

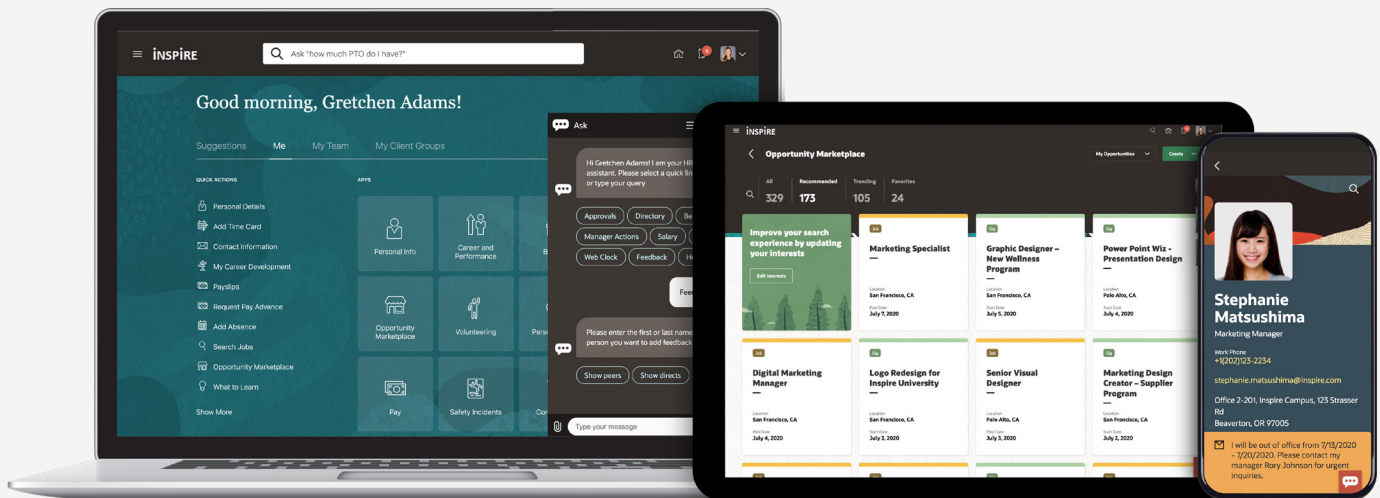


ORACLE

Why Oracle Cloud Over the Competition

The right cloud partner to grow your business

Oracle Cloud HCM is a complete solution, natively built on a single platform across all HR processes, including recruiting, global HR, compensation, benefits, talent management, learning, workforce planning, work life solutions, time tracking, and payroll. It empowers organizations to drive agility, improve productivity, and innovate faster with continuous, automatic updates. Customers are able to make smarter and faster decisions, deliver a best-in-class employee experience, and leverage technologies such as artificial intelligence (AI), machine learning, and a digital assistants. Moving to Oracle Cloud HCM is enabling our customers to future-proof their business.



In this brochure, you'll learn the top five reasons customers selected Oracle as their cloud solution. You'll then meet five of our customers, who boldly chose innovation over familiarity, and successfully moved their human capital management to the cloud.

Executive summary

With the recent and sudden shift to a remote and dispersed workforce, organizations are not only finding it imperative to move to the cloud, but also are looking to identify the right cloud provider who delivers on next-generation technologies. Employees today are already utilizing some form of artificial intelligence at home, and are looking for new ways to incorporate AI into their work to help streamline their daily business processes.

Many human capital management (HCM) and enterprise resource planning (ERP) cloud solutions on the market were created before 2007, prior to the adoption of the smartphone and other emerging technologies. We call these vendors “Cloud 1.0 providers,” which is also referred to as the “first-generation cloud.” While it’s impressive to be first to market, it’s also important to ensure your solution is built on a foundation that’s future-ready, adaptable, hyper-personalized, and intelligent enough to support new business strategies. If your Cloud 1.0 provider is on an outdated mobile platform, how can you be sure they can provide your business with the latest technologies?

At Oracle, we take the necessary steps to ensure your move to Oracle Cloud is seamless and brings value quickly and efficiently to your organization. Whether you’re upgrading from an on-premises solution, or a Cloud 1.0 provider, we promise a complete solution that will future-proof your business. With an investment of US \$6B annually in R&D, our customers can focus on transforming their business while we transform their technology.

Customers, like TrueBlue, have replaced over 20 different disparate systems, and created one common data model across HR and finance with Oracle Cloud. When Providence St. Joseph Health searched for a new partner for their HCM, ERP, enterprise performance management (EPM), and supply chain management (SCM) needs—they chose Oracle Cloud to enable them to quickly adapt to the ever-changing healthcare regulations. Continue reading to understand the reasons why other organizations choose Oracle over the competition and see some of our customers’ transformational results.

Top five reasons to switch to Oracle Cloud

Legacy SaaS providers make promises of a simple, intuitive, cost-efficient solution for your business. However, what you're left with is a complex mess, products you don't utilize, and a lack of ROI. At Oracle, we deliver on our promises, so that you can deliver on yours. Oracle Cloud was natively built for the cloud with the broadest, deepest functionality on the market. Accelerate your organization's digital transformation, be future-ready, and lower your total cost of ownership with Oracle Cloud, today.

Here are 5 reasons why customers have switched from a competitor to Oracle Cloud:

- 1 A MORE HUMAN EXPERIENCE**
Our customers are looking to conquer their daily workflow of HR and finance tasks easily and fast, so that they can focus on more strategic initiatives. Oracle Cloud delivers these conversational experiences through a digital assistant, to provide answers to questions and guidance on next steps. Oracle Cloud HCM offers personalized recommendations for learning and best-fit candidates, utilizing the power of embedded machine learning. This focus on continuous innovation enables our customers to have a more human experience with their technology at work.
- 2 A SMART INVESTMENT**
With Oracle's native suite of cloud applications, you get the broadest, deepest functionality on the market. With no need for integrations, you can significantly lower your total cost of ownership. You also get flexible options on deployment, such as starting with a specific function, or by geography as you scale your organization.
- 3 A COMPLETE SOLUTION**
That includes HCM, ERP, EPM, and SCM—using the same data model across the entire platform which enables better visibility across your organization to make faster, more informed decisions. Oracle Cloud HCM includes embedded capabilities needed for today's environment—such as Workforce Health and Safety to help protect your workforce from illness or risk; Work Life to foster well-being through fitness competitions and volunteering; and an HR Help Desk to respond to employee inquiries.
- 4 A FLEXIBLE PLATFORM**
Oracle Cloud HCM is built on an open platform that allows you to configure, build, connect, and extend your solution- all while ensuring a secure, seamless, and scalable experience. There's no need to rely on additional resources to fully integrate your enterprise applications. Machine learning, field mapping, and automation accelerate business processes so you can make better, faster decisions.
- 5 A TRUSTED PARTNER**
We're proud to be named a leader in several third-party analyst reports across HR and finance. This recognition is a testament to our dedication to our customers; providing innovation, scalability, and security they can trust. We are committed to supporting your needs by enabling easy configuration of processes without IT reliance and AI-powered security tools to monitor and mitigate risk.

Five customers who boldly moved to Oracle Cloud



TrueBlue brings finance and HR together in the cloud

INDUSTRY: STAFFING AND RECRUITING LOCATION: NORTH AMERICA EMPLOYEES: 5,000+



Before

- Disparate systems due to acquisitions
- Costly integrations across HR and finance
- No mobile capabilities

After

- Replaced 20+ different systems
- Eliminated more than 300 redundant integrations
- Created one common data model for finance and HR
- Improved back-office efficiency
- Decreased spend and risk



“Oracle Cloud for HR and finance has been transformational, helping us align our people strategy to support key business priorities. It’s something that our previous systems [Workday and Infor] couldn’t do.”

**Former CHRO
TrueBlue**

Providence St. Joseph Health selects Oracle Cloud for complete visibility

INDUSTRY: HEALTHCARE LOCATION: NORTH AMERICA EMPLOYEES: 10,000+



Before

- Disjointed system between HCM and ERP
- Outdated, inflexible systems
- In need of a partner, not just a vendor

After

- New ability to plan, forecast, and analyze data
- Gained a flexible solution for ever-changing healthcare regulations
- Gained a complete cloud solution for HCM, ERP, EPM and SCM

“It’s not simply our finance function, or supply chain function. The HR Cloud product, touches every one of our caregivers across multiple regions. Oracle was the right partner for us. They showed us what it could look like with AI, machine learning, automation, robotics and that was an exciting future for us.”

Frances Chao
GVP Business Systems
Providence St. Joseph Health



Blue Shield of California chooses Oracle Cloud to focus on innovation

INDUSTRY: INSURANCE LOCATION: NORTH AMERICA EMPLOYEES: 5,000+

blue  of california

Before

- Disconnected HCM and ERP systems
- Redundancy in operating and back-office costs
- A 30-year legacy system

After

- Increased agility in an ever-changing industry
- Utilizing data as a strategic asset
- Efficiency and improved clinical outcomes



“One of the key value propositions in engaging with Oracle and implementing the cloud solutions has been the value of keeping current with technology and technological developments.”

Mick Murray
CFO
Blue Shield of California

Schroders transforms talent management processes, reporting, and analysis

INDUSTRY: FINANCIAL SERVICES LOCATION: EUROPE EMPLOYEES: 4,000+

Schroders

Before

- Unable to conduct global talent reviews
- Manual processes to obtain data
- Complex, expensive to maintain systems

After

- Achieved 97% completion rate of talent reviews
- Reduced manual reporting by 83%
- Streamlined recruitment for 300 new recruits per year in 28 countries

“We chose Oracle over Workday as Oracle proved more advanced both for compensation management and recruitment, and we wanted the functionality and agility that Oracle’s Cloud services could offer. Oracle has been both flexible and supportive throughout—we have a great working partnership.”

Marietta Connery
Head of HR Solutions
Schroders



Ithaca College replaces legacy system to achieve digital transformation

INDUSTRY: HIGHER EDUCATION LOCATION: NORTH AMERICA EMPLOYEES: 3,000+



Before

- Manual HR processes
- Difficulty around reporting
- Limited ability to identify and track key competencies and skill sets available in the organization


After

- Increased faculty and staff engagement
- Real-time insights and analytics
- Guided career paths and employee spotlights for high-performing employees
- Accurate data and reporting for business decision making



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