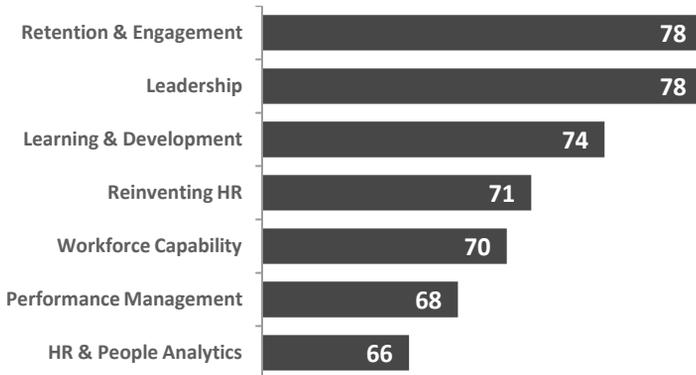


Oracle HCM Cloud Discussion With XYZ Company

Retention, Engagement And Leadership Are The Most Important HR Challenges Worldwide

TOP HR CHALLENGES FACED BY ORGANIZATIONS¹



81% of CEOs are seeking a much broader range of skills

81% of CEOs think mobile technologies are strategically important for their business

80% of CEOs think data mining and analysis is strategically important for their business

61% of CEOs think socially enable business processes are strategically important for their business

60% of CEOs think cloud computing is strategically important for their business

Source: ¹Human Capital Trends 2015 survey, Deloitte University Press, Figures represent the importance index score for each challenge calculated on a 0–100 scale, ²PwC: 18th Annual Global CEO Survey, 2015,

Organizations Are Moving To Cloud To Overcome Challenges & Gain Tangible Benefits

IMPROVED USER EXPERIENCE



76% of businesses state **improved user experience** for employees, managers as well as Human Resources¹

n=1,022

IMPROVED EMPLOYEE ENGAGEMENT



64% of organizations state **lower employee turnover** rate with social & mobile technology¹

n=800

BETTER ENABLED MOBILE WORKFORCE



42% of businesses are using cloud to **drive business transformation** and **better enable mobile workforce**²

n=800

LOWER TCO



40% of respondents state **lower cost of ownership (TCO)** is the key factor for moving onto cloud³

n=270

Sources: ¹Sierra-Cedar – 2014-2015 HR Systems Survey, ²Elevating Business in the Cloud, KPMG Cloud Survey, 2014, ³PwC – HR Technology Survey 2014 – Moving HR to the Cloud?

Oracle Provides A Complete And Modern HCM Cloud Solution



Oracle Cloud - SaaS | PaaS | IaaS

Oracle HCM Cloud Discussion With XYZ Company

Oracle's Modern HCM Cloud Suite provides a Range of Business Benefits



KEY ENABLERS

- Improve insight for every stakeholder
- Reduce analytics / reporting costs
- Increase data consistency & accuracy
- Ensure better/smarter decision-making

- Lower employee turnover due to higher employee satisfaction
- More efficient/lower recruiting cost
- Better leadership pipeline development
- Better succession planning

- Reduce HR-related workforce planning disruptions
- Reduce regulatory compliance related fines

- Improve employee productivity & engagement
- Improve HR staff productivity
- Increase employee collaboration

- Reduce integration costs
- Lower licensing fees
- Reduce hardware expense
- Improve IT staff productivity
- Avoid upgrade cost

Oracle Has Helped Customers Achieve Significant Results



- Contributed to a **5% increase in employee engagement**
- Eliminated redundant data entry, allowing the company to **redeploy 2% to 3% of HR staff**



- Gained **scalability to support 120,000 employees** in future
- Managed **52,000 employee cases** on a **single & centralized database**
- Validated a **700-person pilot** and **deployed internationally** by regions



- Generated **Human Resources Reports 90% Faster**
- **Improved HRI Efficiency by 80%**
- **Reduced HR Costs by 70%**

HCM Cloud – The Complete Solution, Why Oracle?

Flexible – Oracle allows our customers to start anywhere in the suite and expand over time. We also offer a flexible upgrade window where customers can schedule their upgrade based upon their needs (within a time window).

Modern Global Core HR – Oracle built our core HR solution to be global and complete from day one. Oracle has extended thought leadership by building these purpose driven applications to enhance collaboration and drive business value.

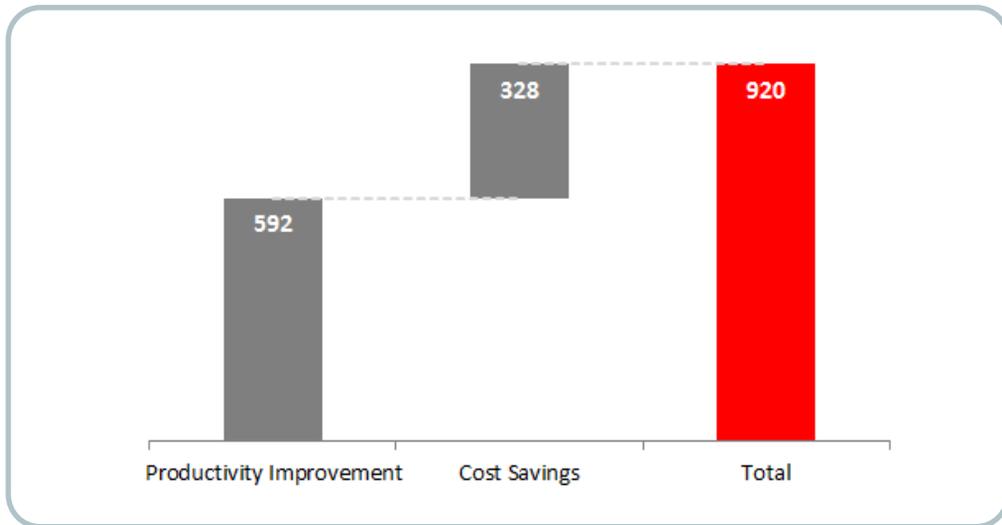
Social Built In Platform – Oracle has social tools built in our platform. This gives us an advantage so we can utilize social capabilities “in context” to the transaction that is being performed. (i.e. as an employee has a goal they may want to see whom else has a similar goal to connect with them or share documents).

Extensible – Oracle has a PaaS based on market-leading development tools.

Oracle offers a complete HR suite that supports the entire employee lifecycle; from hire to retire and helps you streamline operations, align talent management to organizational needs and provide actionable insights

Potential Benefits For XYZ Company

Benefits Summary (\$ Thousands)



Sources: Oracle Insight, industry metrics and Oracle's experience with other customers; See Appendix for benefit summary

Note: (1) The numbers stated above are just indicative in nature & are not a guarantee of outcome from an investment.

(2) Benefits are calculated using third party benchmarks and publically available information

Next Steps

A

DETAILED ASSESSMENT



Understand more detailed requirements and operational performance metrics for improvement and highlight the business value of such improvement

B

CREATE RECOMMENDATIONS/ROADMAP



Identify capability gaps, and help build a compelling roadmap & business case and collaborate on transition plan

Benefits Summary

Benefit Areas		Value (\$)
1	Reduced Learning and Development Costs	\$65,232
2	Reduced Voluntary Employee Turnover	\$98,350
3	Reduced Time to Fill Employee Vacancies	\$20,355
4	Reduced Onboarding costs	\$13,900
5	Improve Talent Management BI/Analytics Interface Efficiency	\$31,500
6	Reduced Relocation Costs	\$40,365
7	Reduced Advertising and Media Costs	\$14,742
8	Reduced costs through social hiring	\$43,961
9	Reduced Time To Full New-Hire Productivity	\$102,284
10	Improved Workforce Productivity Through Knowledge Transfer and Better Engagement	\$295,051
11	Improved Manager Productivity on HR Tasks	\$117,720
12	HR Decision Support Productivity Savings For Better Reporting	\$50,996
13	Recruiter Productivity Gains	\$26,016
TOTAL BENEFIT		\$920,472

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