

PRISM Transformation Solutions for Human Capital Management

Your high-speed, low-risk route to modern SAP landscapes





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2014 –
Establish and run EPI-USE Labs in the Nordics

2002 – 2014
Leading the HR product polio for SAP in the Nordics



**GLOBAL
FOOTPRINT**



1,250+
CLIENTS
WORLDWIDE

OPERATING IN
49
COUNTRIES



6,200+ LICENSES SOLD

23% OF REVENUE SPENT
ON R&D ACTIVITIES

97% CLIENT RENEWAL RATE



**MULTI-LINGUAL GLOBAL
SUPPORT TEAM**



DEDICATED
IN-HOUSE TEAM



SATISFIED CLIENTS

24-hr SUPPORT EVERY
WORKING DAY

**WIDE LANGUAGE
SUPPORT**



Response
to tickets: **98%** WITHIN
30 MINS



CLIENT CENTRAL



UNIQUE ONLINE
PORTAL

a member of **groupelephant.com**



**ALL CLIENTS
HAVE ACCESS**



17,000+
ACTIVE USERS



35+ YEARS OF
EXPERIENCE



3,000+ EMPLOYEES

1% of revenue channelled into ERP
(ELEPHANTS, RHINOS & PEOPLE) PROGRAM





groupelephant.com is able to effectively and efficiently service the needs of global clients, while addressing the objectives inherent in 'Beyond Corporate Purpose: Elephants, Rhinos & People'.

The Group has earned a strong reputation around the globe for successfully and cost-effectively addressing challenging technology-related issues for large, complex organisations and its client portfolio includes some of the largest and most respected multinational corporations.

TRANSFORMATION WITHOUT RE-IMPLEMENTATION™





Payroll migration challenges

With high data volumes and associated sensitive data, having smart tools that assist in verification and automated refreshing can accelerate your delivery and give you the business confidence to make the move.

Intelligent slicing

We offer intelligent slicing and the ability to intelligently select relevant history for testing and migration.

Automation reconciliation

Check your run variances and be confident that your migration is error and risk free.

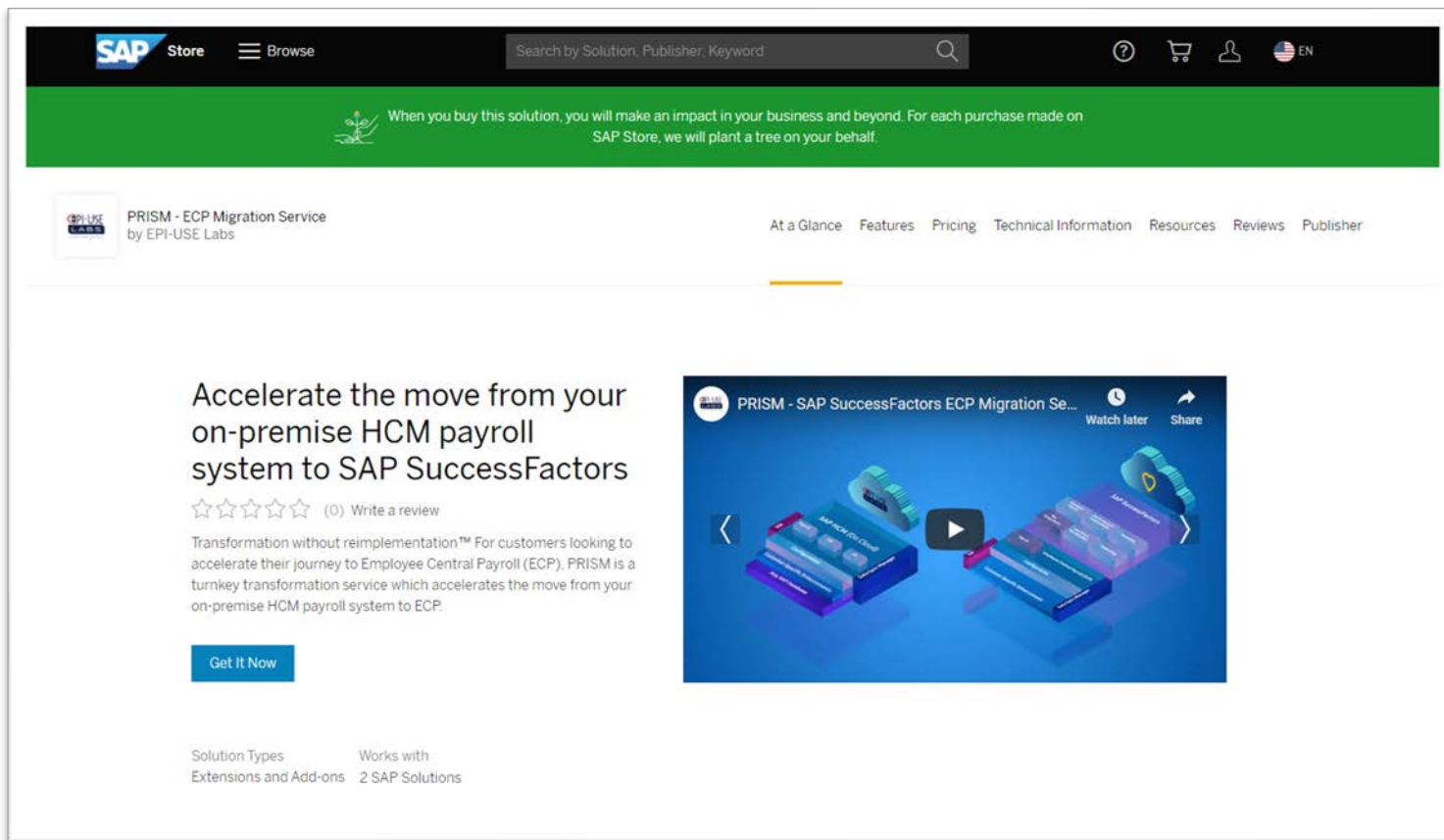
Fast data transfer

Our solution connects your on-premise payroll with ECP via high-performance RFCs; no big file downloads.

Experienced team

Work with an expert team that can advise you on all aspects of migration, including Point-to-Point integration, ECP configuration settings, and data transfer best practices from recently completed projects

PRISM for ECP – Migration service



The screenshot shows the SAP Store interface for the PRISM - ECP Migration Service. The header includes the SAP logo, 'Store' and 'Browse' links, a search bar, and icons for help, shopping cart, user profile, and language. A green banner below the header states: 'When you buy this solution, you will make an impact in your business and beyond. For each purchase made on SAP Store, we will plant a tree on your behalf.' The product title 'PRISM - ECP Migration Service by EPI-USE Labs' is displayed, along with navigation links: 'At a Glance', 'Features', 'Pricing', 'Technical Information', 'Resources', 'Reviews', and 'Publisher'. The main content area features the headline 'Accelerate the move from your on-premise HCM payroll system to SAP SuccessFactors' and a video player titled 'PRISM - SAP SuccessFactors ECP Migration Se...'. A 'Get it Now' button is visible. At the bottom, it lists 'Solution Types' as 'Extensions and Add-ons' and 'Works with' as '2 SAP Solutions'.

https://store.sap.com/en/product/display-0000043525_live_v1

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FEMSA



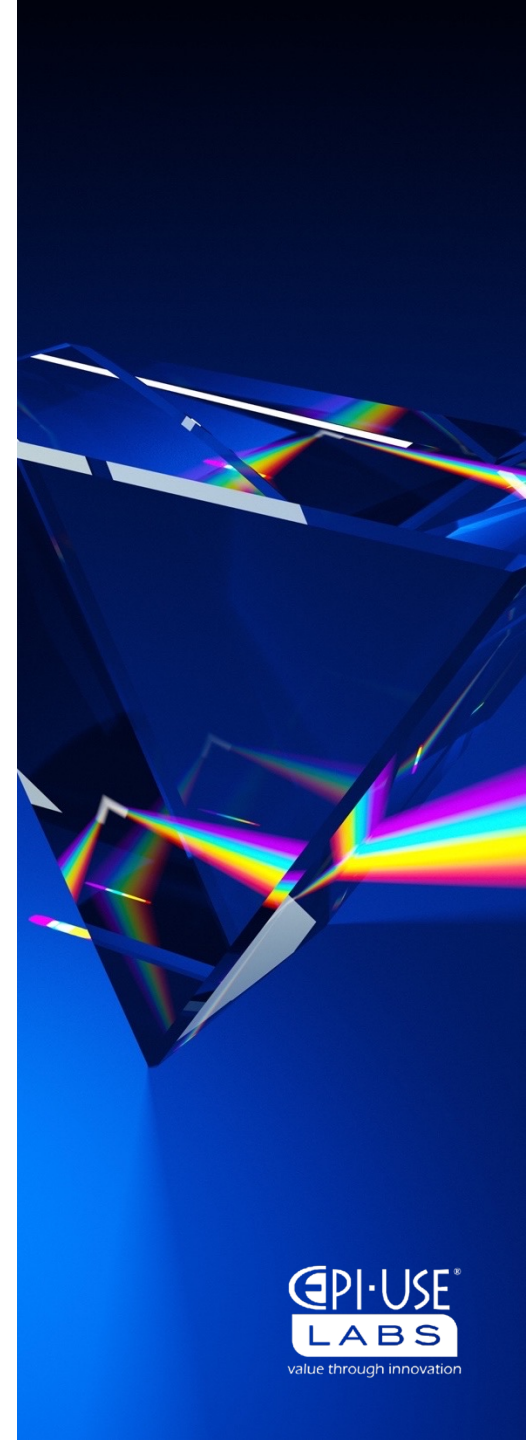


PRISM: Transformation without re-implementation

Low-cost, fast route to Employee Central Payroll

Intelligent tooling can offer a high degree of automation and cost predictability:

- Leverage SAP-certified software products including Data Sync Manager, Variance Monitor and Query Manager to facilitate a painless and automated migration.
- EPI-USE has the world's best payroll consultants with proven experience and successful migrations.

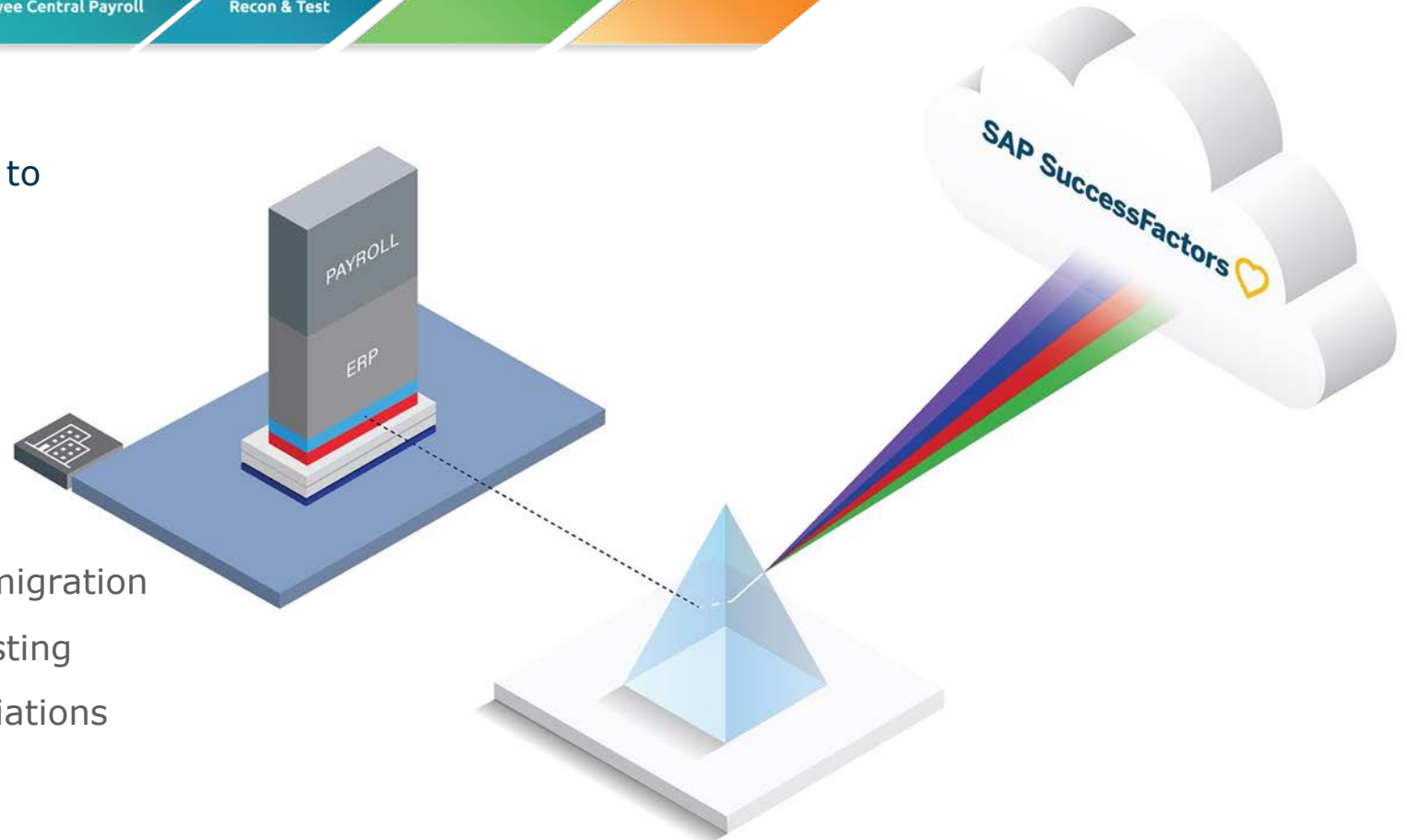


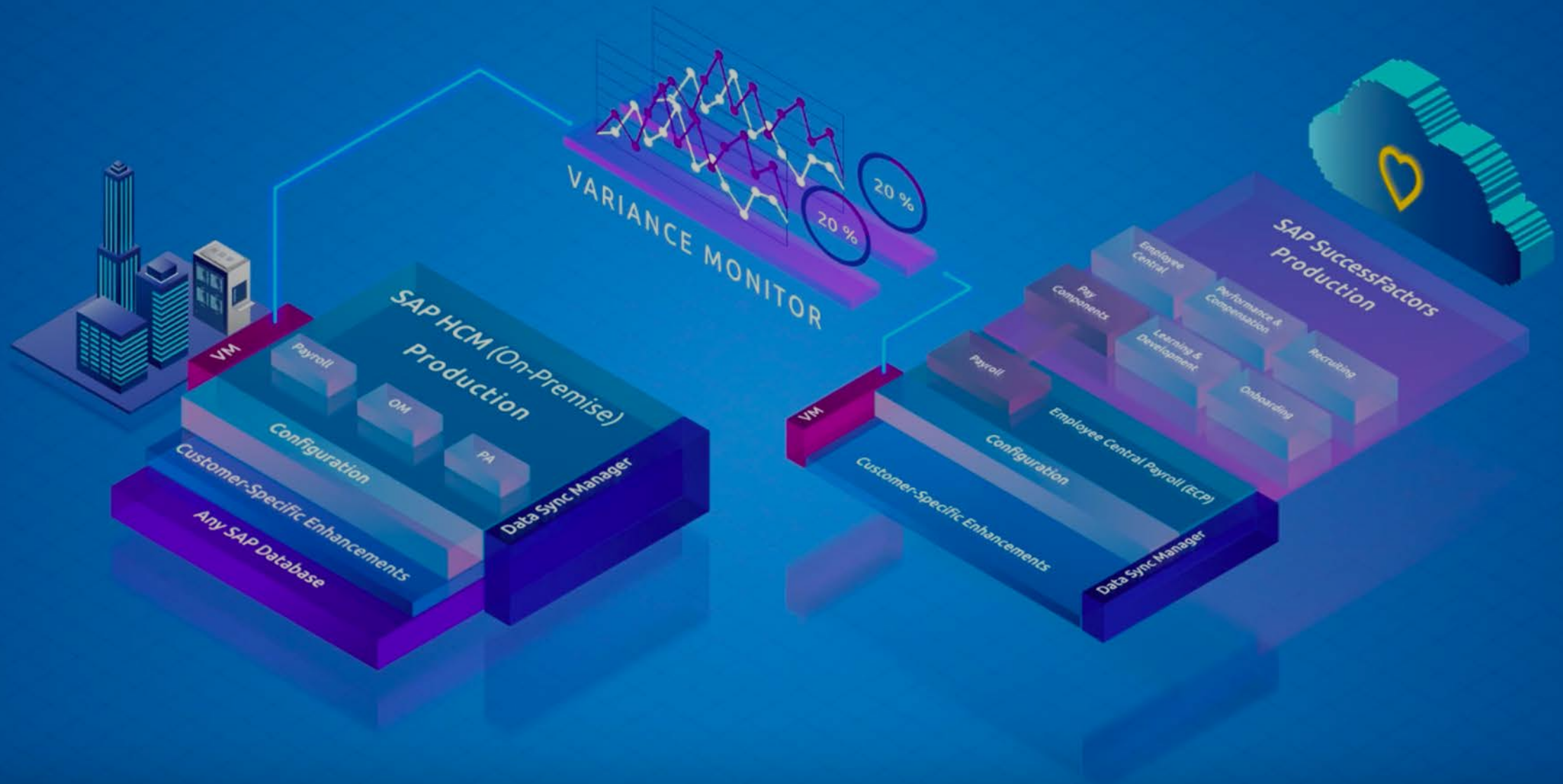


A combination of proprietary solutions and payroll experts to migrate your HCM payroll to Employee Central Payroll (ECP)

UNIQUE CAPABILITIES:

- No payroll re-implementation
- Historical payroll results
- Intelligent slicing of payroll data during migration
- Secure scrambled production data for testing
- Automated analysis and pay run reconciliations
- Hybrid reporting solution, post go-live





PRISM for ECP Methodology

Assessment - Evaluation of your current payroll and SuccessFactors implementations

Blueprint - Design and scope payroll implementation approach

Build & Test - Commission, test and build target environments

Staging - Create payroll staging environment for testing

Employee Central - Configure and migrate employee masters including all pay components

Employee Central Payroll - Payroll and config. data migration, custom object migration

Reconciliation and Testing - Comparative payroll runs for audit and project assurance

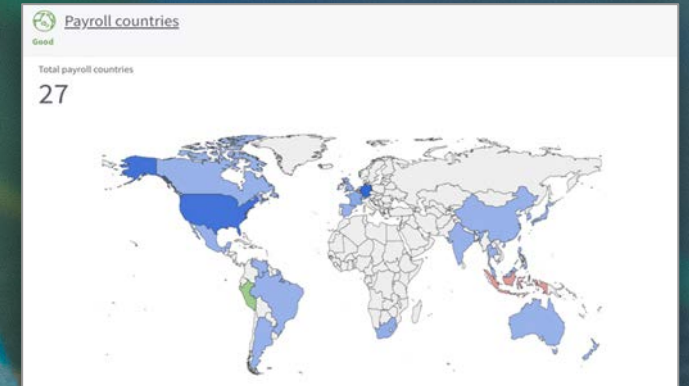
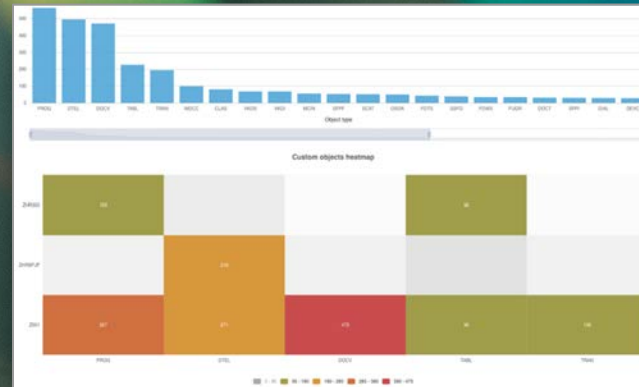
Go-live - Final cutover and production support

Legacy Support - Provide web-based reporting access to your legacy payroll system



PRISM Assessment

See your payroll data in an ECP instance in as little as two weeks



Connect with our expert services team to determine if your company is a good fit for the PRISM Employee Central Migration Service.

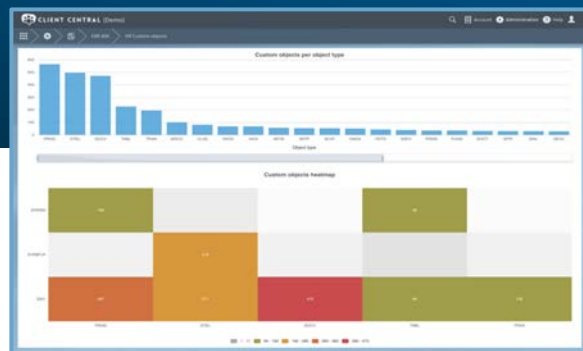
[CLICK HERE FOR MORE INFO](#)

Automated assessment

Review your current payroll implementation complexity and develop a roadmap that allows you to **move to ECP with confidence**. Our automated assessment is built using a lightweight ABAP program, with graphical results in a web-based report.

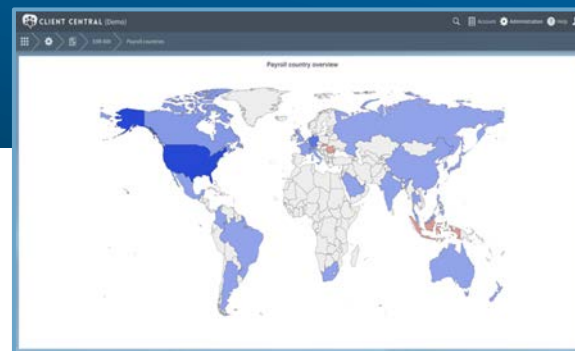
Custom Object Analysis

Deciding on which of your custom integrations, programs and user exits should be moved requires detailed analysis. Our assessment quickly identifies relevant objects that can be reviewed by the project team.



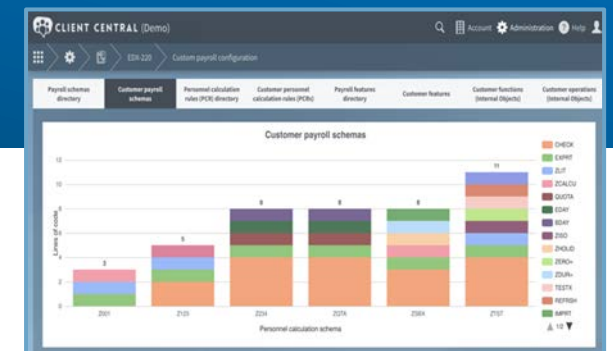
Payroll Country Support

ECP is not offered in all countries. Our analysis will provide you with a heatmap to identify where potential migration issues could occur using a simple geographical heatmap.



Schema Complexity

Evaluates the complexity of your payroll schemas, and provides insight into the complexity of migrating your current design into the Employee Central Pay Components configuration.



Blueprint Phase



- Review business process and requirements including:
 - Functional workshop:
 - EC configuration workshop
 - Pay component business rules specification
 - SuccessFactors Employee Central gap analysis
 - Technical workshop:
 - Detailed custom object review and analysis
 - Interface analysis and integration strategy
 - Post go-live reporting strategy

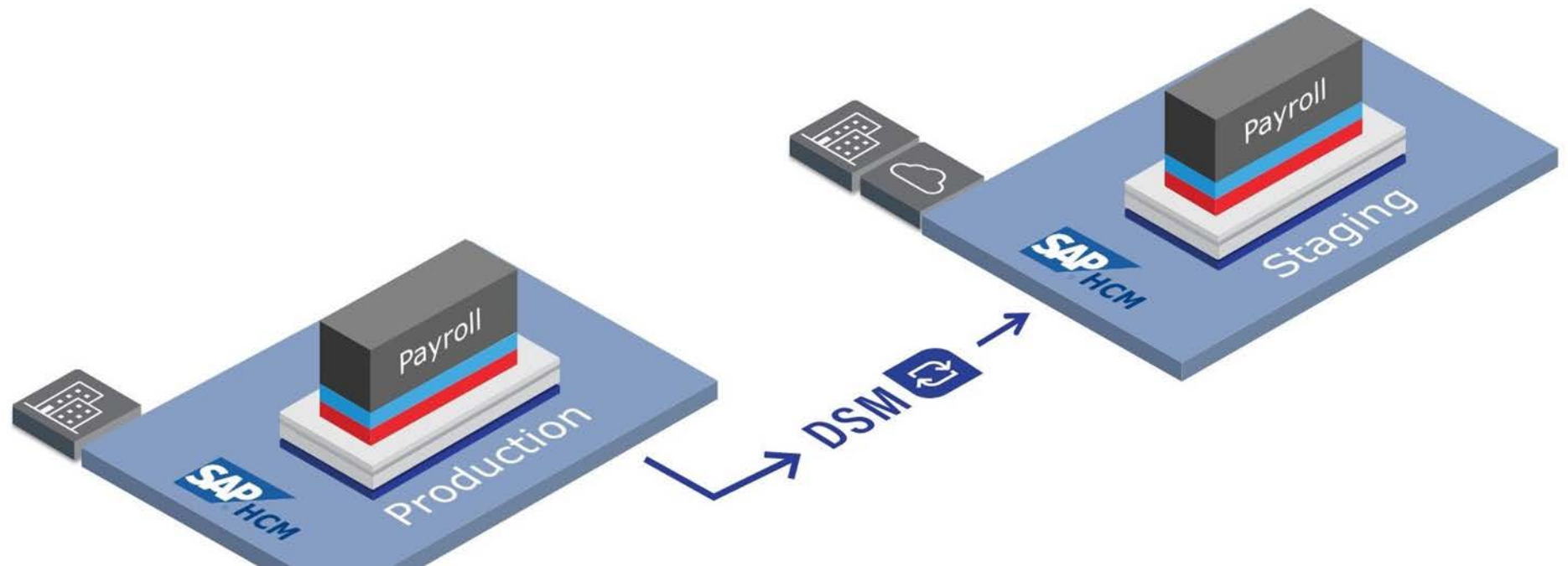


Build & Test

(Staging)



- Data Sync Manager installed on your on-premise HCM system
- A staging environment built using System Builder (includes client-specific enhancements)
- Payroll configuration and transactional data sliced, scrambled and transported to staging system
- Installation of Variance Monitor for payroll comparison report generation

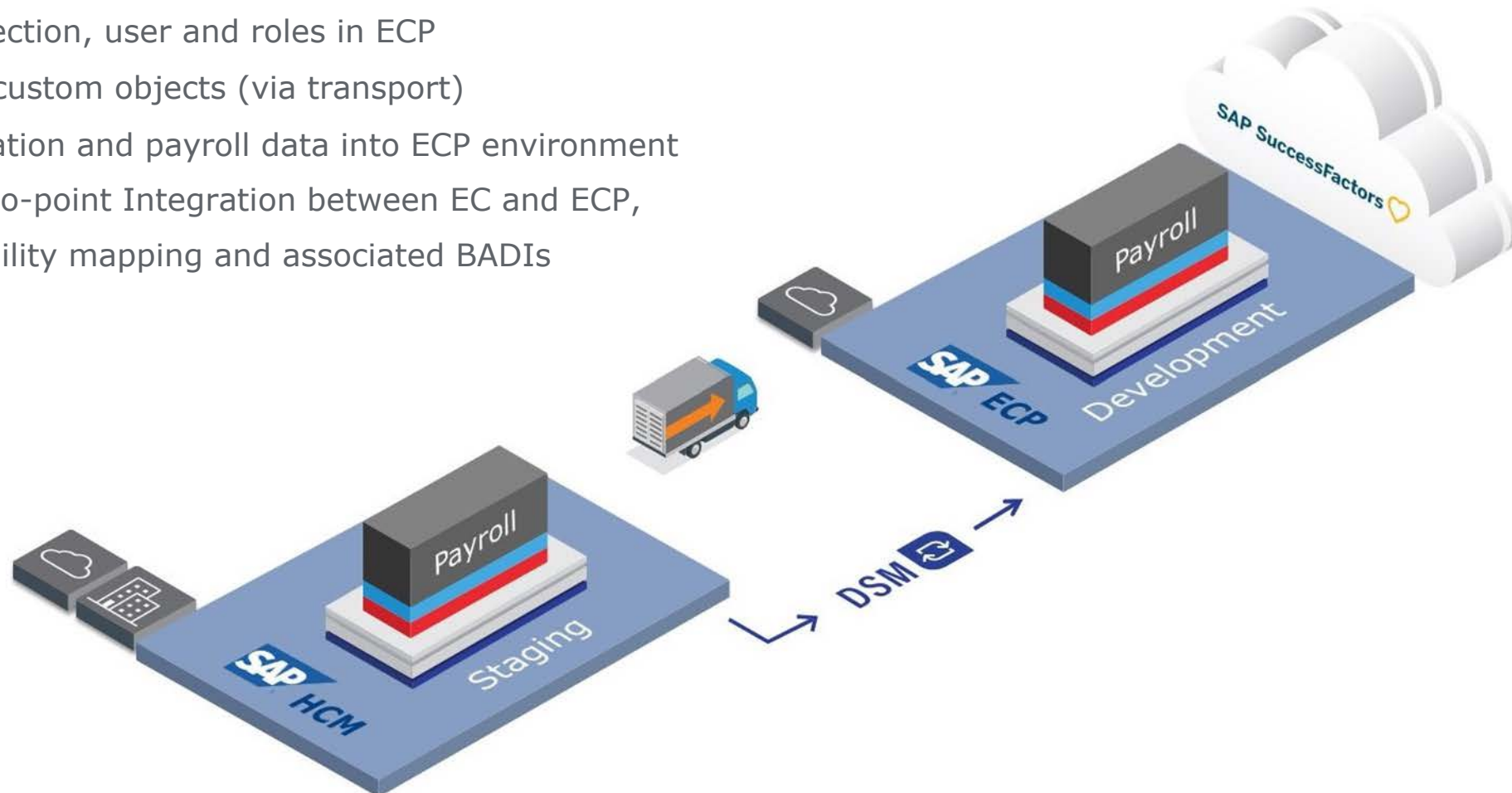


Build & Test

(Employee Central Payroll)



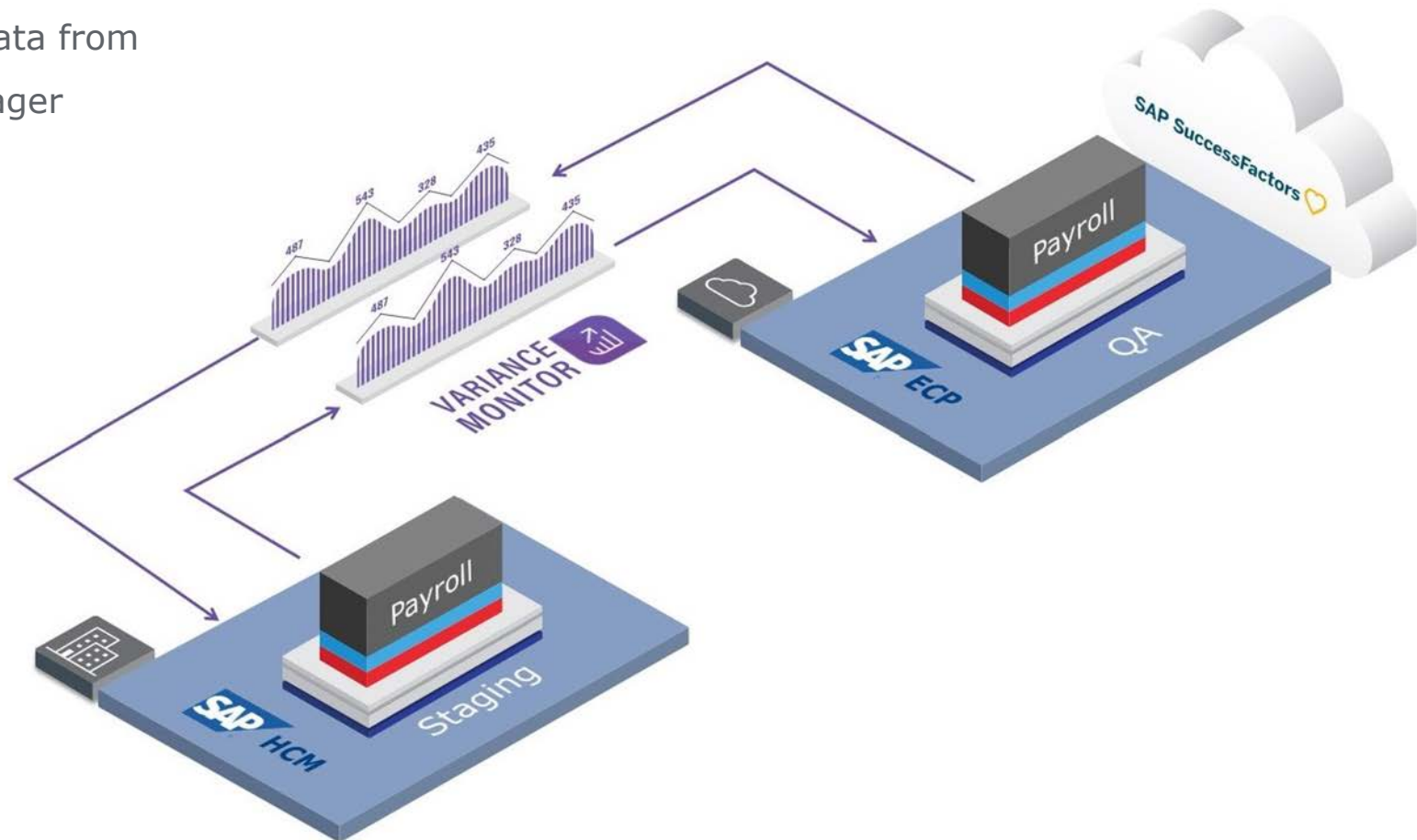
- Install Data Sync Manager in ECP, create RFC connection, user and roles in ECP
- Import selected custom objects (via transport)
- Migrate configuration and payroll data into ECP environment
- Configure point-to-point Integration between EC and ECP, and any extensibility mapping and associated BADIs



Build & Test

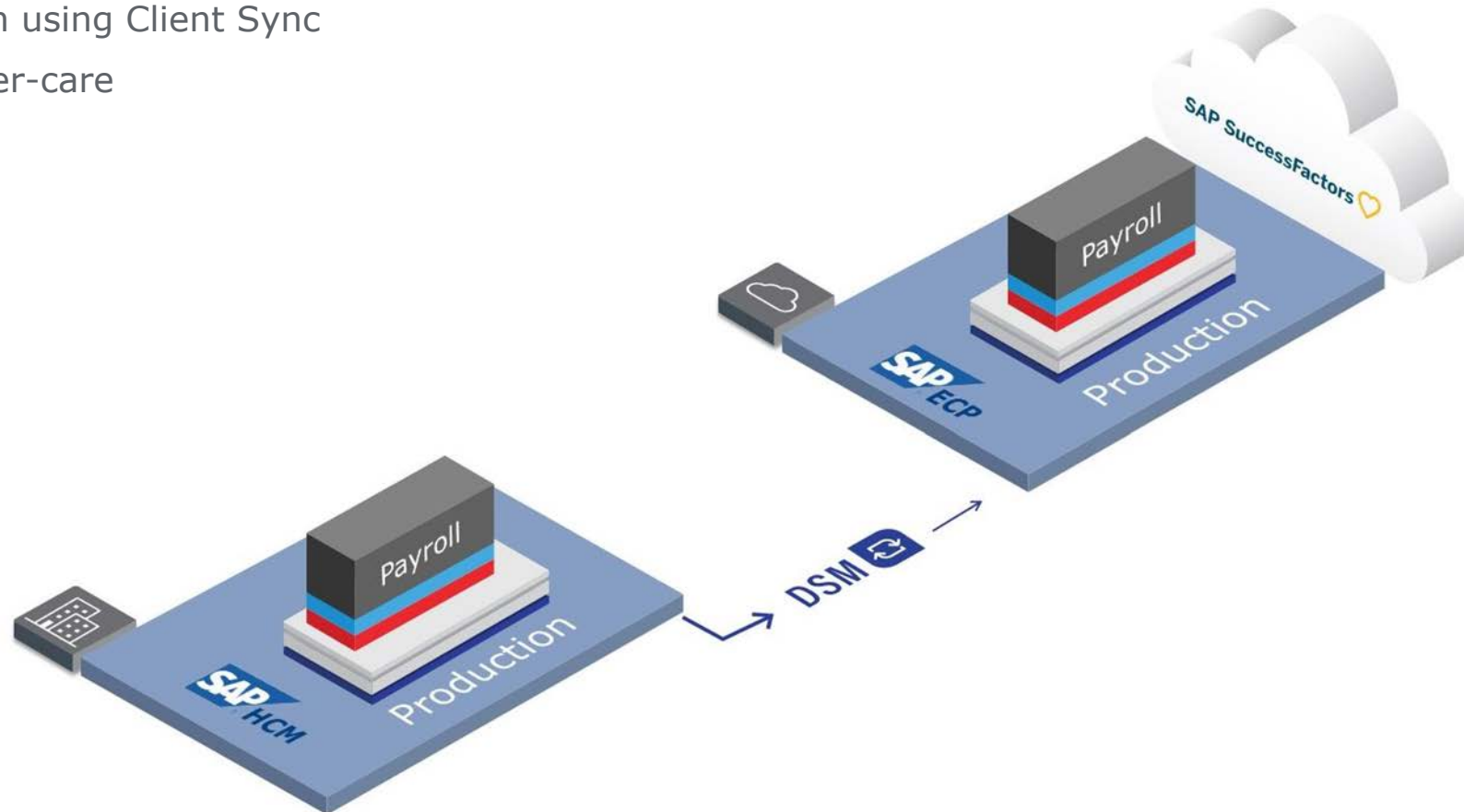
(Reconciliation testing)

- Undertake multiple payroll parallel runs and compare using Variance Monitor
- Identify issues, refresh test data from staging using Data Sync Manager



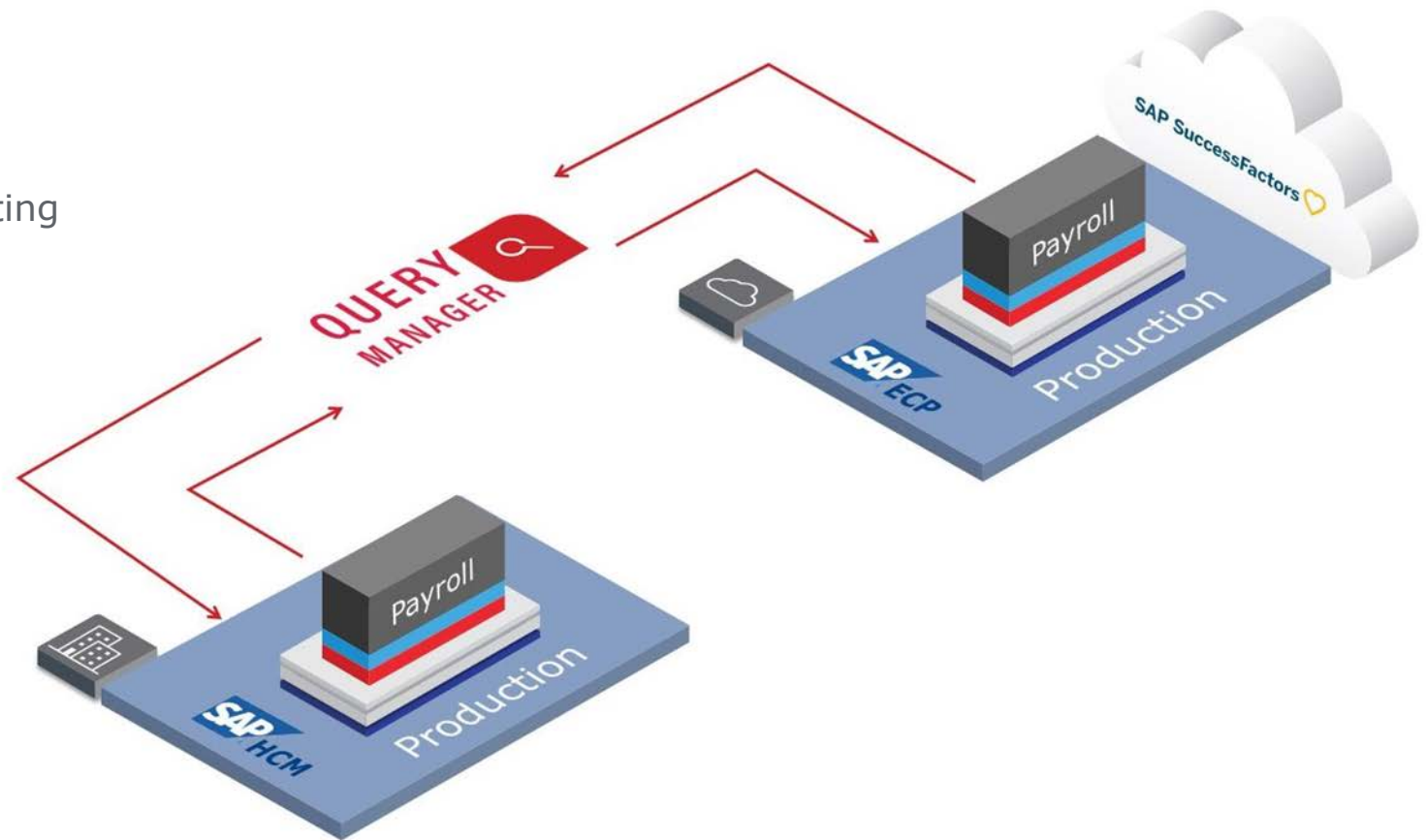
Go Live

- Final cutover of data from HCM production to ECP production using Client Sync
- Support and hyper-care



Support

- Migrate HCM (On-Premise) to a read-only cloud environment
- Confirm and reconcile, decommission On-Premise
- Configure cross-system reporting and access



Decommissioning



Retirement of legacy systems

Organizations are reducing operational costs by retiring legacy systems which can be expensive to support, or perhaps running on platforms which are insecure. Legal retention periods for business data delay the retirement of legacy systems. Archive Central provides a modern data management platform for record management.

Right-sizing of ERP systems

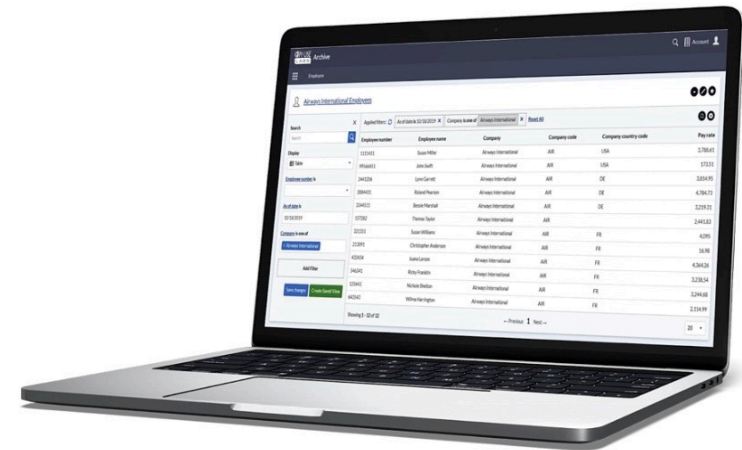
Businesses are looking for solutions to control and limit data growth in their ERP systems. This includes options to extract and archive data and documents they no longer require immediate access to. Archive Central provides a simplified, secure repository into which you can unload data, making your ERP system more cost-effective, as part of a transformation project.

Business Transformation

After a merger or divestiture, the organizations involved may need to hold a selection of data for compliance reasons. Archive Central provides a controlled mechanism to share the relevant master and transactional data to the relevant parties for regulatory and governance purposes.

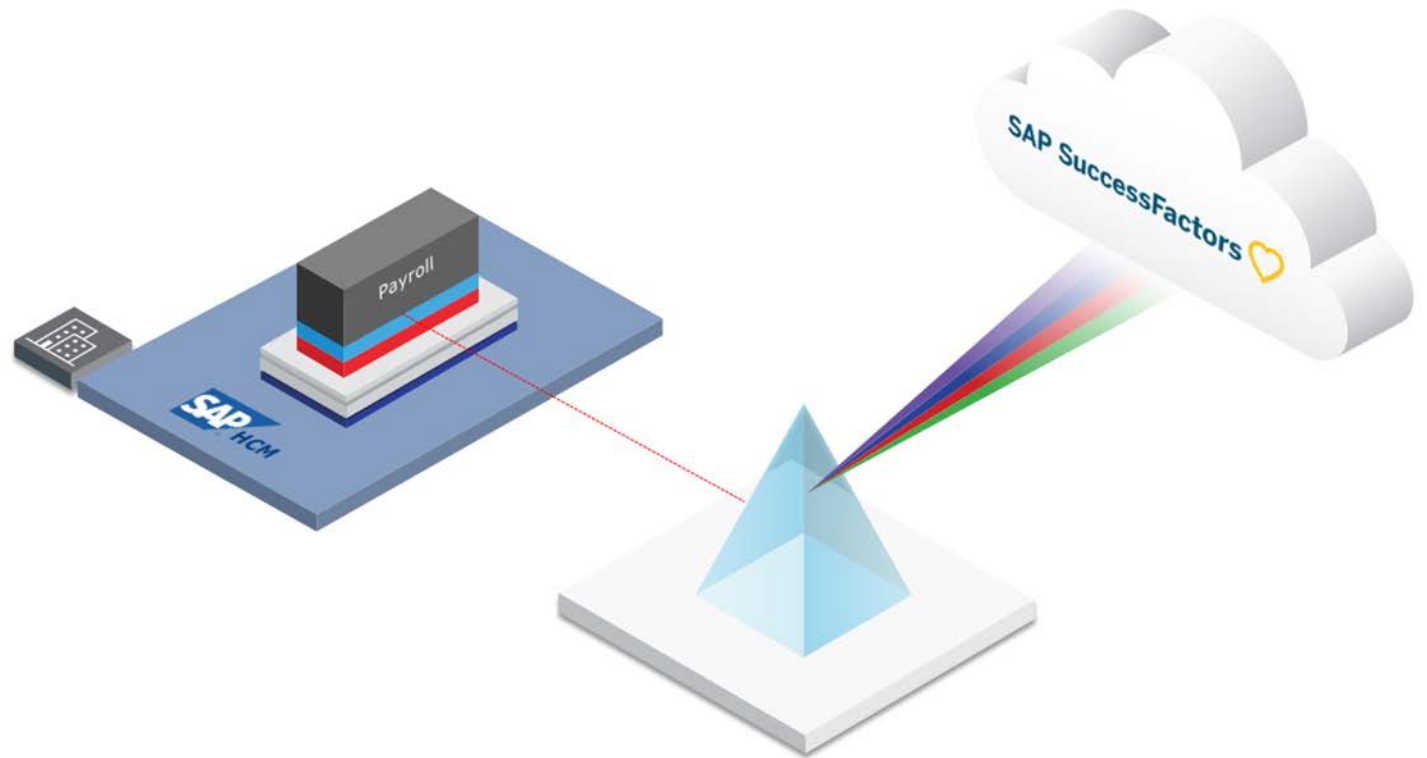
Data archiving for non-SAP data

Many IT systems have a hybrid scenario which includes best-of-breed solutions. Archive Central is optimized for SAP systems, but it also supports most other systems. Whether this is in addition to an SAP system or another stand-alone IT system, Archive Central stores the data and its corresponding metadata to be able to recreate business entities in a way the user needs to view them.



PRISM project summary

- Fastest route on the market to get to ECP
- No need to re-implement a working payroll solution
- Proprietary migration solutions and payroll expertise – Payroll transactional data
- Automation reduces cost, risk and project timeline



PRISM benefits



Fast and automated

System landscapes are transformed through a software driven automation engine.



Upfront Assessment

Deliver insights to provide realistic migration blueprints and ensure risks are identified and mitigated early.



Reduced business risks

Embedded security and reconciliations processes ensure fewer errors and auditable results.



Speedy project delivery

Reduce timelines with pre-developed business content and automated reconciliation reports.



Expert solutions and people

Global leader in successful SAP HCM migrations and carve-outs, with certified tooling for S/4HANA Cloud.



North American Lighting: Migration of SAP Payroll in five days with PRISM

- Migrated their SAP Payroll to SuccessFactors ECP in five days, using the EPI-USE Labs' PRISM for ECP service.
- Driven by their core cloud strategy, NAL wanted to move their core HR and Payroll to SAP SuccessFactors.
- PRISM for ECP service included parallel testing and validation of payroll results, historic master data and payroll data.
- With a traditional ECP implementation, it would have taken months to re-implement and test.



The major benefit for us was the time savings. The data went up in 12 hours, which is a small fraction of the time it could have taken us. The value of the PRISM Migration Service is how quick it is, and there are no errors. There is no manipulation done; it moves the data from Point A to Point B as is. It's a seamless process. It took away the manual process, and the room for error.

Don Parker, AGM of IT Department, NAL



PostNL:

Transformation without re-implementation with PRISM

- PostNL is the number one service provider in mail and logistics in the Netherlands, with over 38,000 employees.
- They chose EPI-USE Labs to complete a major data migration to move PostNL to SuccessFactors Cloud Payroll, including migrating more than 200GB of data.
- Data Sync Manager (DSM) was used to extract data from the current on-premise production system, and data files were moved to the SuccessFactors Cloud Payroll system. Variance Monitor was used to check the Payroll data for differences between the source system and target systems.

EPI-USE Labs consultants know the SAP Data model, and could advise us on the best possible strategy for migrating the data. We were able to keep all the value from our SAP Payroll while modernising our landscape. Having EPI-USE Labs help us to deliver the migration on time and within budget meant we could focus on the overall project.

Edwin van Teeffelen, SAP Project Manager, PostNL

SEE FULL STORY



Purdue University: Transforming the future with S/4HANA

- A leading US university with over 30,000 employees was upgraded to S/4HANA as part of the Transform Purdue initiative.
- Purdue entrusted the migration, hosting and management of all its SAP systems to EPI-USE Labs.
- We performed a rapid two-week cloud-based migration and conversion to S/4HANA
- Data Sync Manager™ was used to slice their legacy ECC system and create lean, secure non-productive landscapes.

“

Moving to SAP S/4HANA allowed us to modernize our business processes, resulting in year-over-year cost savings while leveraging our SAP investment. Couple this with EPI-USE's extensive reputation for transforming how higher education does business, and we had a winning combination.

Victoria Farnsworth, Executive Director, IT Enterprise, Purdue University

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SEE FULL STORY



SAS flies high to SAP SuccessFactors Employee Central Payroll with EPI-USE Labs PRISM service

Project Scope phase 3

- Payroll Norway and Denmark – Sweden to be considered at a later stage
 - Migration of legacy SAP on-premise payroll for Norway to SuccessFactors Employee Central Payroll
 - Implemented EPI-USE Employee Central Payroll for Denmark
 - Payroll Control Centre
- Reimbursement Solution
- Time Management
- Sick leave follow-up
- Integration Employee Central – Time – Employee Central Payroll
 - Point-to-point integration between Employee Central Payroll and Employee Central
 - Posting file for upload to SAS FI system
- HR Productivity Suite for reporting
- Contract generation and digital archive



"Our pre-project mapping process added a lot of value and taking the free PRISM assessment early in the process reduced the risk of unpleasant surprises. Change is hard and it is happening over time - we are still working on this."

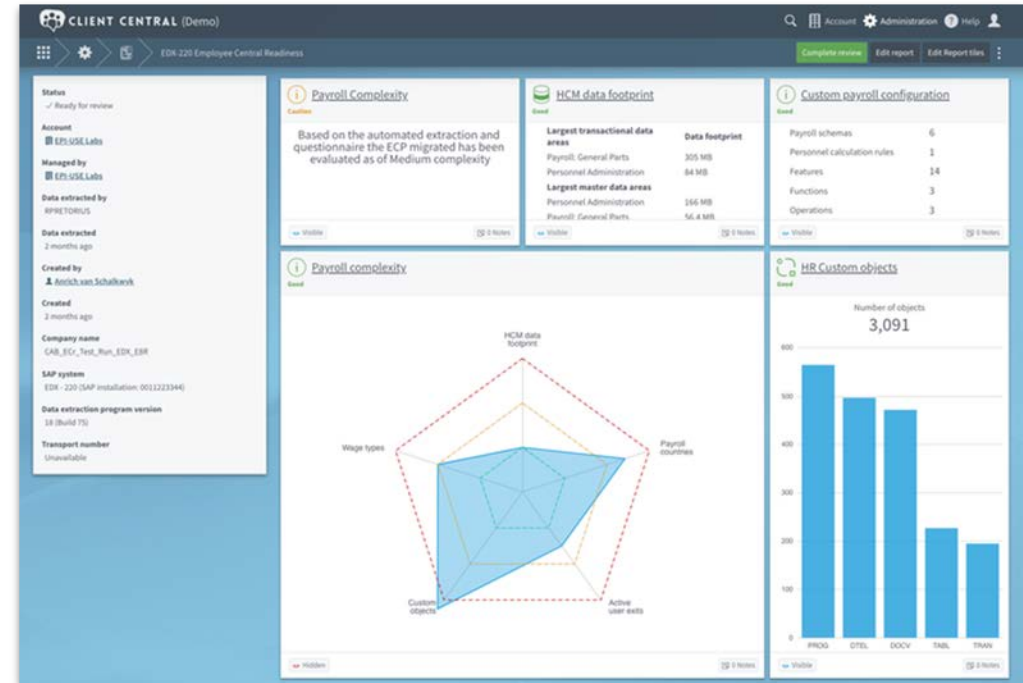
"Overall we found the move of payroll with PRISM went smoothly and we had no major issues. All our data was taken care of and we are happy to run payroll in our new system."

- Lene Mossberg, Scandinavian Airlines (SAS)

PRISM for ECP: Available on the SAP App Center

Your low-risk, fast route to Employee Central Payroll

The screenshot shows the SAP App Center interface for the PRISM application. The header includes the SAP logo and navigation links. The main content area features a large banner with the text "Accelerate the move from your on-premise HCM payroll system to SAP SuccessFactors" and a sub-header "PRISM: On-Premise Payroll to SuccessFactors' Employee Central Migration Service". Below the banner, there is a "Features and Benefits" section with two columns of text. The left column describes the "Smart tools that assist in verification and automated refreshing" and the right column describes the "Automated Assessment". At the bottom, there is a "Take the Tour" button.



<https://www.sapappcenter.com/apps/43525/>