

ORACLE

Oracle HCM Now

Industry-leading HR capabilities with a fast time to value

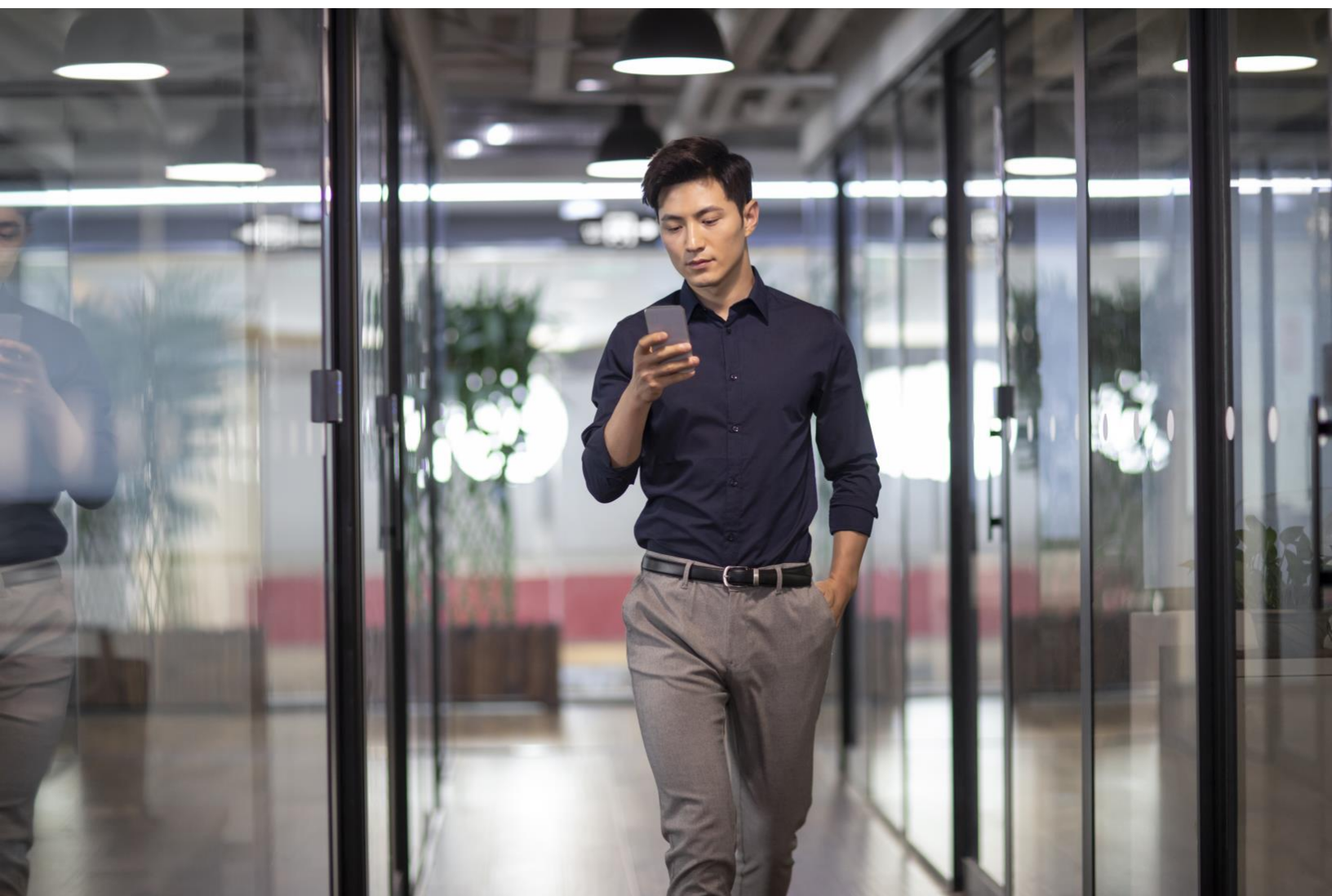


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Getting HR right regardless of size

The past few years have made a lasting impact on the world of work. Almost every aspect of business operations is undergoing massive change, including employee expectations, job responsibilities, and the way businesses find and retain the right talent. HR leaders and management alike are struggling to keep up while still being expected to drive business results and support their employees.

To respond, HR leaders are asking these questions:

1. How can we reach the best candidates to fill open jobs?
2. How can we configure payroll globally and ensure compliance?
3. How can we drive productivity and employee engagement?
4. How can we better understand our workforce and decide how to redeploy talent?
5. How can we close the experience gap at scale?
6. How can we leverage AI to drive business outcomes and move faster?

Top HR priorities for mid-enterprise organizations

To build a future-ready workforce, these are the key imperatives HR leaders of high-growth and mid-enterprise companies are focused on today. Because of the importance of AI, agentic HCM underlies every priority.



To achieve these priorities, **HR leaders need more than point solutions**—they need a connected, intelligent platform that empowers them to deliver personalized experiences at scale, foster growth, and lead with confidence.

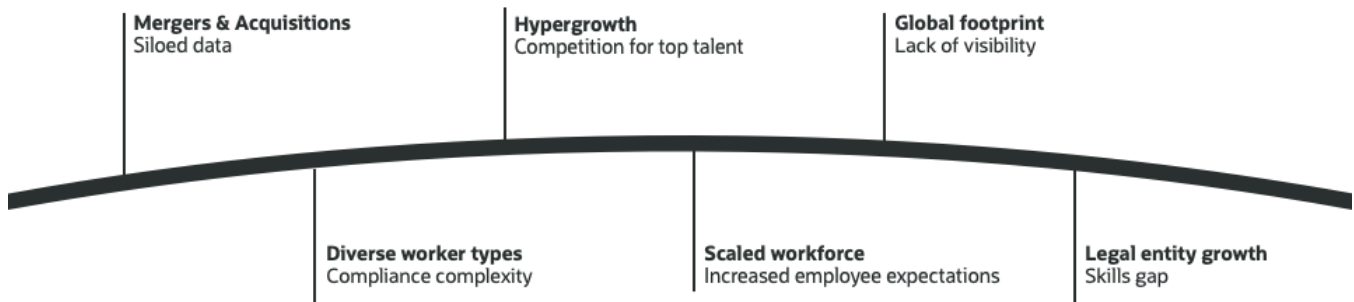
The mid-enterprise market is further behind

A fast-growing workforce brings new complexities and costs. We've seen a pattern of a key inflection points where growth requires investment in strategic HR.

While functional tools are initially adequate, insufficient capabilities in areas such as recruiting are a major pain point when team sizes expand, requiring a wide range of strategic tools.

Even in the early stages of growth most industry leaders are looking for efficiency gains using generative AI and AI agents to stay competitive in their markets.

As companies grow in employee count, go global, or add more legal entities, this is where needs have shifted from functional to strategic HR.



Mid-enterprise companies have further to go as they are hit harder by the urgency to replace their outgrown HR solutions. Yet it remains difficult to find cost-effective HR solutions that drive immediate productivity and adapt to change, reduce complexity, scale with growth, and harness today's AI innovations for tomorrow's needs.

The Oracle HCM Now program was specifically designed for mid-enterprise and high-growth companies and offers a faster, easier path to strategic HR.

Navigate change with a faster path to HR success

Oracle HCM Now delivers a unified, AI-powered solution designed to help mid-enterprise organizations streamline HR operations, drive agility, and scale efficiently. With prebuilt best practices, rapid implementation options, and embedded AI agents, Oracle empowers HR teams to quickly boost productivity, stay compliant, adapt to changing workforce needs, and make smarter decisions—without the complexity or cost of piecing together multiple tools.

Future-proof options



Oracle helps you get started now with future-proof options, providing rapid, cost-effective deployment, expert-guided implementations, and proven best practices from day one.

Built-in AI



Oracle gives you access to trusted automation and flexible, tailored Oracle AI and AI Agents embedded in the solution for instant impact without the extra cost.

Optimize ROI



Oracle's best-of-breed HCM solution helps you reduce the total cost of ownership with less integration complexity and lower operational risk and costs.

A complete solution



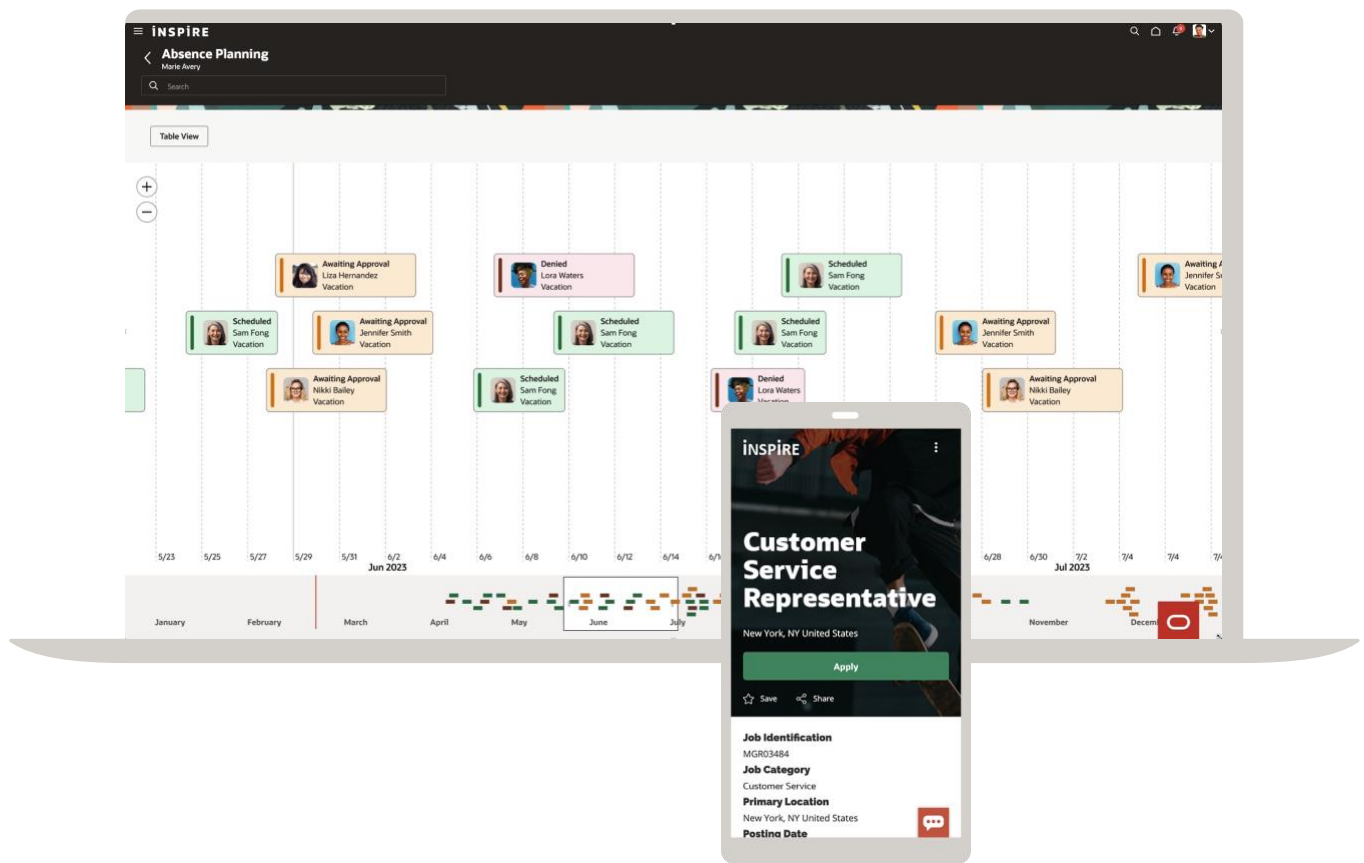
Oracle Cloud HCM is a complete solution, allowing you to offer a consistent experience that employees love and access the latest customer-driven innovations at no extra cost.

Get started now with future-proof options

With Oracle HCM Now, you gain a simple path to adopting Oracle’s complete HCM suite so you can meet your business needs, today and tomorrow.

How Oracle Cloud HCM helps

- ✓ **Rapid, cost-effective deployment options:** Choose from clearly defined implementation packages that will help you simplify decisions, eliminate uncertainty, and speed time to value—in as little as 4 to 6 months.
- ✓ **Expert-guided implementations:** Deploy with confidence using Oracle and partner experts aligned to your industry and goals.
- ✓ **Proven best practices from day one:** Start strong with everything you need to have a solid foundation using built-in Oracle Modern Best Practices to ensure efficient, scalable processes right out of the gate. Our expert partner ecosystem helps drive your ongoing success and continued support on your journey.

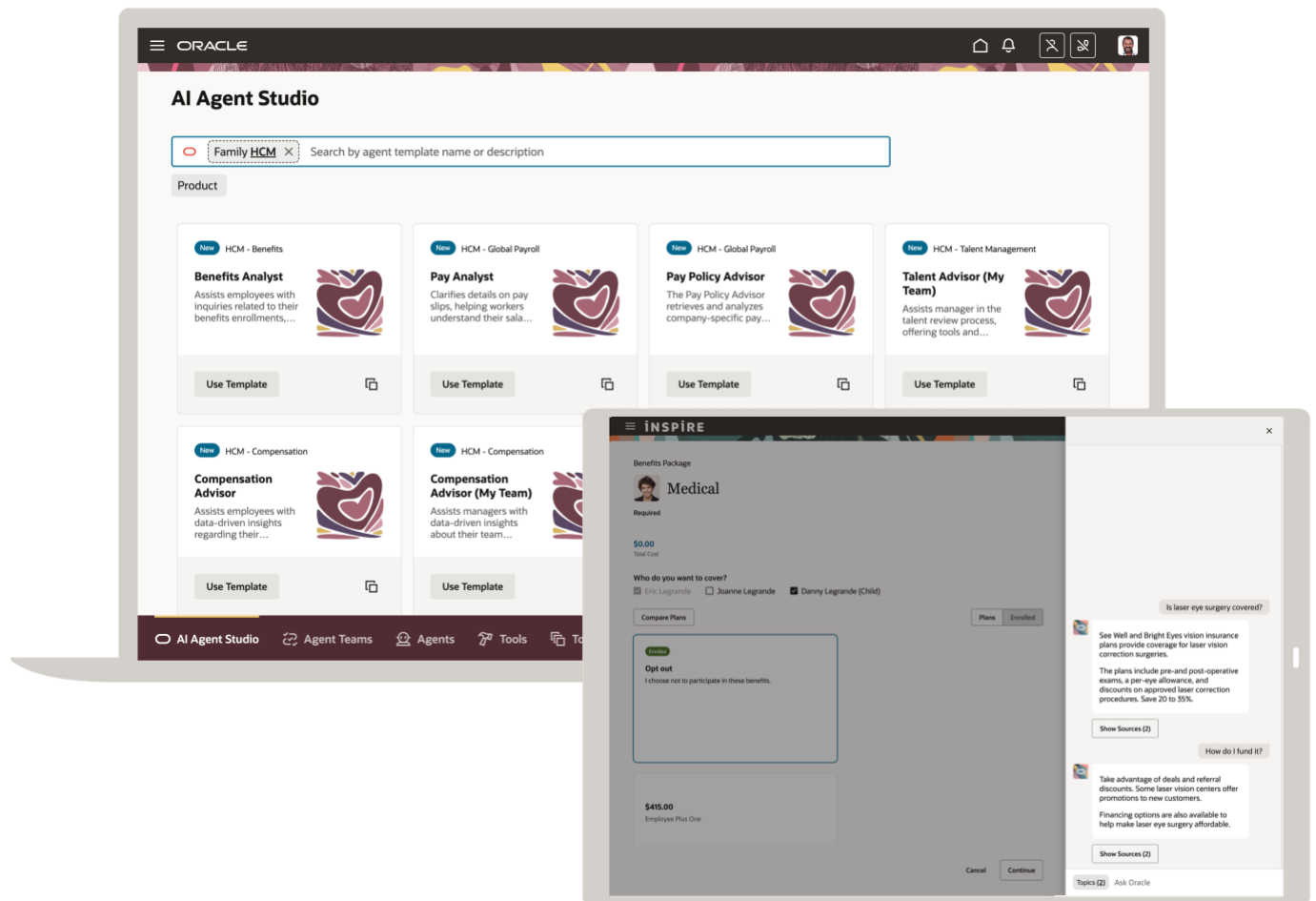


Access AI automation built into the solution

Position your organization and customers to be AI leaders in your industry and benefit from Oracle's ongoing AI investment at no additional cost for access and usage. All HCM Now packages include a wide range of embedded AI capabilities. A leader in AI technology, Oracle offers access to the latest AI innovations as part of your subscription, including generative AI and a growing library of AI Agents.

How Oracle Cloud HCM helps

- **Embedded AI, instant impact:** Enhance and automate your HR workflows with embedded AI throughout your processes—with no added cost, setup, or delay—allowing HR teams and your workforce to achieve higher levels of productivity and deliver better results.
- **Flexible, tailored Oracle AI Agents:** Quickly tailor Oracle AI Agents to your unique workflows, automating critical HR tasks to precisely meet your evolving business needs.
- **Trusted AI, built for business:** Oracle AI is embedded into your applications—not bolted on—so your data stays private, secure, and governed by the same controls you already rely on.

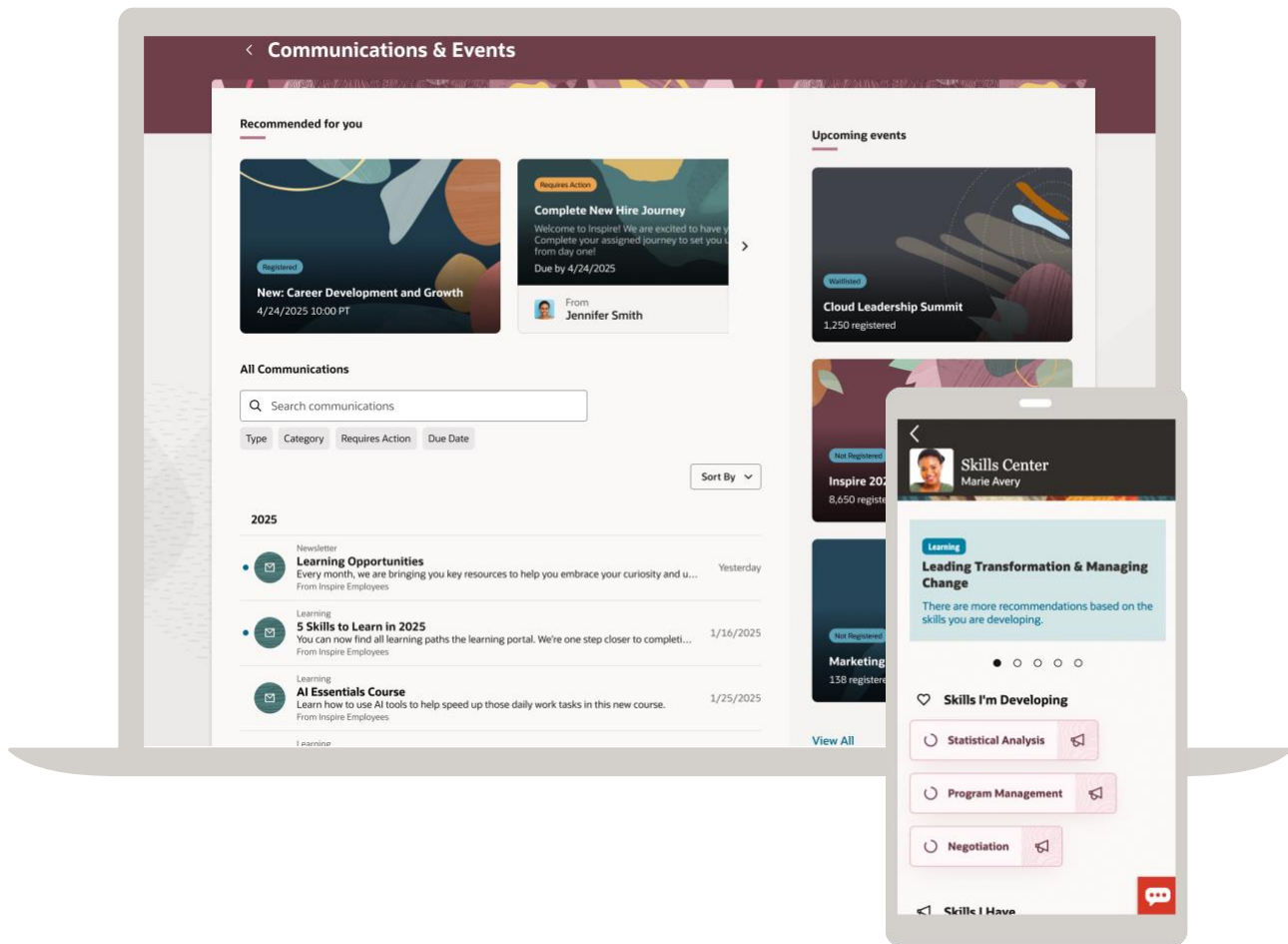


Reduce the total cost of ownership

The Oracle HCM Now packaged offering delivers quick time to value and is the best investment compared to similar offerings in the market.

How Oracle Cloud HCM helps

- ☑ **All in one:** Replace costly standalone solutions by accessing best-in-class capabilities across one unified suite.
- ☑ **Cut integration complexity:** Avoid the downstream complexity of stitching together disparate systems; Oracle provides a complete solution so you can scale without added IT burden.
- ☑ **Lower operational risk and cost:** Tap into the same trusted cloud infrastructure used by many of the world's largest companies with built-in security, compliance, and reliability to support you at any stage.

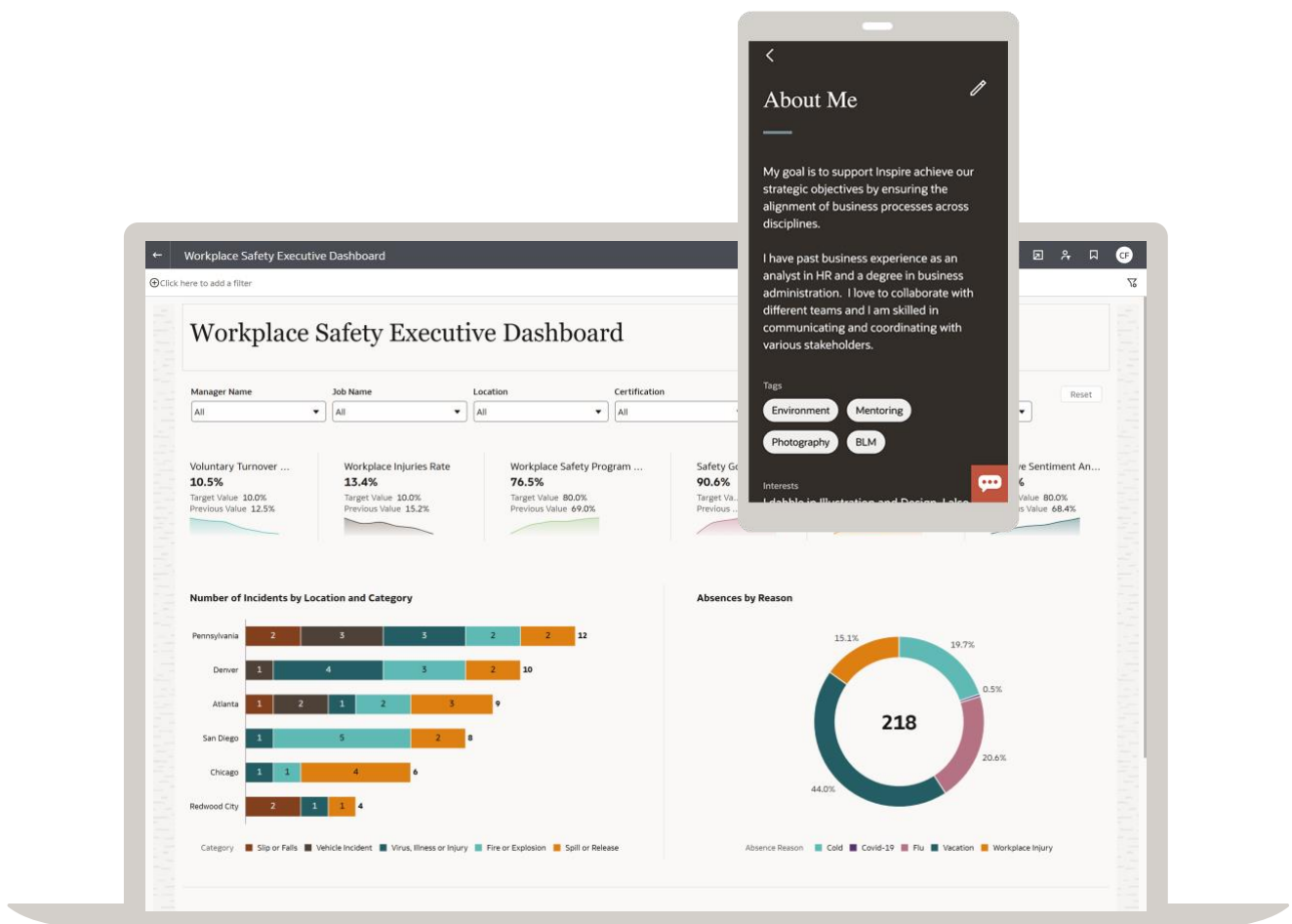


Gain a solution that grows with your business

The Oracle HCM Now packaged offering is an affordable path to adopting a complete HCM suite.

How Oracle Cloud HCM helps

- ☑ **Scale with confidence:** Expand seamlessly as your business grows with the broadest, most innovative HCM suite—no replatforming, reintegration, or new systems to manage.
- ☑ **One experience employees love:** Deliver a consistent, intuitive experience across all your HR processes with Oracle solutions that are employee experience centric, helping your people stay engaged and supported.
- ☑ **Customer-driven innovation:** Rely on a leader in AI innovation and gain continuous quarterly updates across AI, user experience, and the full HCM suite—80% based on customer feedback—so you're always moving forward with what matters.



Build a future-ready workforce with Oracle

Oracle Cloud HCM is designed to scale and meet the needs of your people—no matter where they are—and is available in more than 200 jurisdictions and 30 languages, with payroll localizations in 12 countries. We help you deliver hyperpersonalized employee experiences at scale to drive engagement and encourage continuous development.



Single talent profile

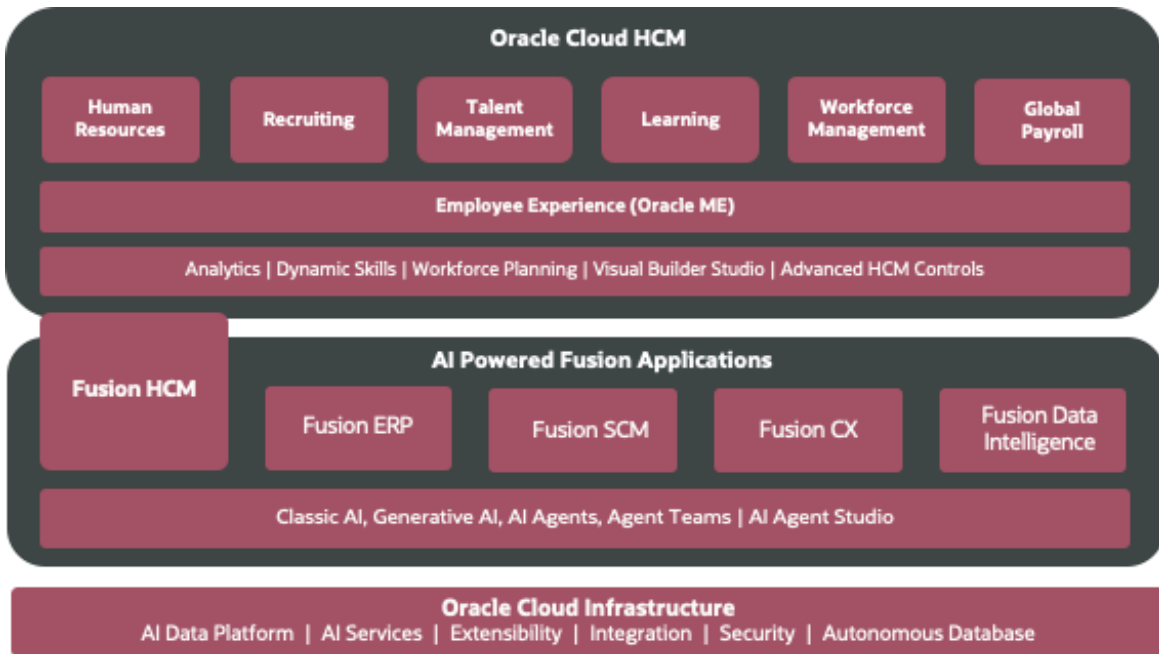


Trusted AI partner



Skills at the core

And we embed AI throughout our infrastructure and applications. With a single data model, a single security model, and a consistent experience across the entire enterprise, our complete, unified cloud solution gives you the visibility, efficiency, agility, and fast time to value you need to help your people and your business thrive.



We're committed to working with you not only to deliver faster time to value but also to shape the future of work. Together, we can leverage technology to address your current challenges and anticipate what's ahead.

Connect with us

Call +1.800.ORACLE1 or visit oracle.com. Outside North America, find your local office at: oracle.com/contact.

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