

PeopleSoft CASE STUDY

By Platform 3 Solutions platform3solutions.com





SITUATION

After a merger and acquisition, a large life sciences company needed to drastically cut cost and transform their business to recognize promised operational and cost synergies in the new company. Complicating this were several redundant PeopleSoft systems with these specific issues:

COMPLIANCE

- Data was being kept longer than required retention periods, leaving the door open for legal judgments on data that should have been disposed of.
- Stable and consistent formats were necessary for W2 and Pay Slips; the legacy systems could not maintain that standard.

GOVERNANCE

• Data was duplicated in multiple systems, creating gaps and misalignment in the data. Archiving the data allowed for clean streamlined data storage in ONE system.

COSTS

- License fees maintaining multiple instances of PeopleSoft, simply to look up old information, were astronomically expensive.
 - Hardware Assets services of multiple data centers hosting multiple servers were no longer needed once the information was archived into a central repository.
 - **Knowledge costs** using PeopleSoft takes a great deal of training and understanding to retrieve simple datasets. Specialized SQL knowledge precluded the average user from being fully self-service, and is instead reliant on PeopleSoft experts.



SOLUTION

Platform 3 Solution's product, Archon, allowed the business to fast track data analysis, data extraction, and data normalization to quickly and efficiently archive their PeopleSoft systems. The automated workflow ensured referential integrity of the data, chain of custody audits, appropriate application of retention policies, legal holds and automatic end report creations.

Archon has a custom-built solution for PeopleSoft that allows clients to archive data from PeopleSoft applications with minimal setup and very few customizations. This solution allows for a user-friendly and efficient way to build self-service reports with Archon's Query Editor, a tool that is like the PeopleSoft Query Manager.



RESULTS

- Millions of dollars in operational cost eliminated
- Fast, simple and easy retention policy enforcement
- Effortless report retrieval
- Secure, searchable central repository with role-based access
- Happy users, happy compliance teams and happier auditors

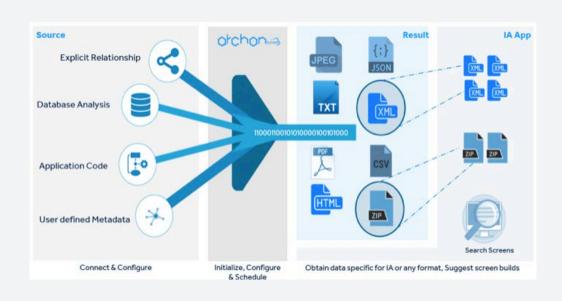


BEFORE

Voucher Search and Voucher Results

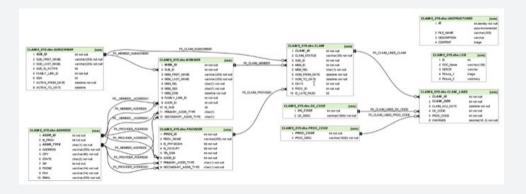
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TRANSFORMATION PROCESS WITH ARCHON





Archon analyzes the data throughout the applications to find the relationships between tables, tying together information that is critical to produce results for users who are not technical database users.



END RESULT

Voucher Search and Search Results

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W2 AND PAY SLIP REPORTS

The following reports are requested through HR and to be legally compliant, the data must be presented in the exact format in which it was original presented.

W2 Forms

PeopleSoft provided these forms from 2011. The format changes every year. Forms will be regenerated at run time and maintain the format to match legacy PeopleSoft.

	a. Employee's social se	ecurity number	OMB NO. 1545-0008			
c. Employer's name, address and Zip Code	1. Wages, tips, other of 104636.00	ompensation	2. Federal income tax withheld 18684.08			
15 HAMPSHIRE STREET MANSSIELD MA 02048	3. Social security wage 106800.00	5	4. Social security tax withheld 6621.60			
	5. Medicare wages and 111877.35	t tips	 Medicare tax withhe 1622.22 	ld		
	7. Social security tips		 Allocated Tips 			
d. Control Number	9		10. Dependent care benefits 1800.00			
e. Employee's Last name Suff.	11. Nonqualified plans		12a			
first name and	13. Statutory	stantering times to being	C 100.88			
initial	Employee	Y	12b D 7241.35			
F. Employee's Address	13.a Employee's Socia	Security Number	12c			
Address			12d			
	13.b Employee's Identi	fication Number				
LAKEVILLE	14. Other					
MA 02347	14. Other		-			
15. State Employer's 16. State Wages, tips, state ID etc number 104636.00 MA 020-502-162	17. State income tax 5439.72	18. Local wages, tips, etc	19. Local income tax	20. Locality name		
FORM W-2 Wage	0	2010 Deg	partment of Treasury - I	nternal Revenue Serv		
and						
Tax						
Tax						
Statements						



Pay Slip

Legal mandate states that pay slips must be presented in the exact format in which they were originally prepared. This form will be recreated at run-time by pulling the data as formatted reports that match the legacy system.

15 Hampshire St	real			PayGroup:		CPB-CORPORATE BIWEEKLY	Business Unit	E.	COVD	N
Mansfield MA 00		61-8000		Pay Begin D	ate:	12/12/2015	Advice # :		00000	0094155529
				Pay End Dat	le:	12/25/2015	Advice Date:		12/31/	2015
				Cost Center:		02000 50 - 270 6010 -	Tax Entity:			
				Employee Id	t (TAX DATA	Federal		State
Lakeville, MA 02	347			Department		5027000051-IS APPLICATIONS - SHD SVC CTR	Marital Status Allowances:	Married 0		Married
				Location		Mansfield, MA (Corporat	te) AddL Pct:			
				Job Title		Sys Analyst N	Addi. Amt:	150.00		
				Pay Rate:		\$127,890.10 Annual				
		HO	URS EARNINGS				TAX	ES		
			Current	Y	TD	Description	Current		YTD	
Description Ra	te .	Hours	Earnings	Hours	Earnings	Fed Withholding	807.26		54,349	9.43
Regular Pay 65	584667	75.00	4,918.85	1,950.00	127,017.82	Fed MED/EE	65.97		3,649.	20
Health			57.50		1,500.00	Fed OASDI/EE	0.00		7,347	00
Incentive						Fed Addl Med	40.94		465.02	
Executive Bonus			0.00		10,957.02	MA Withholding	215.12		12,465	
Other Bonus			0.00		803.85	Total	1,129.29		78,276	5.10
Medtronic Retention Bonus			0.00		122,500.00					
		75.00	4,918.85							
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LEARN MORE

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