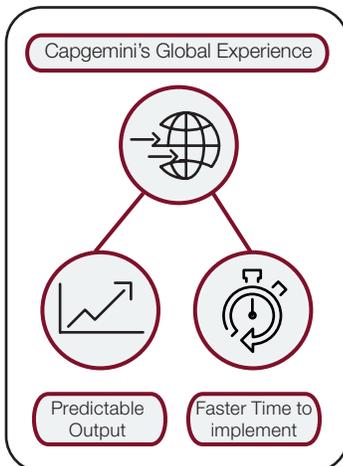


Oracle HCM Cloud

HCM Advantage (Capgemini's solution based on Oracle HCM Cloud – Fusion and Taleo)




HCM ADVANTAGE



Igniting your Modern Workforce

Capgemini's HCM Advantage solution will launch your HR processes into the Cloud to meet the needs of the modern workforce

In a rapidly changing landscape, Human Resource (HR) departments are becoming more and more critical to an organization's success. Today's businesses demand new, innovative ways to achieve growth and leaders are looking to their HR department for creative ways to attract and retain talented performers.

In order for HR to meet these demands, organizations must provide the proper modern-day tools to source, hire and manage the workforce. Let's face it, HR was the last frontier for technology. Traditionally more focus was placed on the technology need of sales, IT and marketing than HR, and now the tide has turned. Executives are spending more than two-thirds of their HR budgets to equip the function with the newest and most versatile tools in the market. Reigniting HR capabilities in the war for top talent is essential, but where do you start? This is where Capgemini can help.

How to move to a more modern workforce system

Capgemini's HCM Advantage can tackle the needs of the most complex organizations. HCM Advantage can help businesses transform their HR departments to meet their strategic HR needs more quickly and with less investment. Leveraging HCM Advantage and moving the HR application infrastructure to the cloud frees valuable resources, enabling the organization to focus on more strategic HR activities such as high caliber talent attraction, workforce analytics, mobile technology and strategic market positioning.

People matter, results count.

Leveraging Oracle's HCM Cloud, Capgemini's HCMAdvantage solution is designed to help streamline HR functions to reduce costs and increase operational efficiency. HCMAdvantage lays a foundation that enables companies to focus on talent acquisition, workforce analytics and developing mobile technology. HCMAdvantage will provide you with:

- Extensive, real-world experience in Fusion/EBS conversions and discipline-specific experience in HR
- Increased standardization and streamlined functionality leveraging the capabilities of Oracle HCM Cloud
- Customized HRIS transformation roadmaps with an employee-centric approach
- Access to the proprietary collection of accelerators embedded in HCMAdvantage that feature predefined templates, workbooks, and processes that are ready to use on Day One to help lower your Total Cost of Ownership (TCO) and reduce risk. Sample assets include:
 - Predefined application and project templates
 - Business process maps to streamline adoption
 - Capgemini's Rapid Transfer and Data Extraction tools
 - More than 2,000 proven application test scripts
 - Fixed price, defined deliverables, predictable outcomes

4 Steps to a Ignite your Modern Workforce

Capgemini delivers fast, strategic solutions using prebuilt tools and templates that have delivered results for leading companies. With HCMAdvantage, we deploy a four-step approach that enables us to meet our client's specific needs and budget.

Step 1: HCM Expert Virtual Roundtable (1 hour)

Our HCM specialists, with deep industry knowledge and experience, can offer

you valuable insight into human capital management best practices, current trends, and steps you can take to implement change.

Step 2: Assessment Workshop

Capgemini will analyze your current HR IT landscape. During this workshop, our clients have gained surprising insights about how similar organizations are managing their HR applications. The workshop is designed to uncover opportunities to improve processes and reduce IT cost.

Step 3: Deployment Roadmap Review

From the results of the workshop, Capgemini will prepare a personalized strategic deployment roadmap incorporating components of HCMAdvantage, including timelines, resources and business processes. The roadmap will provide you with options on how to realize the cost saving benefits and provide a business content rich solution approach. We will work with you to select the option that best meets your needs and puts you on a path that provides the highest and fastest value.

Step 4: Rapid Implementation (10 Weeks +/-)

Utilizing HCMAdvantage, Capgemini offers a fixed-price implementation in as little as 10 weeks. We will customize the implementation to meet your needs and meet your budget. The implementation is business process driven enabling your enterprise to experience the overall value of the HR efficiencies quicker.

HCMAdvantage is Capgemini's Oracle HCM Cloud implementation service. HCMAdvantage enables Capgemini to deliver a faster, more strategic solution with less risk. Utilizing prebuilt tools and templates, Capgemini has been able to help organizations meet their strategic needs quicker with less investment.

As HR management is increasingly integrated into an organization's infrastructure, it will continue to shape business strategy. Businesses and HR managers need to be ready for this change.

For more information about Capgemini's HCMAdvantage, please contact:

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About Capgemini

With more than 180,000 people in over 40 countries, Capgemini is one of the world's foremost providers of consulting, technology and outsourcing services. The Group reported 2015 global revenues of EUR 11.9 billion (about \$13.2 billion USD at 2015 average rate).

Together with its clients, Capgemini creates and delivers business, technology and digital solutions that fit their needs, enabling them to achieve innovation and competitiveness.

A deeply multicultural organization, Capgemini has developed its own way of working, the Collaborative Business Experience™, and draws on Rightshore®, its worldwide delivery model.

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