



REVISED HCM PHASED GO-LIVE APPROACH

Greetings,

Over the past several weeks, the HCM Project Team has been working diligently on testing all the functionality of the HCM system and testing Payroll. Many of you have participated in this testing as well, and we are very thankful for your participation and feedback.

Throughout this project, the HCM team has kept focus on two main goals:

- Payroll must be accurate, with correct deductions, accruals, benefits, and gross to net income.
- Users must have ample time to train and learn all the modules related to HCM so they are prepared when the system goes live.

In keeping with these goals and the overall project plan, **the project team has further phased their go-live dates** to allow for more time to test payroll, while going live with several modules that are ready to be released to campus. This phased go-live will also allow a phased approach to training. We will have trained on and completed the basic HCM training and the training for annual performance evaluations in our new Performance module prior to the release of Payroll. Once the performance evaluation season is complete, users can then spend time training on how to enter time and absences, which will be released to campus by April 15 with Payroll. Approximately 70% of Oracle HCM customers pursue a phased go-live approach as noted below.

HCM Phased Go Live Calendar

Currently Live	January 22 Go Live	April 15 Go Live
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- Employee Learn Center
 - Recruiting (for start dates after 1-21-19)

- Core HR
- Profile
- Compensation
- Performance
- Goals

- Payroll
- Time and Labor
- Absence
- Benefits

A campus HCM Deep Dive has been scheduled to more fully cover this new phased go-live and communicate the transition plan. Please join us for our Phased Go-Live Deep Dive on Tuesday, December 18, from 1:30 –2:30 pm in the Agriculture Auditorium for additional details and to answer your questions.

We know that the new year is a busy time of year for everyone. **We hope this phased approach eases the transition to HCM for campus and reassures you that the project team has your best interests in mind and will provide necessary assistance over the next several months.**

Best,
The WyoCloud Team

Contact Information

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