



EPI-USE Data Orchestration

Conceptually, data migration is a simple task that involves extraction from one location and loading into another without impacting the way business operates.

In reality, performing data migration activities without a data tool is a challenging, high-risk exercise. We provide a simple and secure way for our clients to migrate their data into their new SAP SuccessFactors environments.

The Data Orchestration suite is designed to support clients in managing all aspects of the data management life cycle as they migrate to and operate on their SAP SuccessFactors platform.

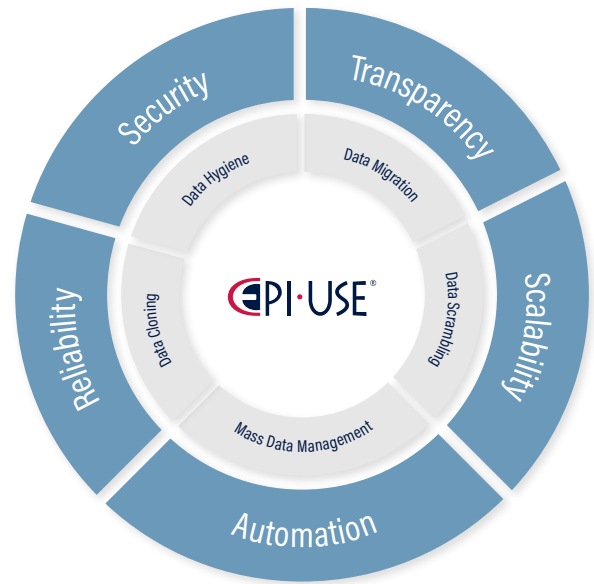
We take away complexity so you can focus on your people. Data Orchestration, simple by design.



Solution overview

The EPI-USE Data Orchestration suite is designed to support clients with managing all aspects of the data management life cycle as they migrate to and operate on their SuccessFactors platform.

Powered by SAP Business Technology Platform, Data Orchestration eliminates the need for client infrastructure, local software deployment or perpetual licence purchase. The solution is fully subscribed, subject to minimum initial contract terms, with no future lock-in contracts or ongoing maintenance costs.



Data migration

To reduce the risk, time and effort that goes into data migration activities, our migration offering is designed to automate the transformation, validation and loading of data into your new environment.

The **Data Transformer** module can be configured to take your source data in legacy formats and data structures and convert them into a standard that can be digested by SuccessFactors.

The **Data Analyser** module performs detailed technical and functional data quality validations before and after data transformation to ensure only quality data is converted to your target state solution.

The **Data Loader** module will take verified and validated data sets and load them (including test loads) into the target SuccessFactors instance using standard APIs to ensure that data is automatically migrated to your target solution.

70%

Time reduced for SuccessFactors
Data Migration

90%

Less data-related errors at
project go-live*

2

Number of clicks for stakeholders to view
real-time analytical summary

*Based on EPI-USE's previous experience with data migration effort on SuccessFactors

Module overview

Data Transformer:

Transformation from source to target

Service to perform data transformation from source system(s) to client-configured SAP SuccessFactors requirements. The solution provides the ability to create, maintain and manage business rules for data translation based on pre-developed functions and basic mapping needs.

Files can be combined from multiple source inputs, allowing for data enrichment to occur where all required information is not available from a single source.

Transformation mapping rules convert the source data to target state, storing these in a temporary database on which validation rules can be performed.

Validations include completeness, technical compliance and readiness checks for preparation for data loading. Files can be extracted for manual loading or automated via the EPI-USE Data Loader module.

Data Analyser:

Pre-built validation rules ensuring data quality

Service to perform detailed technical and functional data quality validations, either after data transformation, before data loading or as an ongoing business service post data migration. The solution allows for the development of complex business rules based on individual client needs including completeness, conformance, cross-entity and technical compliance.

Data can be sourced from external inputs or directly from SAP SuccessFactors using prebuilt API connections. As part of the data migration process, the Data Analyser service requires data to have been transformed either using EPI-USE Data Transformer or a third-party tool/process.

Where clients use SAP Payroll (either SAP ECC on-premise edition or Employee Central Payroll), post-load validations include payroll readiness data checks ensuring successful replication of information from SAP SuccessFactors and full compliance with all system requirements.

Data can be sourced from external inputs or directly from SAP SuccessFactors using prebuilt API connections.

Data Loader:

Automatic loading of data

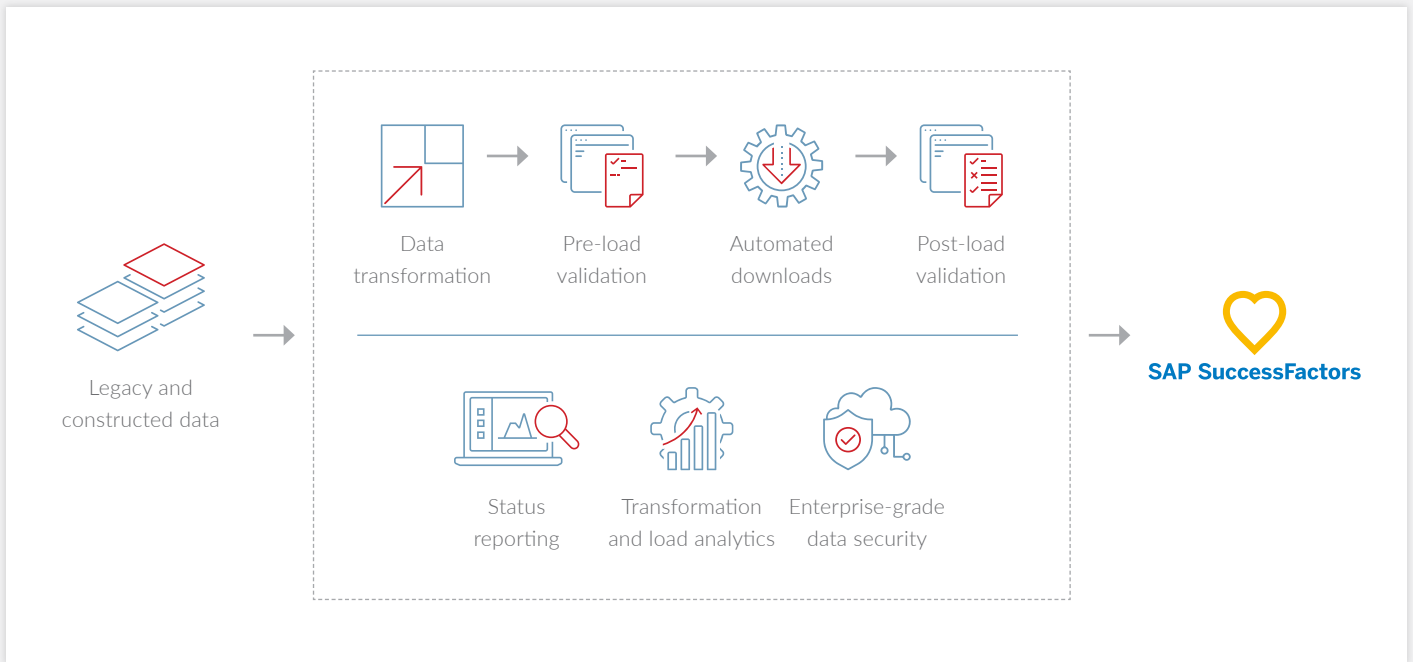
Service to perform automated data loading to SAP SuccessFactors post data transformation. The service can be used either as part of a data migration process or as an ongoing business service for large-scale data changes.

Information is imported to a staging database, or already staged where the Data Transformer or Data Analyser modules have been used, where technical pre-load validations are performed. The technical validations are complete based on a combination of pre-developed rules and dynamically-generated rules, based

on client configuration. Where no errors are identified, the data is converted to API-compatible file formats which are then processed into SAP SuccessFactors.

All error reporting and status monitoring can be performed online using a central user portal. This includes run-to-run comparisons for trend analysis and ability to export errors for investigation and correction.

Data migration process



Solution configuration



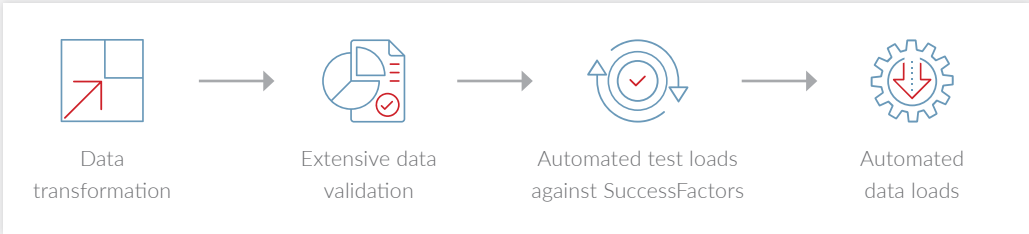
SuccessFactors config informs the generation of the data spec

SuperField	SuperFieldID	FieldType	MaxLength	MinLength	LineIndex	Priority	Format	SQL FieldType	Required	Exclude Fieldset
personIdExternal	Person ID Extn.	STRING	32	Yes			ESPSPOR	VARCHAR	Yes	Yes
operator	Operator	STRING	4	Yes		BLANK		VARCHAR	Yes	Yes
personType	Person Type	STRING	400	Yes		noPhoneType	PERSONTY	VARCHAR	Yes	Yes
countyCode	County Code	STRING	32	Yes		phoneCode	POLSTIC	VARCHAR	Yes	Yes
areaCode	Area Code	STRING	3	Yes			AREACODE	VARCHAR	Yes	Yes
phoneNumber	Phone Number	STRING	32	Yes			PHONETIC	VARCHAR	Yes	Yes
isPrimary	is Primary	STRING	1	Yes		Y/N	ISPRIMAR	VARCHAR	Yes	Yes
isPublic	isPublic	STRING	100	Yes				VARCHAR	Yes	Yes

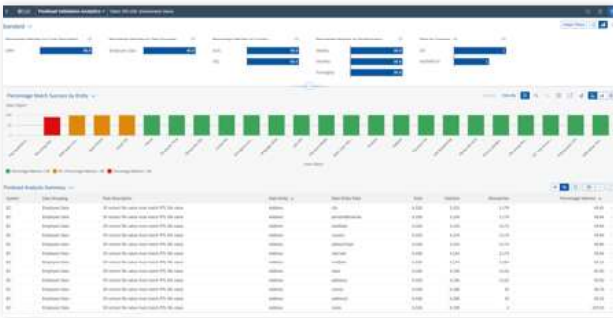
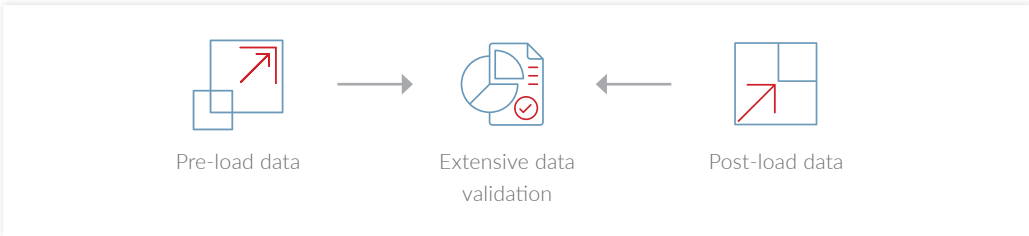
Data spec informs generation of compliance rules

Rule ID	Rule Name	Rule Description	Rule Category	Rule Status
R001	Person ID Extn.	Person ID Extn. must be unique	Person ID Extn.	Active
R002	Operator	Operator must be unique	Operator	Active
R003	Person Type	Person Type must be unique	Person Type	Active
R004	County Code	County Code must be unique	County Code	Active
R005	Area Code	Area Code must be unique	Area Code	Active
R006	Phone Number	Phone Number must be unique	Phone Number	Active
R007	is Primary	is Primary must be unique	is Primary	Active
R008	is Public	is Public must be unique	is Public	Active

Pre-load process



Post-load process





Support services

- Available on business days between 09:00 and 17:00
- Online incident logging system
- Account management
- Product support

Commercial overview

EPI-USE Data Orchestration is subscribed to on a month-by-month basis and incorporates the following:

- SAP Business Technology Platform licensing
- EPI-USE developed IP
- Ongoing product support and maintenance.

This covers the EPI-USE Data Orchestration solution only. Services required to operate the solution will be scoped separately based on project duration and implementation RACI.

Data Transformer requires additional development effort which must be scoped and built separately.



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