Connected data and processes



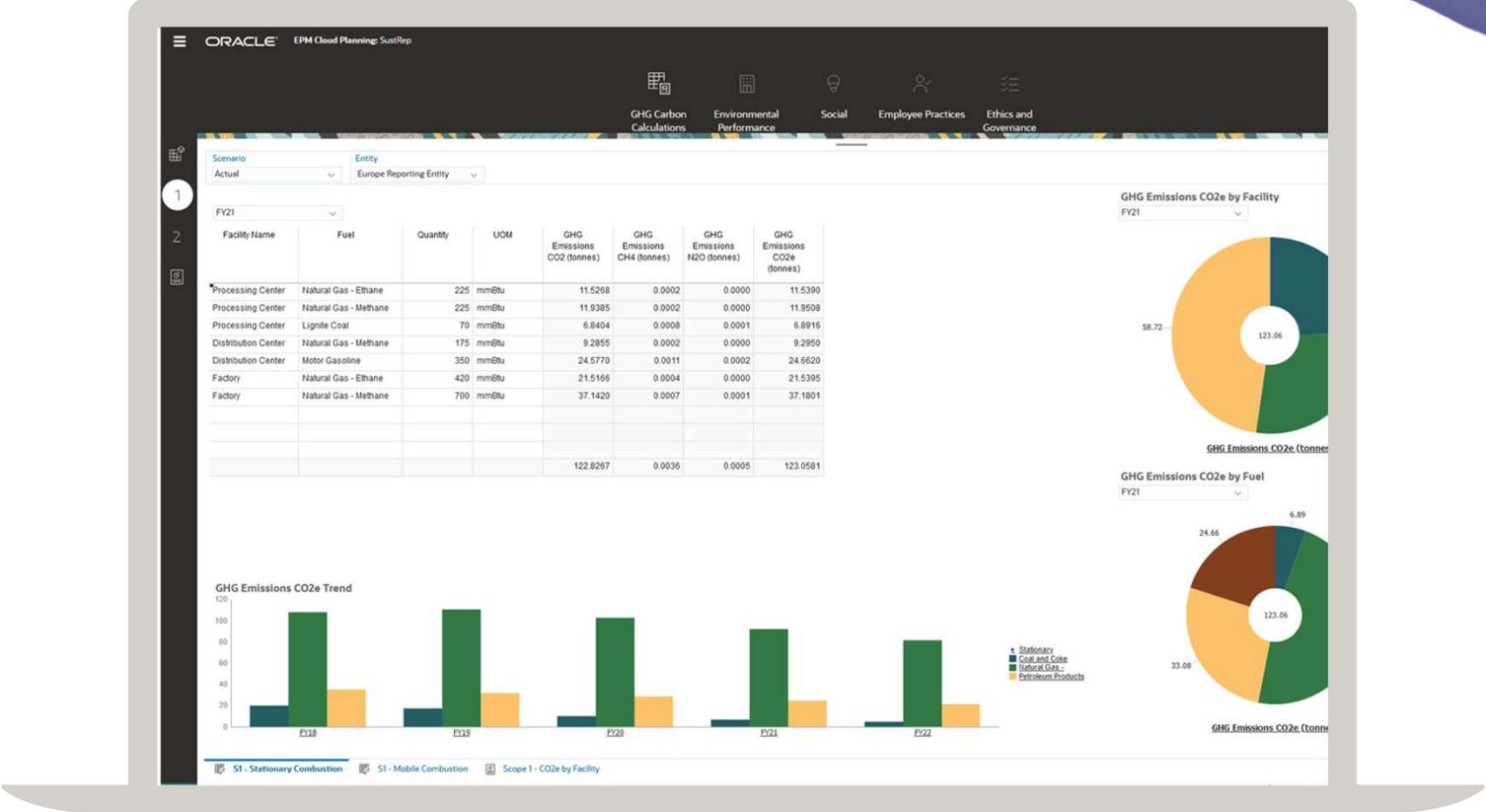
Industry Benchmark Comparisons



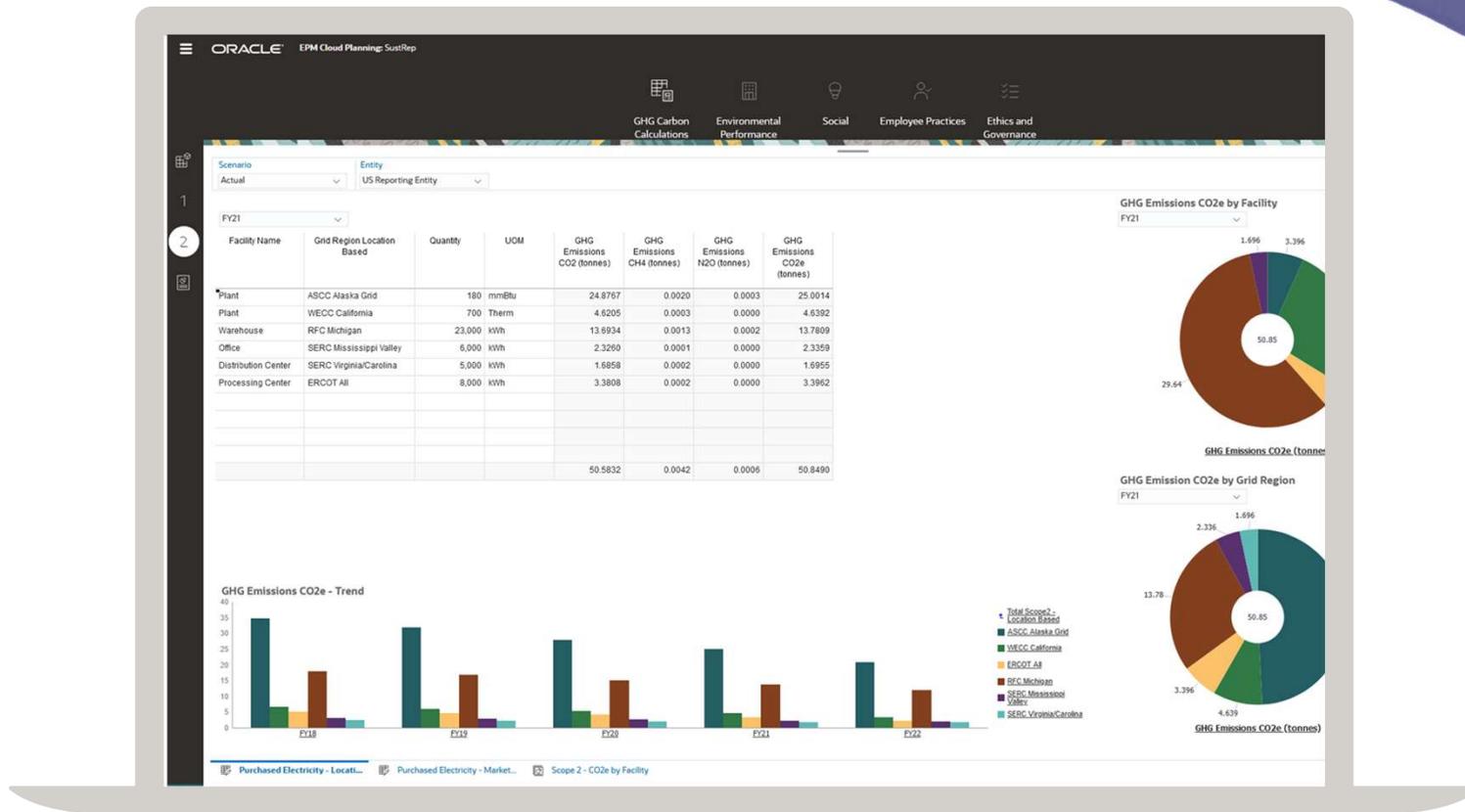
Visibility into the processes



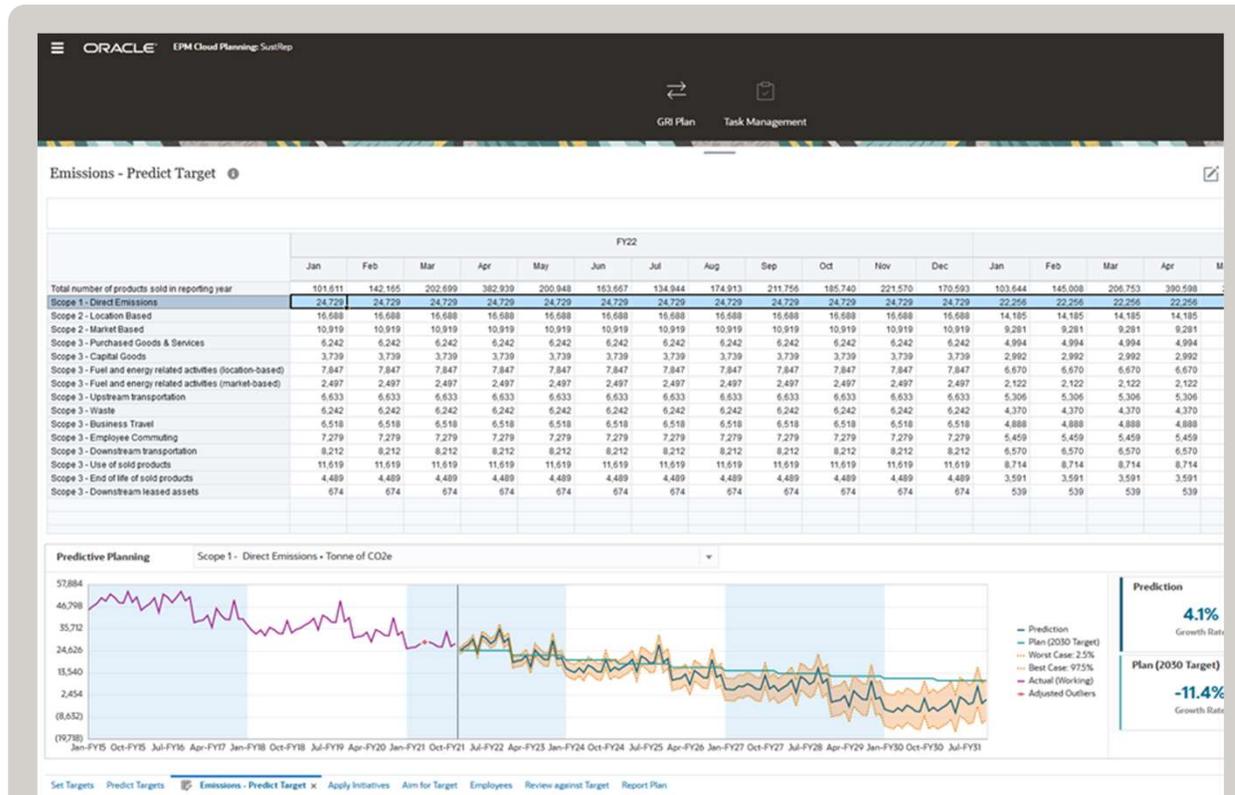
Greenhouse gas calculator



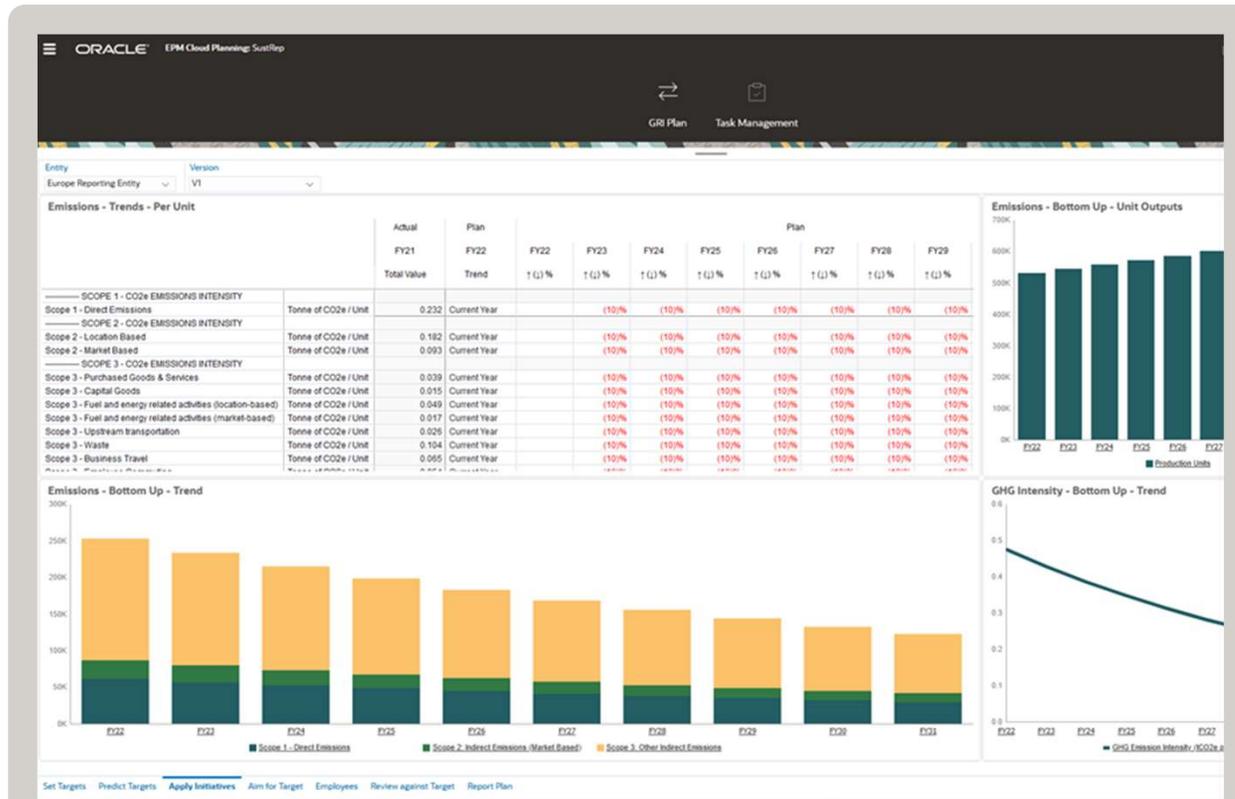
Greenhouse Gas Calculator (purchased)



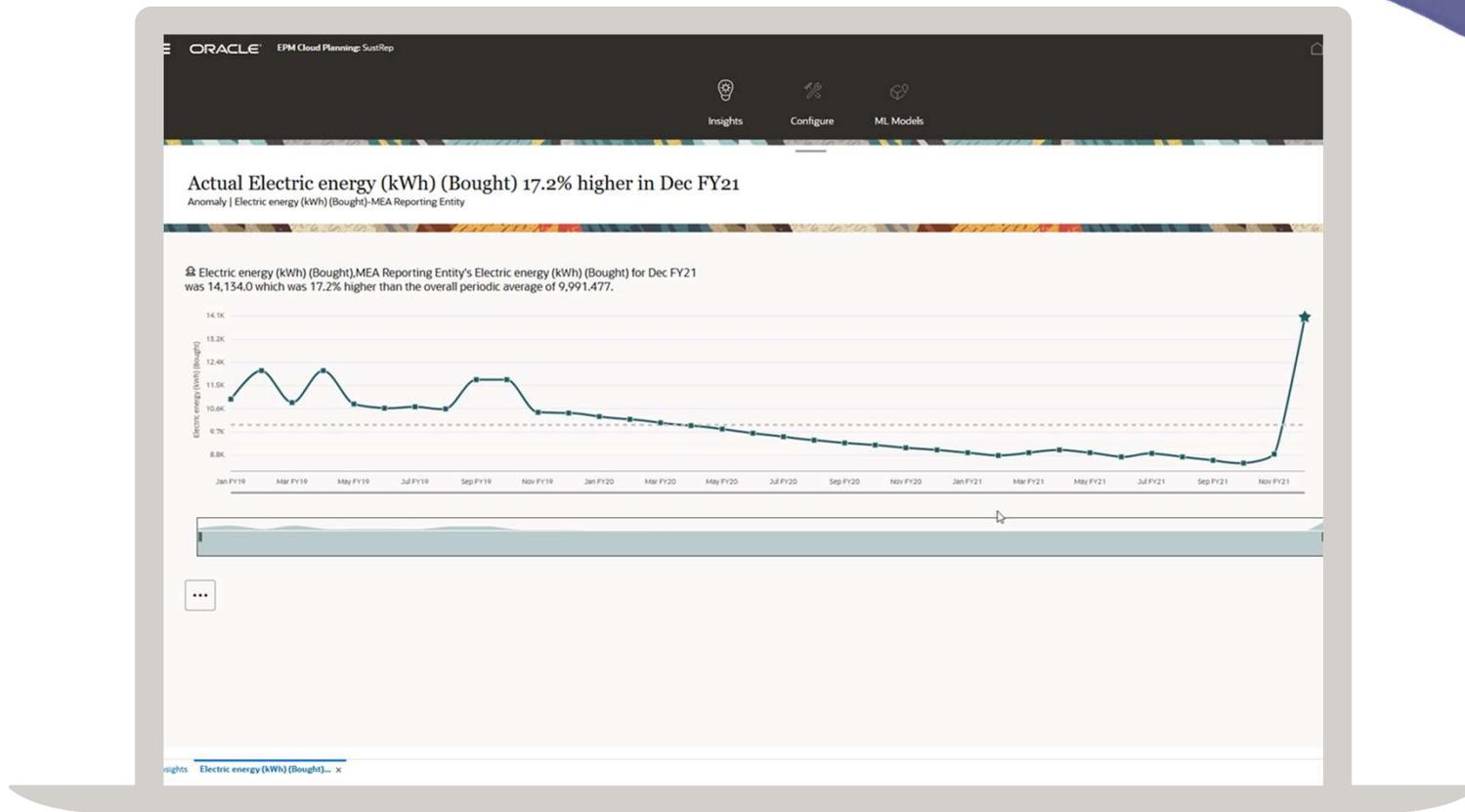
Leverage predictions to track emissions



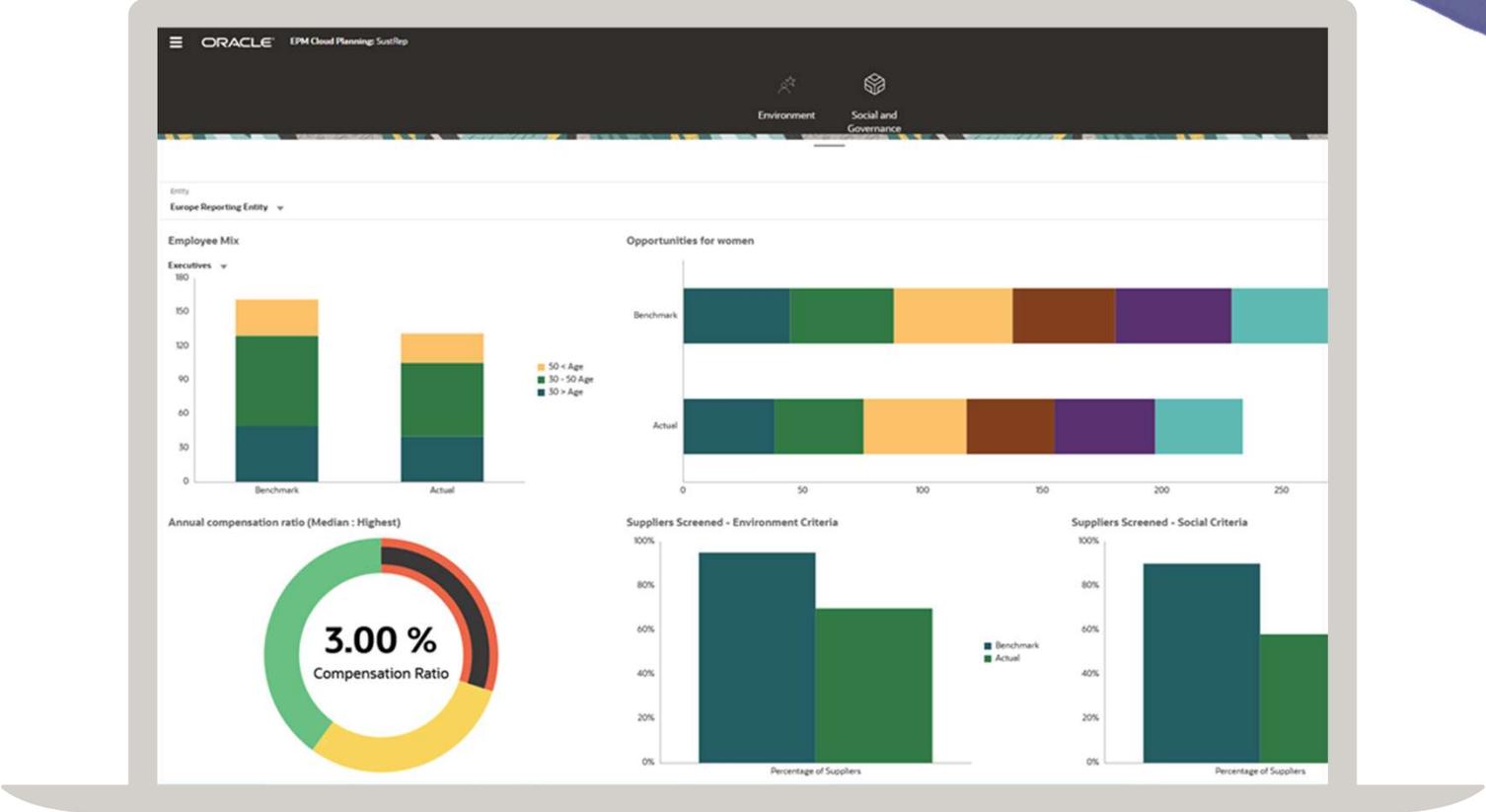
Plan activities to meet targets



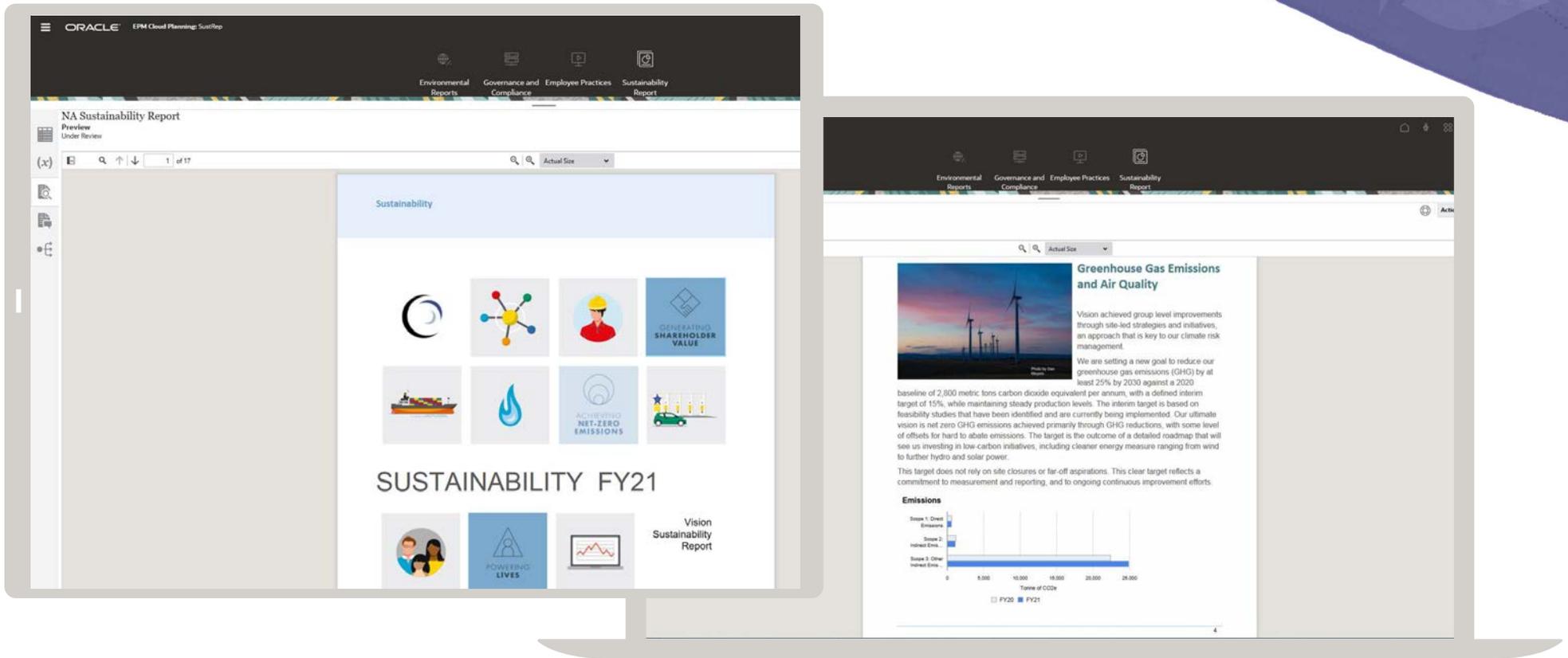
Leverage machine learning for curated insights



Connected “Social” Data to ESG Reporting



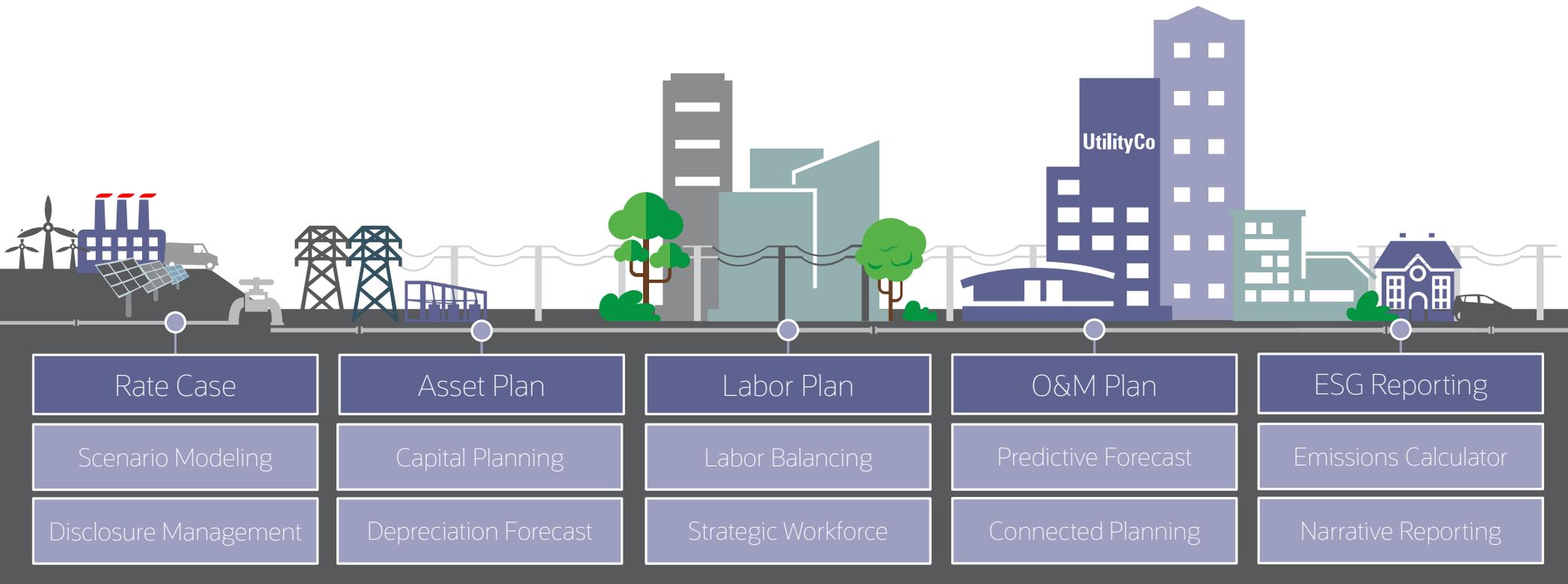
Pixel Perfect ESG Reporting for External Use



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Utilities are setting big goals





Need more Info?

1. Come see us at the Oracle Innovation Zone
2. Meet and Greet Reception

<https://www.oracle.com/industries/utilities>

Thank you

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Customer Success

- The UK's leading fuel distributor using the solution to offset their emissions and develop a series of Sustainability measures to improve their public image that will be tracked and reported on through the Oracle Industry Cloud
- A large Scandinavian bank looking to manage and report on all aspects of environmental and social sustainability topics with a particular emphasis on ethical sourcing of funds
- A large European pharmaceuticals organizations looking to improve their sustainability reputation and focusing on ethical selection and monitoring of clinical trials



Planning for the Modern Utility

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In this session, we'll dive deep into how ESG, rate case and workforce planning solutions can help you optimize efficiency and reduce risk through effective planning and reporting

10:45 -12pm

10:45 – 11am – Josh K–Connected Planning

11:00 – 11:20 – Rate Case - James

11:20 – 11:40 – Labor - Keith

11:40 – 12:00 – ESG - James



Connected planning

Connected

Planning objectives, data & measurement vary by stakeholder

Finance

Planning & Budgeting

- Monthly, quarterly
- Geo, division, cost center
- Revenue, working capital, OPEX, CAPEX, etc.
- Integrates with ERP

Treasury & Tax

Cash forecasting, Tax Planning

- Weekly, monthly, & long range
- Legal entity
- Liquidity, effective tax rate
- Integrates with ERP + FP&A Planning

Supply Chain

Integrated Business Planning & Execution (IBPX)

- Daily, weekly, long range
- Location, distribution center, SKU, item
- Capacity, financial objectives
- Integrates with SCM, CX, FP&A Planning

Human Resources

Labor Cost Planning & Strategic Workforce Planning (SWP)

- Monthly, quarterly, annually and long-range
- Skills, Geo, division, cost center
- Strategic risks resulting from gaps in workforce supply and demand
- Integrates with HCM

IT

IT Financial Management (ITFM)

- Monthly, annually, long-range
- IT assets, projects, contractors
- Run vs grown vs transform the business
- Integrates with HR and fixed asset systems/PPM

Sales Operations

Quota, Territory, Compensation modeling, and sales forecasting

- Daily, weekly
- Customer, territory, product/partner
- Volume, orders, funnel
- Quota, forecast, coverage, share of wallet
- Integrates with CX

Marketing

Marketing Campaign Planning & ROMI

- Event horizons
- Campaign, product, vendors
- Units, ROMI
- Integrates with ERP & marketing automation

ESG

Sustainability Planning & Reporting

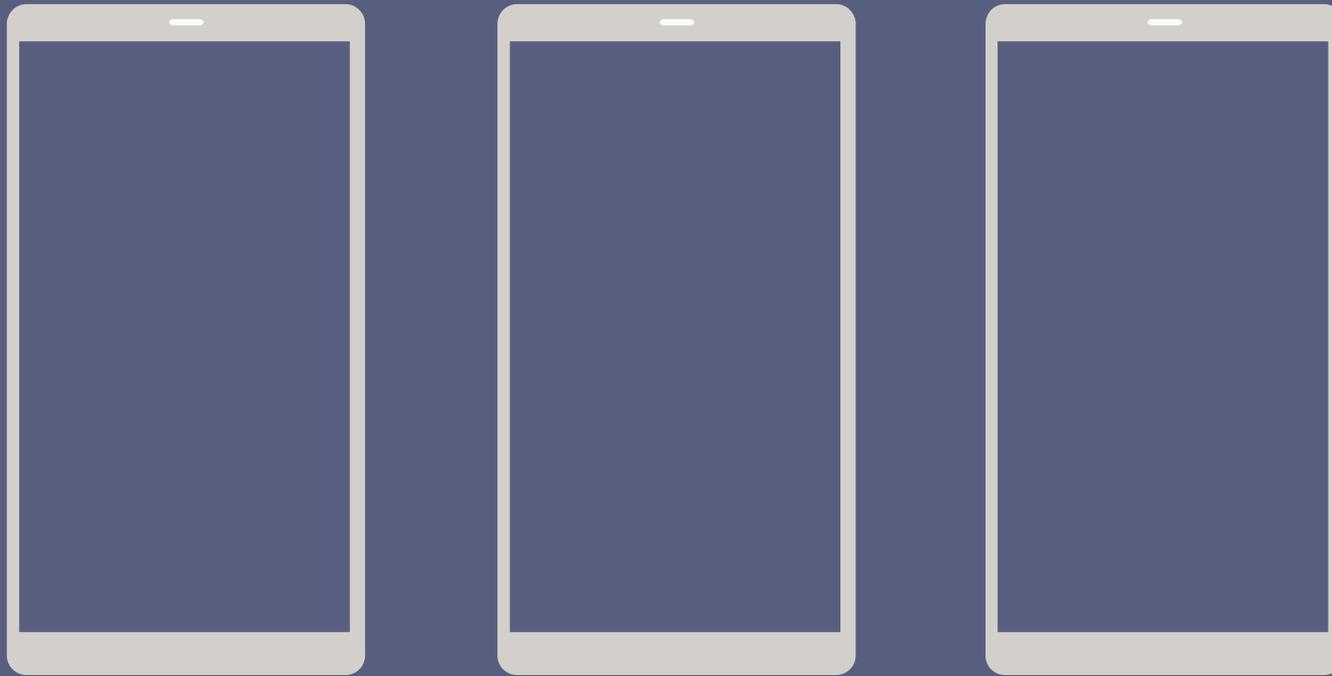
- Long range transformation initiatives
- Carbon footprint, DEI, etc.
- Net Zero, cost benefit analysis (CBA), economic impact analysis (EIA)
- Integrates with both financial & operational systems



Title + Phone, Tablet picture insertion



Title + 3 Phones picture insertion



Title + Tablet, Monitor picture insertion



Device Shells

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Device Shells

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