



EPI·USE implements SAP Time Management by UKG™ for international location of mining company

Case Study: Precious Metals Mining Co.

A Canadian-based international mining company engaged in the acquisition, exploration, development, mining and processing of precious metal properties. The current operations are in Namibia and Bulgaria, with exploration in Armenia, Bulgaria and Serbia.

EPI·USE implemented SAP Time Management by UKG in Namibia, including advisory, technical and support services in order to optimize the time and attendance and accrual business practices.

Project Scope

- Implementation of SAP Time Management by UKG
- Built Employee Demographic and Payroll integration between UKG™ and SAP® SuccessFactors® Employee Central using CPI
- Created custom data views providing Analytical Reporting for supervisors and managers
- Implemented Mobile functionality
- Configured proactive notifications and warnings for Overtime tracking to comply with government labor regulations



Quick Facts

Headquarters: Toronto, Canada

Industry: Mining

Employee Count: Namibia - 850

Systems Replaced: Multiple including paper based processes

"UKG is a dynamic program that is flexible to meet our company's needs and shift requirements. The team is prompt to assist with any enquiries, knowledgeable about UKG as well as quick to understand the company's needs to ensure swift implementation and suggesting solutions to our Time and Attendance needs."

- **Manager Remuneration & Digital**

Key Wins

- Seamless API Integration between SAP Employee Central to SAP Time Management by UKG using CPI
- Provided advisory services to design streamlined functional and scheduling roles for optimized configuration
- Automated accrual policy tracking and enforcement from a manual process
- Moved from complicated scheduling process to automatic shift rotations.
- Provided employees ability to request time off based on schedule visibility
- Reviewed pay category tracking and provided consolidation guidance



About EPI-USE

EPI-USE is part of groupelephant.com, which employs more than 3,000 people in 33 countries. Best known as the world's largest and most experienced independent SAP HR/Payroll specialist, designing, building and implementing Cloud-based, hybrid and on-premises HR/Payroll systems for large, complex multinational corporations, EPI-USE has recently emerged as a leader in deploying SAP's S/4 HANA Finance applications across several industries, with the proprietary 'S/4 FastTrack' program designed for Higher Education institutions in the USA.

To find out more about EPI-USE's solutions and services, please visit www.epiuse.com or contact us at info@epiuse.com.

Beyond Corporate Purpose: Elephants, Rhinos & People ('ERP')

Our Group operates under a hybrid business model in terms of which we fund and run an in-house nonprofit, so that we go 'Beyond Corporate Purpose' in our day-to-day activities. Rather than implementing a traditional corporate social responsibility program and simply donating funds to charities, with 'Beyond Corporate Purpose' we operate a professionalized, institutional nonprofit delivery capability, the primary focus of which is the protection and conservation of Elephants and Rhinos in the wild, through an unusual strategy based on the economic upliftment of impoverished rural People in areas adjacent to the threatened species, or another definition of 'ERP', if you will.



Should we be successful in winning this engagement, we will channel 1% (one percent) of our net revenues deriving therefrom, to ERP projects. You would be able to choose from a range of projects towards which the funds would be directed, and our ERP staff will provide you with ongoing monitoring and evaluation, and reporting, at your election. Please note that the monies do not constitute an elective add-on to our fees, but would rather be taken out of our revenues.

Please visit www.erp.ngo for examples of our current initiatives and interventions.