

# Mastek

Cloud Enhancement Services

**Live Webinar**

**Host:**

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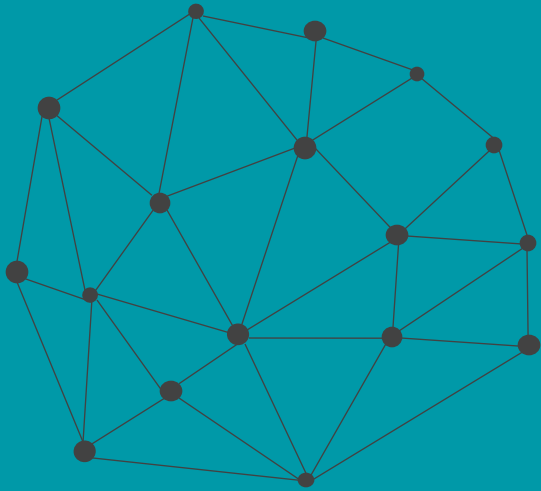
## 23C - BENEFITS AND COMPENSATION

Empowering you for the next update



ORACLE | Partner





## **DISCLAIMER**

These advisory webinars are organized to equip you with the latest updates.

The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

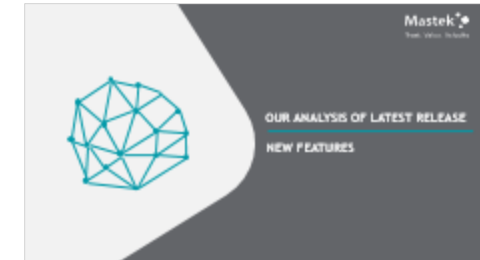
# AGENDA



Our Approach to Oracle Update

Our Analysis of Latest Release  
- New Features  
- Known Issues (If any)

Closing  
- Q&A



# How to read each Feature Summary?

## Mastek Feature Analysis for Your Business

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

**ABILITY TO CHANGE CONTACT START DATE**

**DETAILS:**

- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contacts' information.

**BUSINESS BENEFIT:**

Ensure correct data that can be used for any family benefits

**Impact Analysis**

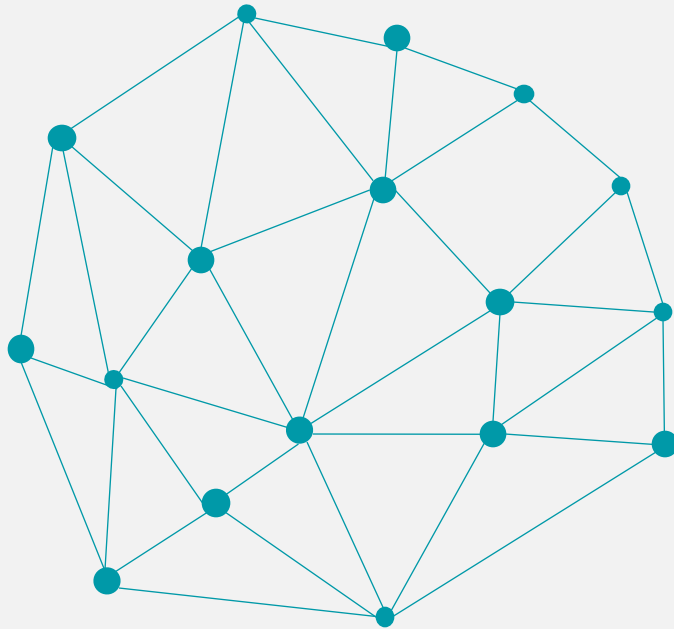
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

Mastek Impact Study on Potential Impact to users for using new feature  
**LOW:** No large scale impact. Regression testing can be ignored.  
**HIGH:** Needs to be part of the regression testing.

**NO :** Already enabled and ready to use with some or no configuration  
**YES:** Need to opt-in to use the feature.

**YES:** Need minimal time of both parties to make use of the feature.  
**NO :** Need significant amount of time and effort to make use of the feature.

**YES:** Configuration set up needed to use new feature.  
**NO:** User can use the feature by default with no change needed.



## OUR ANALYSIS OF LATEST RELEASE

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### NEW FEATURES

**22**


**Compensation  
& Benefits**

### Benefits and Compensation New Features





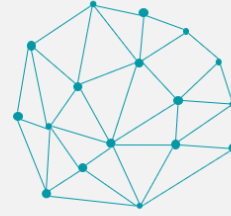
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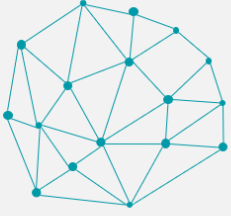
**NEW FEATURES**

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**



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**NEW FEATURES**

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**QUICK WINS - DEFAULT WITH CONFIGURATION**



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**NEW FEATURES**

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**OPT INS - WITH CONFIGURATION**



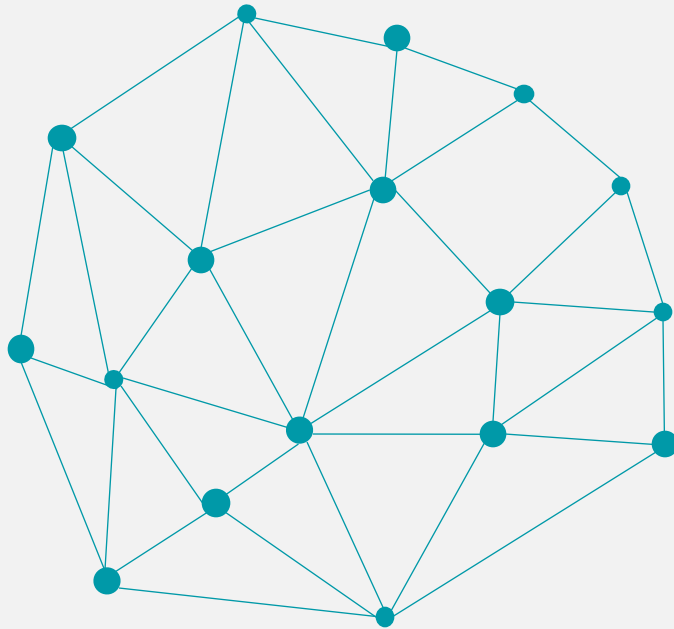
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**NEW FEATURES**

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**REPORTING**



## NEW FEATURES

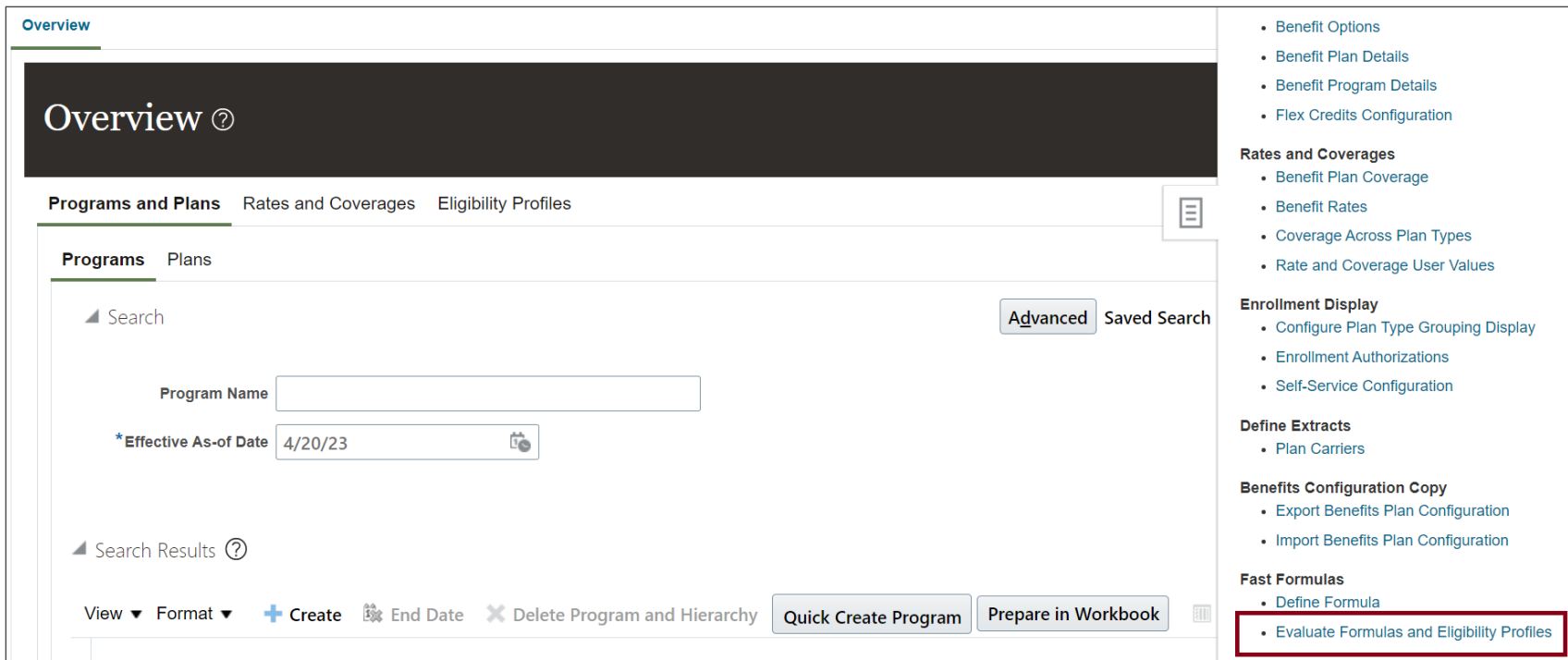
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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**



# TEST AND VALIDATE PARTICIPANT ELIGIBILITY PROFILES

The eligibility profiles of participants can be tested, validated, and the results can be reviewed in the Plan Configuration work area.



**Overview**

Programs and Plans | Rates and Coverages | Eligibility Profiles

Programs | Plans

Search

Program Name

\*Effective As-of Date 4/20/23

Search Results

View | Format | Create | End Date | Delete Program and Hierarchy | Quick Create Program | Prepare in Workbook

- Benefit Options
- Benefit Plan Details
- Benefit Program Details
- Flex Credits Configuration

**Rates and Coverages**

- Benefit Plan Coverage
- Benefit Rates
- Coverage Across Plan Types
- Rate and Coverage User Values

**Enrollment Display**

- Configure Plan Type Grouping Display
- Enrollment Authorizations
- Self-Service Configuration

**Define Extracts**

- Plan Carriers

**Benefits Configuration Copy**

- Export Benefits Plan Configuration
- Import Benefits Plan Configuration

**Fast Formulas**

- Define Formula
- Evaluate Formulas and Eligibility Profiles**

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

### Business Benefit:

This enhancement allows administrators to quickly evaluate the outcome of eligibility profiles and resolve issues.



# TEST AND VALIDATE PARTICIPANT ELIGIBILITY PROFILES

The log file can be used to identify issues and assist in fine-tuning the setup.

Overview **Evaluate Formulas and Eligibility Profiles** x

## Evaluate Formulas and Eligibility Profiles <sup>?</sup>

Setup Object to Evaluate

\*Eligibility Profile

Context

\*Effective Date   \*Person Name  Assignment Number

Results

Eligibility Profile	Profile Type	Submission Time	Status	Results	Log
ABC_Imputed Income 30-34	Participant	4/20/23	Success	👁️	📄
ABC_Imputed Income 45-49	Participant	4/20/23	Success	👁️	📄

# COMPARE ELIGIBILITY PROFILES BEFORE AND AFTER IMPORT

The eligibility profiles in the configuration package from the source environment can be compared with the ones in the destination environment. The eligibility profiles can also be compared between two different configuration packages. The comparison can be performed before and after objects are imported using Functional Setup Manager (FSM).

During import, depending on the setup, it is possible that no issues are observed in the test environment, but issues may be discovered in the production environment. For instance, the production environment may not have been updated with the latest eligibility-related changes made in the test environment.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **NO**

### Business Benefit:



This enhancement eliminates the need to manually compare the eligibility profiles and saves time.

# HDL FOR CLOSE ENROLLMENT CERTIFICATION ACTION ITEMS

## Details:

The new Close Enrollment Certification Action Items HDL loader can now be used to update the received date or denied date for action items or certifications that will close the action item. These action items, including Evidence of Insurability (EOI) documents such as proof of good health certificates or birth certificates, can be processed.

To use this HDL loader, you are required to click on Navigator > My Client Groups > Data Exchange > Import and Load Data



## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

This enhancement allows administrators to do mass updates on the received or denied certification dates.

# USE HDL OR HSDL FOR BENEFITS STANDARD RATES

## Details:

The management of Benefits standard rates with these objects is supported by the HCM Data Loader (HDL) or HCM Spreadsheet Data Loader (HSDL). Benefits standard rates, extra input values, and variable rate profile association can be managed using these tools.

All calculation methods are supported by HDL. The HSDL templates, on the other hand, only support the create and update methods. It should be noted that the out-of-the-box delivered HSDL template does not support the delete method. This enhancement supports only flat amounts and multiple of coverage methods for HSDL.



## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefit:

This enhancement improves the flexibility and performance of the application when managing large amount of data.

# USE HDL OR HSDL FOR BENEFITS VARIABLE RATES

## Details:

HCM Data Loader (HDL) or HCM Spreadsheet Data Loader (HSDL) can be used to manage variable rate profiles. Using the HDL or HSDL, we can now:

1. Variable rate profiles can be created starting from a specified date using HDL or HSDL.
2. The values of an existing variable rate profile can be updated from a specified effective date using HDL or HSDL.
3. Existing variable rate profiles can have their values corrected using HDL or HSDL.
4. Ending the date of an existing variable rate profile is possible using HDL.
5. An existing variable rate profile can be deleted using HDL.

HDL supports all calculation methods. The HSDL templates support only create and update methods. The delete method is not supported by the out-of-the-box delivered HSDL template. This enhancement supports only flat amounts and multiple of coverage methods for HSDL. The HSDL templates for Flat Amount, and Multiple of Coverage, are delivered out-of-the-box.



## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

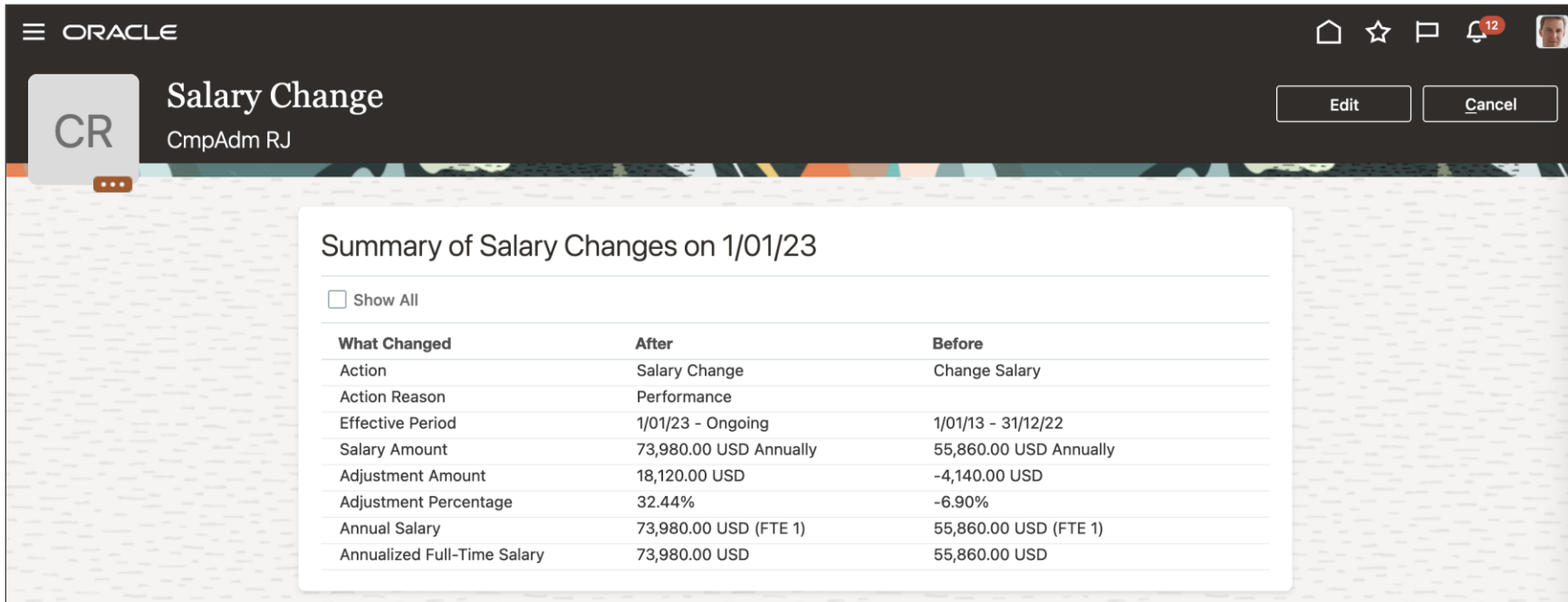
### Business Benefit:

This enhancement improves the flexibility and performance of the application when managing large amount of data.

# VIEW DOCUMENT OF RECORDS ALONG WITH SALARY IN EMPLOYMENT INFO

## Details:

A document records section has been added to the responsive Employment Info action's standalone salary details page. This enhancement allows users to easily view and access document records within the page.



**Salary Change**  
CmpAdm RJ

Summary of Salary Changes on 1/01/23

Show All

What Changed	After	Before
Action	Salary Change	Change Salary
Action Reason	Performance	
Effective Period	1/01/23 - Ongoing	1/01/13 - 31/12/22
Salary Amount	73,980.00 USD Annually	55,860.00 USD Annually
Adjustment Amount	18,120.00 USD	-4,140.00 USD
Adjustment Percentage	32.44%	-6.90%
Annual Salary	73,980.00 USD (FTE 1)	55,860.00 USD (FTE 1)
Annualized Full-Time Salary	73,980.00 USD	55,860.00 USD

## Impact Analysis

- Impact Level: **LOW**
- Need to Enable: **NO**
- Configuration: **NO**
- Quick Win: **YES**



**Business Benefit:** Quickly access the document records added as part of the standalone salary change.

# VIEW DOCUMENT OF RECORDS ALONG WITH SALARY IN EMPLOYMENT INFO

Show Prior Salary : 1/01/13 - 31/12/22

### Document Records


Document Type	Attachment Count	
Performance Based	1	
Name		
CY22 Best Performer		

Document Record Details Shown Along with Salary

Quickly access the document records added as part of the standalone salary change.



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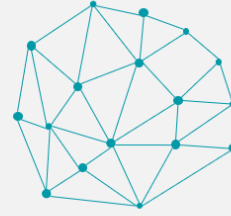


**NEW FEATURES**

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**

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**NEW FEATURES**

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**QUICK WINS - DEFAULT WITH CONFIGURATION**

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**NEW FEATURES**

---

**OPT INS - WITH CONFIGURATION**

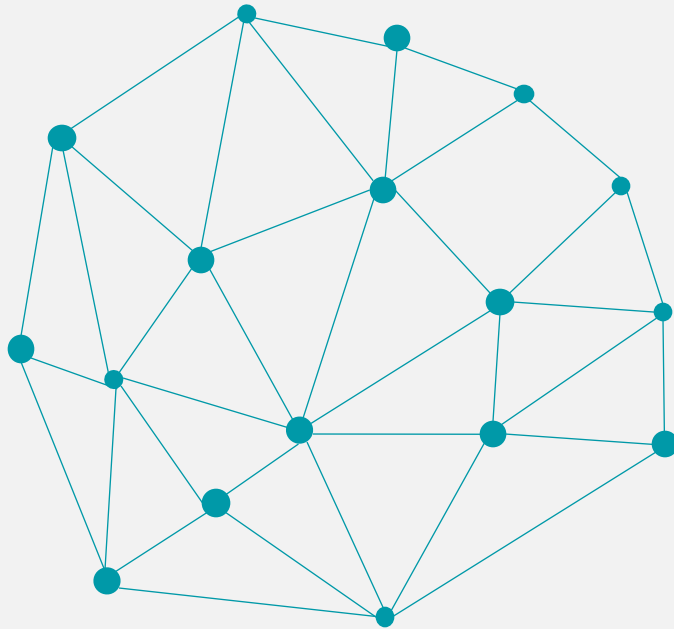
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**NEW FEATURES**

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**REPORTING**



## NEW FEATURES

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**QUICK WINS - DEFAULT WITH  
CONFIGURATION**

# SET UP QUICK ACTIONS FOR PLAN COMPARISON

## Details:

If the plan comparison feature is already being used, the plan comparison quick actions need to be deleted and recreated due to a minor architectural change in the product. It is necessary to perform these actions; however, there are no functional changes to the plan comparison feature.

The following actions need to be taken:

- The existing quick actions should be deleted.
- New quick actions should be set up



## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **NO**

## Business Benefit:

The Plan Comparison feature, which was already delivered, enables your participants to compare the health-related plans that you offer.

# USE ENHANCED BENEFITS SERVICE CENTER

## Details:

A new lookup can now be created and enabled in the Benefits Service Center to apply a row limit on Benefits dashboard counts. If errors are observed due to the high volume of data used for the calculation of activity counts, the row limit can be applied to those counts. This will limit the number of rows used for the calculation of activity counts.

Benefits Service Center

Search for a Person

My Dashboard

This Week

People with detected life events	40428+
People with active life events	37159+
People with closed life events	31790
People with pending actions	9996+
Show Less	
People with documents waiting to be approved	0
People with unpaid bills	39503+

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**



## Business Benefit:

This enhancement increases the performance of the application.

# USE ENHANCED BENEFITS SERVICE CENTER

To use this enhancement, the lookup code named MAX\_ROW\_LIMIT should be enabled.

The maximum value used for limiting the row counts is 50000.

Manage Common Lookups [?](#) Save Save and Close

Search

Lookup Type: BEN\_DASHBOARD\_ROW\_LIMIT

Meaning:

Description:

Module:

Search

Search Results

Actions View Format + X Refresh Freeze Detach Wrap

Lookup Type	Meaning	Description	Module	Lookup Configuration Level	REST Access Secured
BEN_DASHBOARD_ROW_LIMIT	Benefits Dashboard Row Limit	<input type="text"/>	Benefits Repository	User	Secure

BEN\_DASHBOARD\_ROW\_LIMIT: Lookup Codes

Actions View Format + X Refresh Detach Wrap

Lookup Code	Display Sequence	Enabled	Start Date	End Date	Meaning	Description	Tag	Lookup values descriptive flexfield
MAX_ROW_LIMIT	<input type="text"/>	<input checked="" type="checkbox"/>	1/1/51	12/31/12	50000	<input type="text"/>	<input type="text"/>	Lookup_DFF

# ENFORCE PLAN DEPENDENCY RULES

## Details:

Plan dependency rules can now be defined in the Plan Type Grouping page. This ensures that offerings are not enrolled into by participants without first enrolling in relevant dependent offerings.

Plan Grouping <sup>?</sup> Save Cancel

Self-Service Usage **Plan Dependency Rules**

Effective As-of Date 5/1/23

View <sup>▼</sup> Format <sup>▼</sup> + Create <sup>✎</sup>

Rule Name	Program Name
Multiple Level...	AR_PAN_DESG_PG

**Edit Plan Dependency Rules**

\* Rule Name

\* Program Name

\* Plan Type Grouping

\* Selected Plan

\* Selected Option

\* Dependent Plan

\* Dependent Option

\* Status

Message

OK Cancel

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**



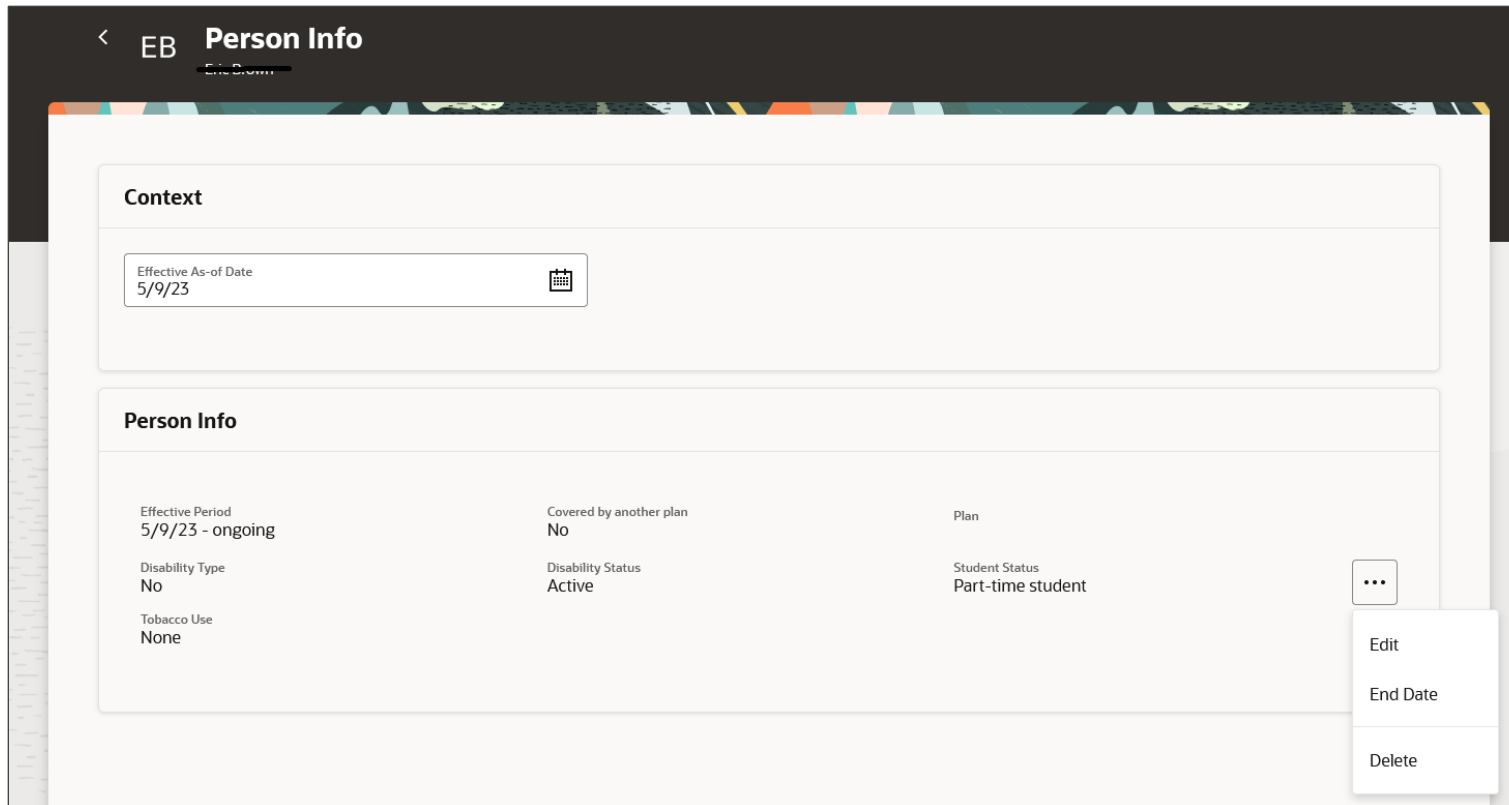
## Business Benefit:

This enhancement eliminates the need to create lengthy plan design object names or page customizations to share dependency info with end users.

# ENABLE REDWOOD EXPERIENCE FOR BENEFIT PERSON INFO

## Details:

The Benefits Person Info page was recreated in the Redwood Toolset Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages. The functionality of the page remains unchanged.



EB **Person Info**

Context

Effective As-of Date  
5/9/23

Person Info

Effective Period 5/9/23 - ongoing	Covered by another plan No	Plan
Disability Type No	Disability Status Active	Student Status Part-time student
Tobacco Use None		

...

- Edit
- End Date
- Delete

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**



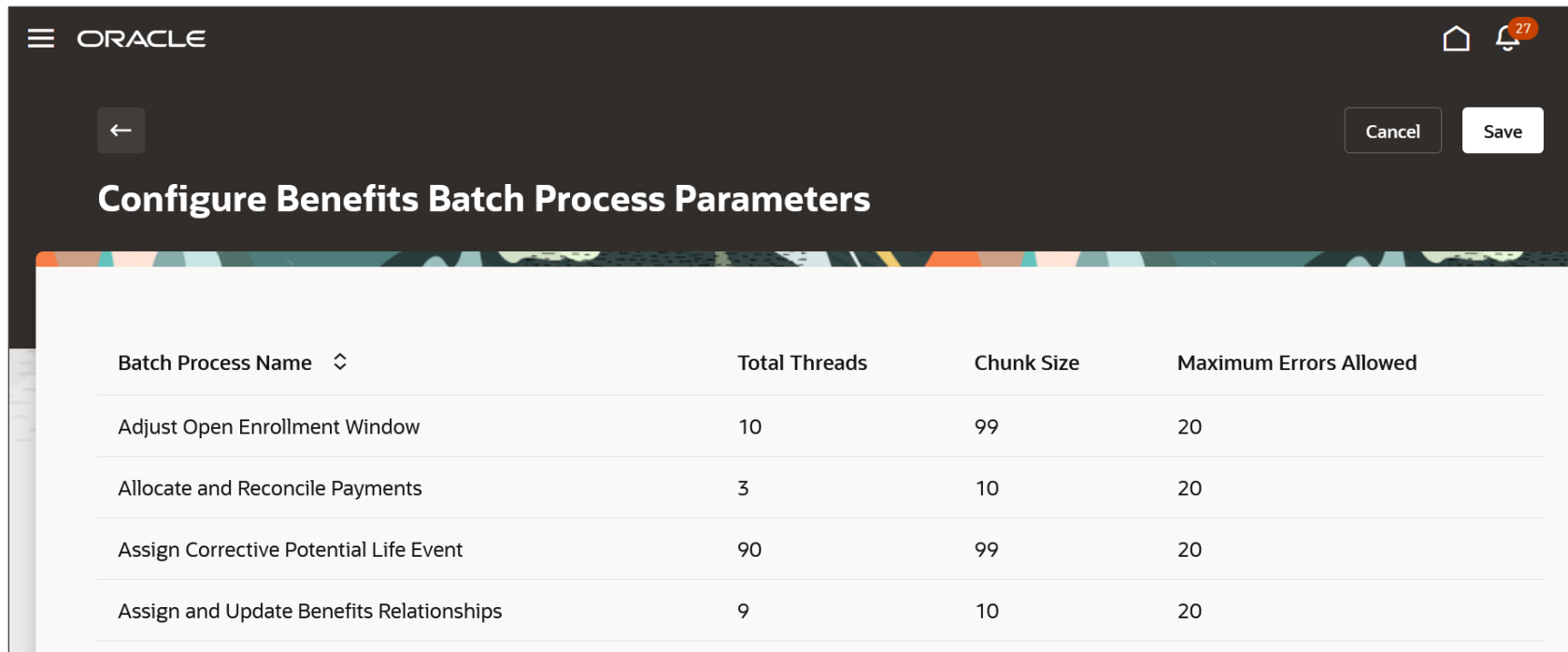
## Business Benefit:

This new feature lets you experience Redwood's high-fidelity interactions.

# ENABLE REDWOOD EXPERIENCE FOR BENEFIT BATCH PARAMETERS

## Details:

The Benefits Batch Parameters page was recreated in the Redwood Toolset Visual Builder Studio to improve the user experience by providing the same consistent functionality across Redwood pages. The functionality of the page remains unchanged.



Batch Process Name	Total Threads	Chunk Size	Maximum Errors Allowed
Adjust Open Enrollment Window	10	99	20
Allocate and Reconcile Payments	3	10	20
Assign Corrective Potential Life Event	90	99	20
Assign and Update Benefits Relationships	9	10	20

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **NO**



## Business Benefit:

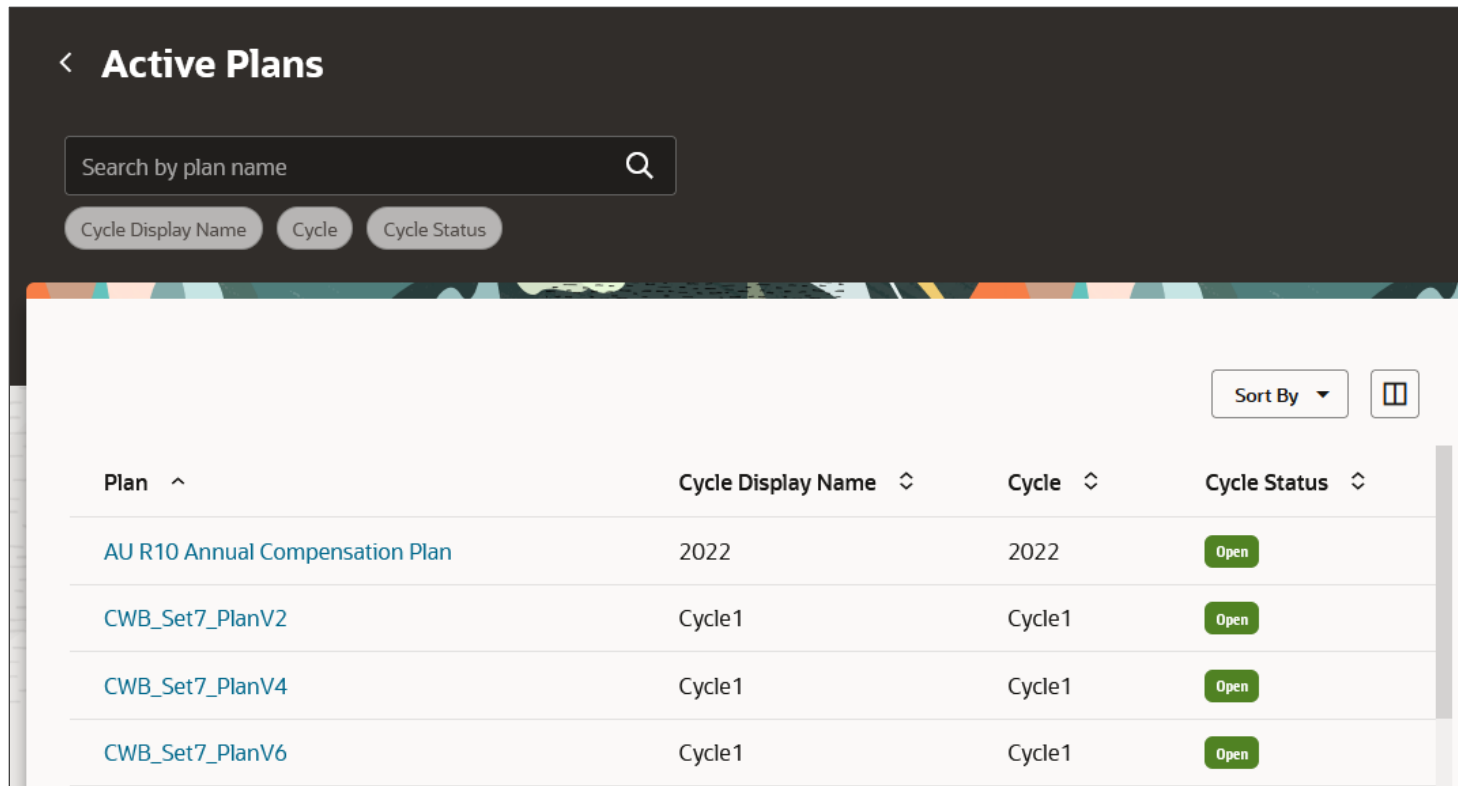
This new feature lets you experience Redwood's high fidelity interactions.



# REDWOOD EXPERIENCE FOR ACTIVE PLAN SEARCH

## Details:

The new Active Plans Search page has been re-created in the Redwood Toolset Visual Builder Studio. By default, the page is turned on, but it can be disabled using a profile option.



## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES



### Business Benefit:

This feature allows for an updated look of the Active Plan Search page.

# REDWOOD EXPERIENCE FOR ADDITIONAL PLAN INFORMATION

## Details:

The new Additional Plan Information page has been re-created in the Redwood Toolset Visual Builder Studio. By default, the page is turned on, but it can be disabled using a profile option.

### Additional Plan Information

Global Compensation Plan

You can provide additional information that administrators and managers might find useful when you configure plan information. You can include important information, such as the manager due date and evaluation and plan access periods from cycle setup. You can also include text, for example, about new or updated compensation policies with links to relevant details.

This information shows up as a task in workforce compensation plans, in the area with the Models and Reports tasks.

Date work must be submitted for approval  
12/31/16

Time period workers are evaluated for the compensation cycle  
1/1/12 - 12/31/12

Period in which this plan is available  
1/1/12 - 12/31/24

Date data was extracted from HR  
1/1/12

Budget and corporate currency  
USD

User-defined value 1 in which the customer can display any data they choose.  
User-defined value 1

User-defined value 2 in which the customer can display any data they choose.  
User-defined value 2

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

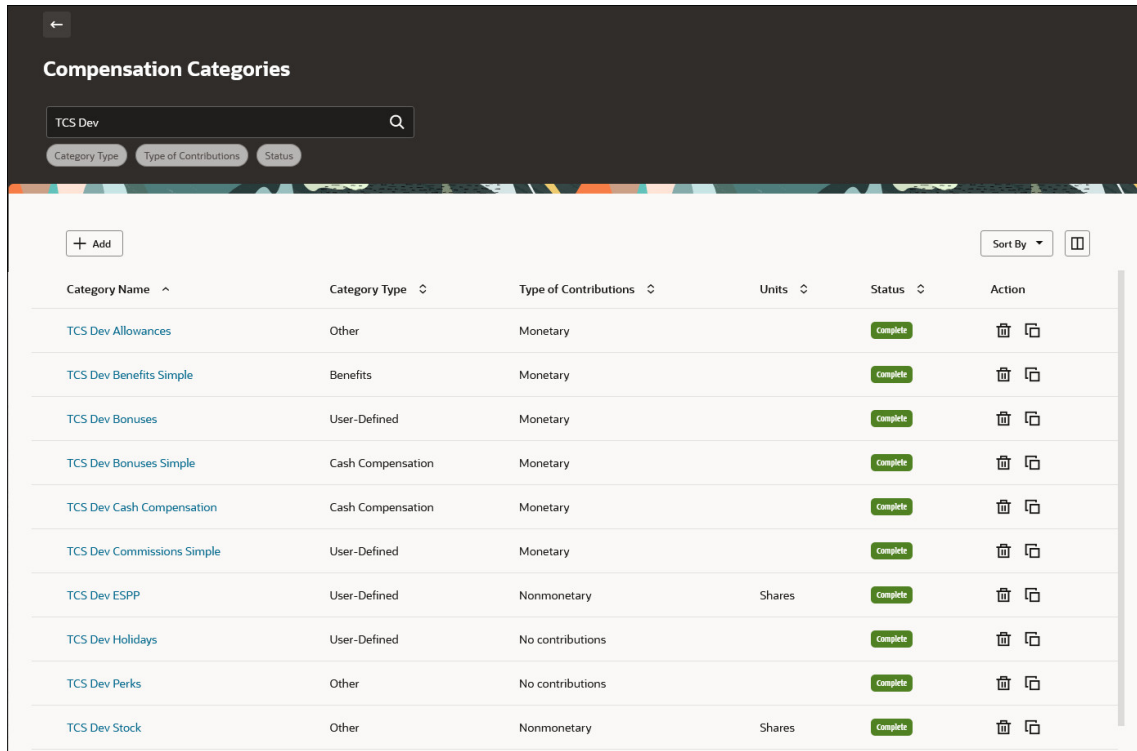


**Business Benefit:**  
This feature allows for an updated look of the Active Plan Search page.

# REDWOOD EXPERIENCE FOR TOTAL COMPENSATION CATEGORIES

## Details:

The new Compensation Categories page has been recreated in the Redwood Toolset Visual Builder Studio (VBS). By default, the page is turned on, but it can be disabled using a profile option.



Category Name	Category Type	Type of Contributions	Units	Status	Action
TCS Dev Allowances	Other	Monetary		Complete	🗑️ 📄
TCS Dev Benefits Simple	Benefits	Monetary		Complete	🗑️ 📄
TCS Dev Bonuses	User-Defined	Monetary		Complete	🗑️ 📄
TCS Dev Bonuses Simple	Cash Compensation	Monetary		Complete	🗑️ 📄
TCS Dev Cash Compensation	Cash Compensation	Monetary		Complete	🗑️ 📄
TCS Dev Commissions Simple	User-Defined	Monetary		Complete	🗑️ 📄
TCS Dev ESPP	User-Defined	Nonmonetary	Shares	Complete	🗑️ 📄
TCS Dev Holidays	User-Defined	No contributions		Complete	🗑️ 📄
TCS Dev Perks	Other	No contributions		Complete	🗑️ 📄
TCS Dev Stock	Other	Nonmonetary	Shares	Complete	🗑️ 📄

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES



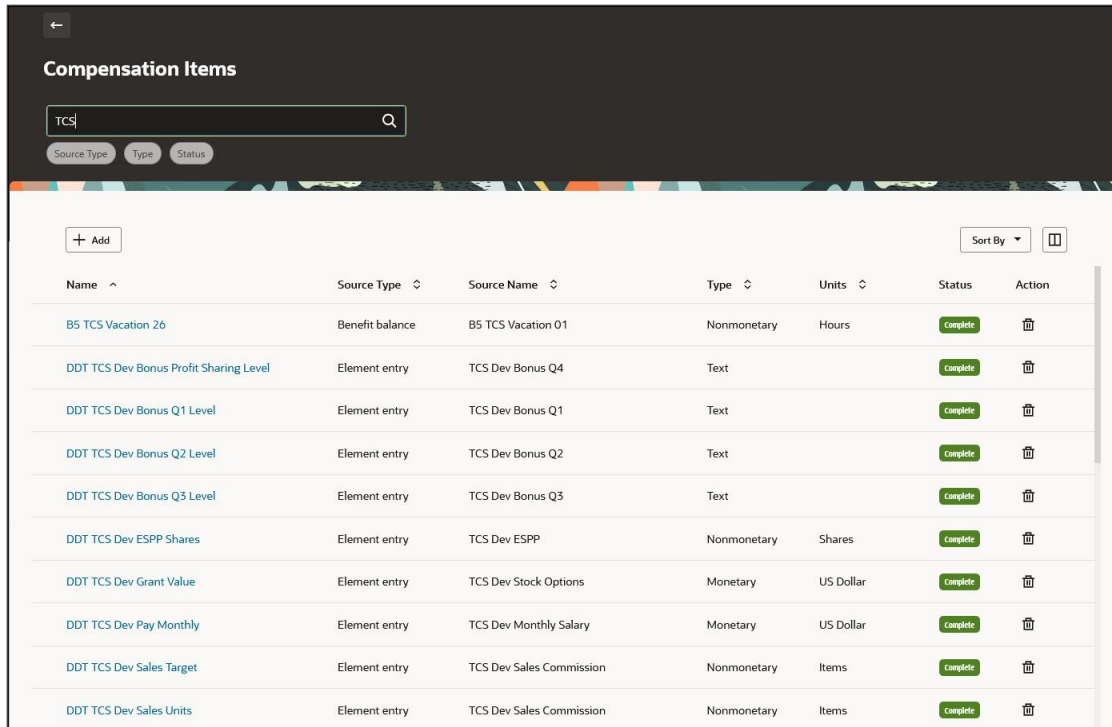
### Business Benefit:

The new Compensation Categories page developed using the Redwood tool set lets you experience Redwood’s high-fidelity interactions.

# REDWOOD EXPERIENCE FOR TOTAL COMPENSATION ITEMS

## Details:

The new Compensation Items page has been recreated in the Redwood Toolset Visual Builder Studio (VBS). By default, the page is turned on, but it can be disabled using a profile option.



Name	Source Type	Source Name	Type	Units	Status	Action
B5 TCS Vacation 26	Benefit balance	B5 TCS Vacation 01	Nonmonetary	Hours	Complete	
DDT TCS Dev Bonus Profit Sharing Level	Element entry	TCS Dev Bonus Q4	Text		Complete	
DDT TCS Dev Bonus Q1 Level	Element entry	TCS Dev Bonus Q1	Text		Complete	
DDT TCS Dev Bonus Q2 Level	Element entry	TCS Dev Bonus Q2	Text		Complete	
DDT TCS Dev Bonus Q3 Level	Element entry	TCS Dev Bonus Q3	Text		Complete	
DDT TCS Dev ESPP Shares	Element entry	TCS Dev ESPP	Nonmonetary	Shares	Complete	
DDT TCS Dev Grant Value	Element entry	TCS Dev Stock Options	Monetary	US Dollar	Complete	
DDT TCS Dev Pay Monthly	Element entry	TCS Dev Monthly Salary	Monetary	US Dollar	Complete	
DDT TCS Dev Sales Target	Element entry	TCS Dev Sales Commission	Nonmonetary	Items	Complete	
DDT TCS Dev Sales Units	Element entry	TCS Dev Sales Commission	Nonmonetary	Items	Complete	

## Impact Analysis

- Impact Level: LOW
- Need to Enable: YES
- Configuration: YES
- Quick Win: YES

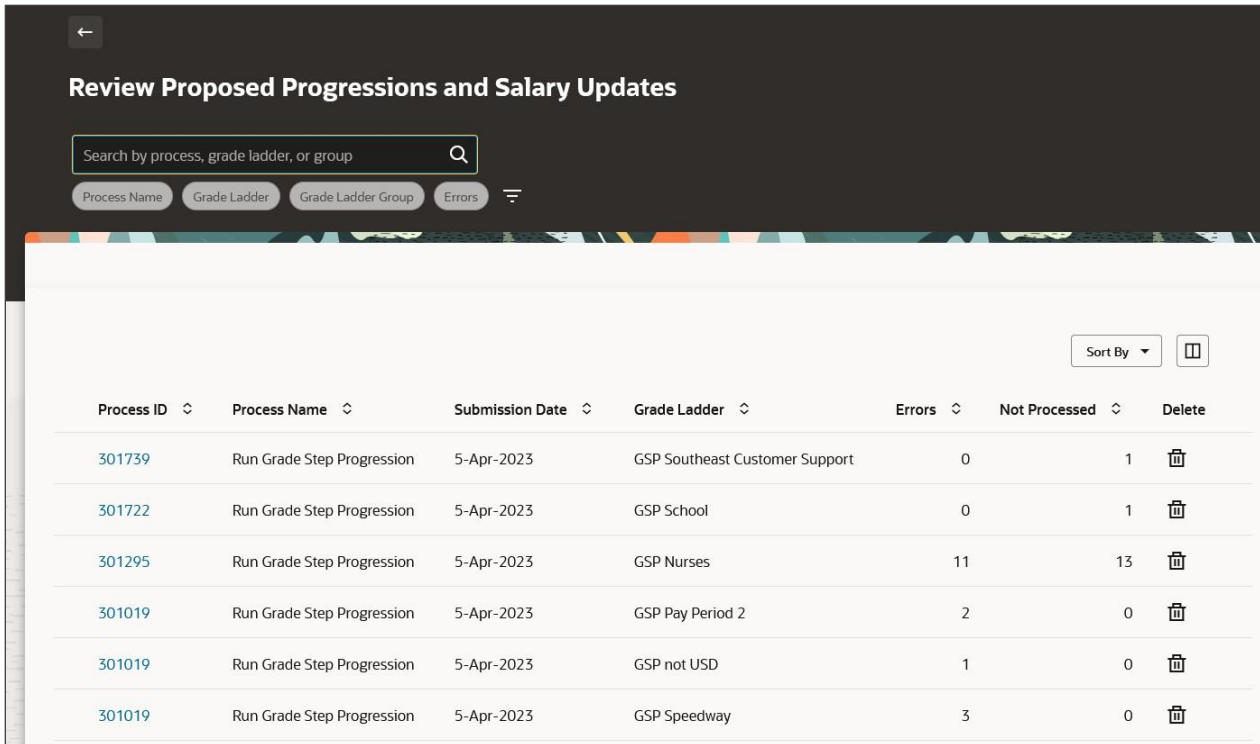


**Business Benefit:**  
This feature allows for an updated look of the Active Plan Search page.

# REDWOOD EXPERIENCE FOR REVIEW PROPOSED PROGRESSIONS AND SALARY UPDATES OVERVIEW PAGE

## Details:

The new Review Proposed Progressions and Salary Update page, which is built using the Redwood toolkit and is available when the Redwood experience is enabled, features enhanced options for filtering and sorting. The results are sorted with the most recently submitted processes at the top.



Process ID	Process Name	Submission Date	Grade Ladder	Errors	Not Processed	Delete
301739	Run Grade Step Progression	5-Apr-2023	GSP Southeast Customer Support	0	1	
301722	Run Grade Step Progression	5-Apr-2023	GSP School	0	1	
301295	Run Grade Step Progression	5-Apr-2023	GSP Nurses	11	13	
301019	Run Grade Step Progression	5-Apr-2023	GSP Pay Period 2	2	0	
301019	Run Grade Step Progression	5-Apr-2023	GSP not USD	1	0	
301019	Run Grade Step Progression	5-Apr-2023	GSP Speedway	3	0	

## Impact Analysis

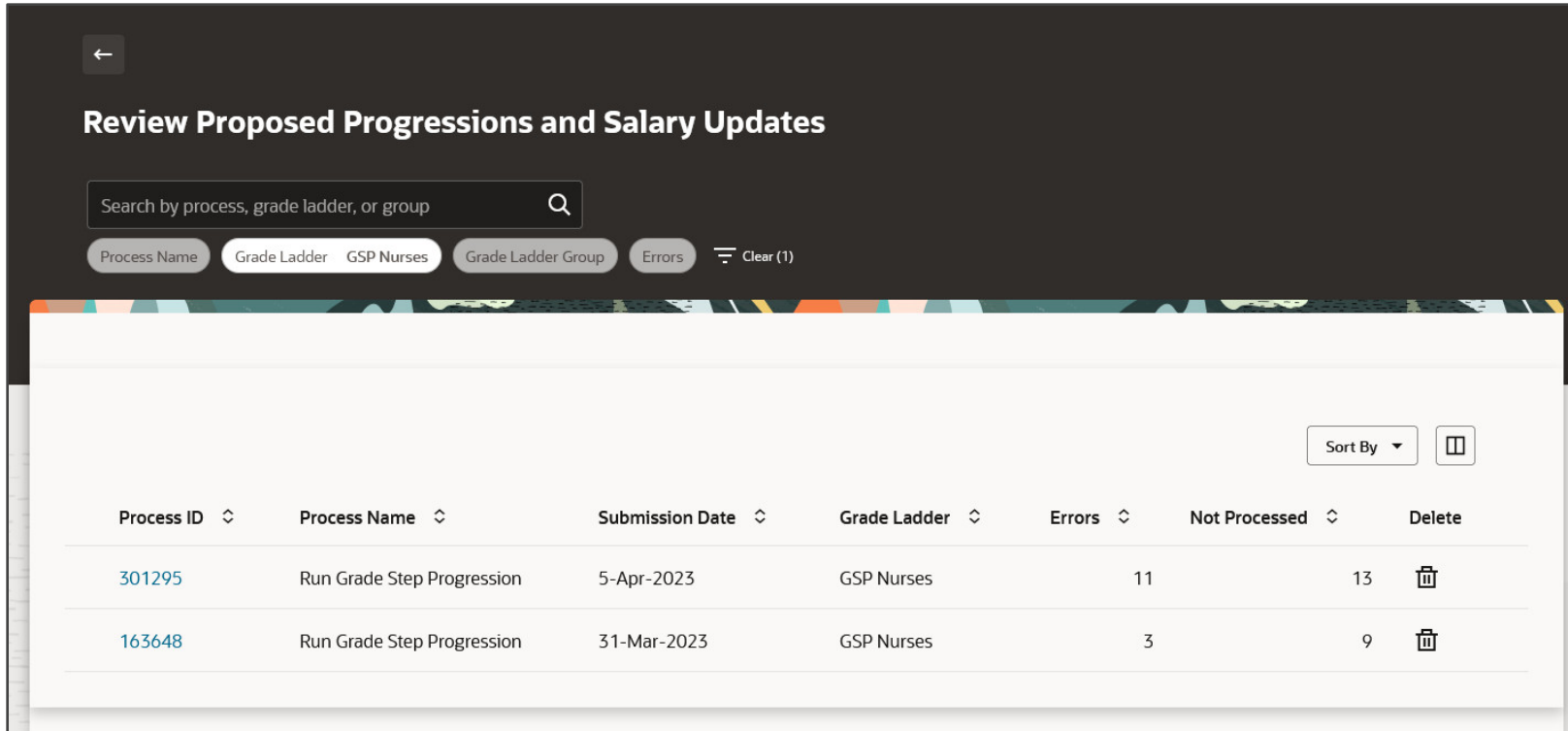
Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES



**Business Benefit:**  
With this new page you can find results more easily.

# REDWOOD EXPERIENCE FOR REVIEW PROPOSED PROGRESSIONS AND SALARY UPDATES OVERVIEW PAGE

To narrow down the results, filter by Process Name, Grade Ladder, Grade Ladder Group, and Error Count. In this example, the results are filtered on the GSP Nurses grade ladder.



The screenshot shows a web interface titled "Review Proposed Progressions and Salary Updates". At the top, there is a search bar with the placeholder text "Search by process, grade ladder, or group". Below the search bar are several filter buttons: "Process Name", "Grade Ladder", "GSP Nurses", "Grade Ladder Group", and "Errors". A "Clear (1)" button is also present. The main content area displays a table with the following data:

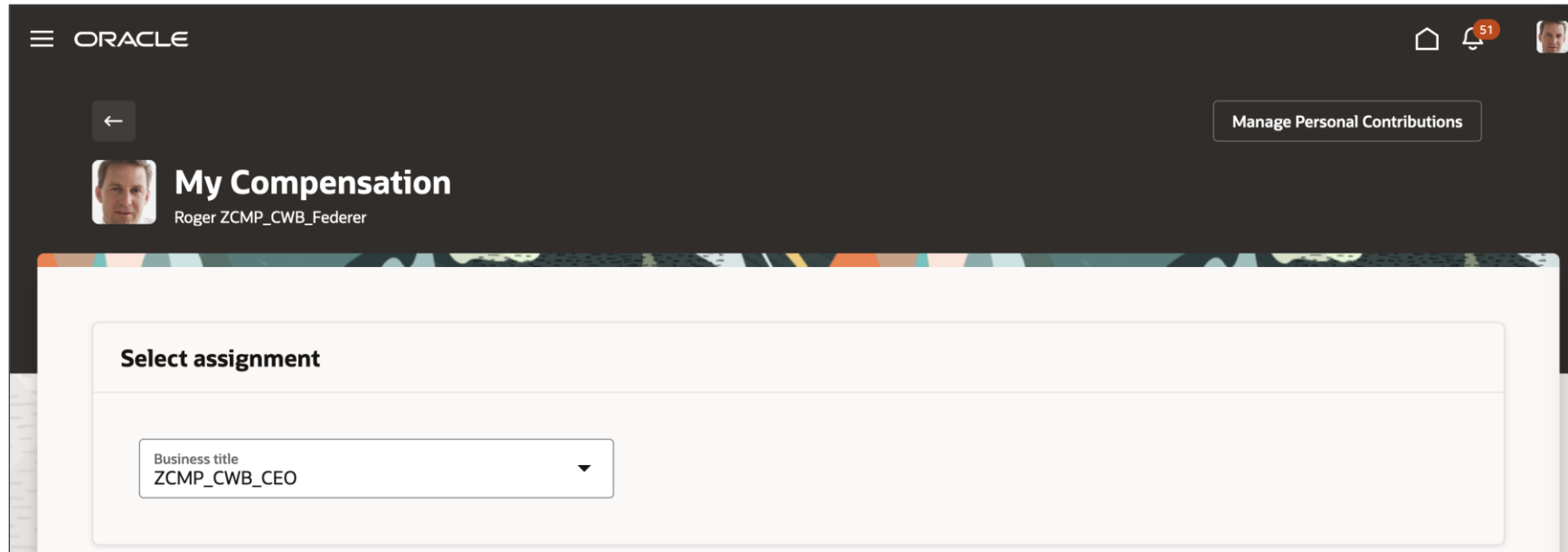
Process ID	Process Name	Submission Date	Grade Ladder	Errors	Not Processed	Delete
301295	Run Grade Step Progression	5-Apr-2023	GSP Nurses	11	13	
163648	Run Grade Step Progression	31-Mar-2023	GSP Nurses	3	9	

**Review Proposed Progressions and Salary Updates Overview Page Filtered on Grade Ladder**

# REDWOOD EXPERIENCE FOR MY COMPENSATION

## Details:

The My Compensation page, re-created with the Redwood toolkit, can now be used by people when the Redwood experience is enabled.



## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES



**Business Benefit:**  
With this re-created page, you're continuing your journey into Oracle Redwood solutions.

# REDWOOD EXPERIENCE FOR MY COMPENSATION

## Current salary

Salary <b>234,623.000000 USD Annually</b>	Adjustment <b>+2,323.000000 USD ( +1.00% )</b>	
Effective Period 1-1-2012 - Ongoing	Salary Basis ZCMP US STD Salary Annually	Annual Salary 234,700.000000 USD (FTE 1)
Action Salary Change	Legal Employer GBI HCM Technology USA	Grade ZCMP M4

[Hide current salary details](#)

**232,300.00 USD Annually**  
1-1-2011 - 12-31-2011

Action Salary Change	Legal Employer GBI HCM Technology USA
-------------------------	--

**230,000.00 USD Annually**  
1-1-2010 - 12-31-2010

Action Salary Change	Legal Employer GBI HCM Technology USA
-------------------------	--

## Additional compensation

### ZCMP Spot Bonus Plan

Spot Bonus 5-2-2023			
Legal Employer GBI HCM Technology USA	Amount 4800 USD		Processing Type Once

### ZCMP US SUP Car Allowance

Car Allowance Premium 4-1-2020 - Ongoing			
Legal Employer GBI HCM Technology USA	Amount 1200 USD		Processing Type Recurring
Amount 1200	Periodicity Periodically		

[Hide prior compensation](#)

### ZCMP Spot Bonus Plan

Spot Bonus 3-11-2023			
Legal Employer GBI HCM Technology USA	Amount 500 USD		Processing Type Once



# REDWOOD EXPERIENCE FOR MY COMPENSATION

## Personal contribution

### ▲ Pending Approval

Approval in progress.

### Oracle Volunteering

One Time Contribution  
8-31-2023

Legal Employer  
GBI HCM Technology USA

Amount  
500 USD

Processing Type  
Once

Amount  
500

Periodicity  
Periodically

### Oracle Volunteering

Recurring Contribution  
1-1-2023 - Ongoing

Legal Employer  
GBI HCM Technology USA

Amount  
150 USD

Processing Type  
Recurring

[Hide previous contributions](#)

### Superannuation Fund (Documents Required)

Scheme III  
3-29-2023

Legal Employer  
GBI HCM Technology USA

Value  
47

Processing Type  
Once

## Recurring and one-time payments

### ZTCS\_Housing Allowance

4-1-2021 - Ongoing

Amount  
2600 USD

Processing Type  
Recurring

State  
IL

County  
Dupage

City  
Naperville

Pay Value

Amount  
2600

Periodicity  
Calendar Month

Hours Worked

### ZTCS\_Award

12-8-2022

Amount  
5800 USD

Processing Type  
Once

## REDWOOD EXPERIENCE FOR MY COMPENSATION

### Total shares summary

Total Shares **200**      Vested Shares **25**      Unvested Shares **175**

### Estimate stock value

Calculate Value

Value    Quantity

Grant Type	Grant ID	Estimated Price	Vested Shares	Unvested Shares	Total
RSP	3122	90 USD	2250 USD	6750 USD	9000 USD
NQ	121212	90 USD	0 USD	4000 USD	4000 USD
<b>Total</b>			<b>2250 USD</b>	<b>10750 USD</b>	<b>13000 USD</b>

### Share details

All    DIS    ISR    ISO    NSR    NQ    RSP

#### Granted on: 2022-03-01 Restricted stock plan

Original Shares Granted	Grant Name FY2022	Legal Employer GBI HCM Technology USA
Grant ID 3122	Unvested Shares 75	Expiration Date
Trading Symbol ORCL	Vested Shares 25	Class Type
Original Grant Price 45	Exercisable Shares	Other Information
Original Grant Value 4500	Canceled Shares	

#### Granted on: 2023-01-01 Nonqualified stock option

Original Shares Granted	Grant Name FY2023	Legal Employer GBI HCM Technology USA
-------------------------	----------------------	--

# REDWOOD EXPERIENCE FOR MY COMPENSATION

## Redwood My Compensation Page with All the Sections

**My Compensation**  
Roger ZCMP\_CWB\_Federer

**Select assignment**


Business title  
ZCMP\_CWB\_CEO

- ZCMP\_CWB\_CEO  
E100000016858735  
GBI HCM Technology USA  
Employee  
Active - Payroll Eligible
- ZCMP\_CWB\_CEO-2  
E100000016858735-3  
GBI HCM Technology USA  
Employee  
Active - Payroll Eligible
- ZCMP\_CWB\_CEO-3  
E100000016858735-2  
GBI HCM Technology USA  
Employee  
Active - Payroll Eligible

Assignment	323.000000 USD ( +1.00% )
Pay Basis	MP US STD Salary Annually
Annual Salary	234,700.000000 USD (FTE 1)
Employer	GBI HCM Technology USA
Grade	ZCMP M4

# REDWOOD EXPERIENCE FOR MY COMPENSATION

## Switch Among Assignments and Global Transfer Sort of Assignments Using the Business Title Switcher


Salary Details  
Roger ZCMP\_CWB\_Federer

Start Date  
1-1-2012 ZCMP\_CWB\_CEO

<span style="font-size: 0.8em;">Salary</span> <b>234,623.000000 USD Annually</b>	<span style="font-size: 0.8em;">Adjustment</span> <b>+2,323.000000 USD ( +1.00% )</b>	
<span style="font-size: 0.8em;">Effective Period</span> 1-1-2012 - Ongoing	<span style="font-size: 0.8em;">Salary Basis</span> ZCMP US STD Salary Annually	<span style="font-size: 0.8em;">Annual Salary</span> 234,700.000000 USD (FTE 1)
<span style="font-size: 0.8em;">Action</span> Salary Change	<span style="font-size: 0.8em;">Legal Employer</span> GBI HCM Technology USA	<span style="font-size: 0.8em;">Grade</span> ZCMP M4

### Document Records

---

**Compensation Notification**  
Salary Increase Notification

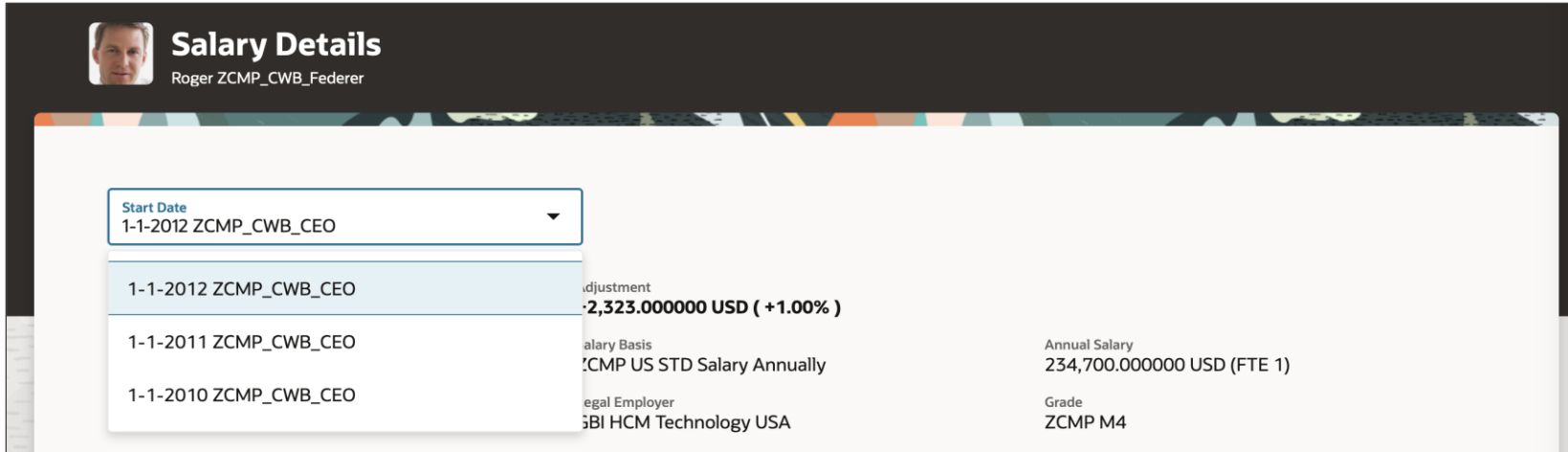
From Date  
1-1-2012

Last Updated Date  
 3-29-2023 10:36 PM

Attachments  
 1

# REDWOOD EXPERIENCE FOR MY COMPENSATION

## Salary Details Page

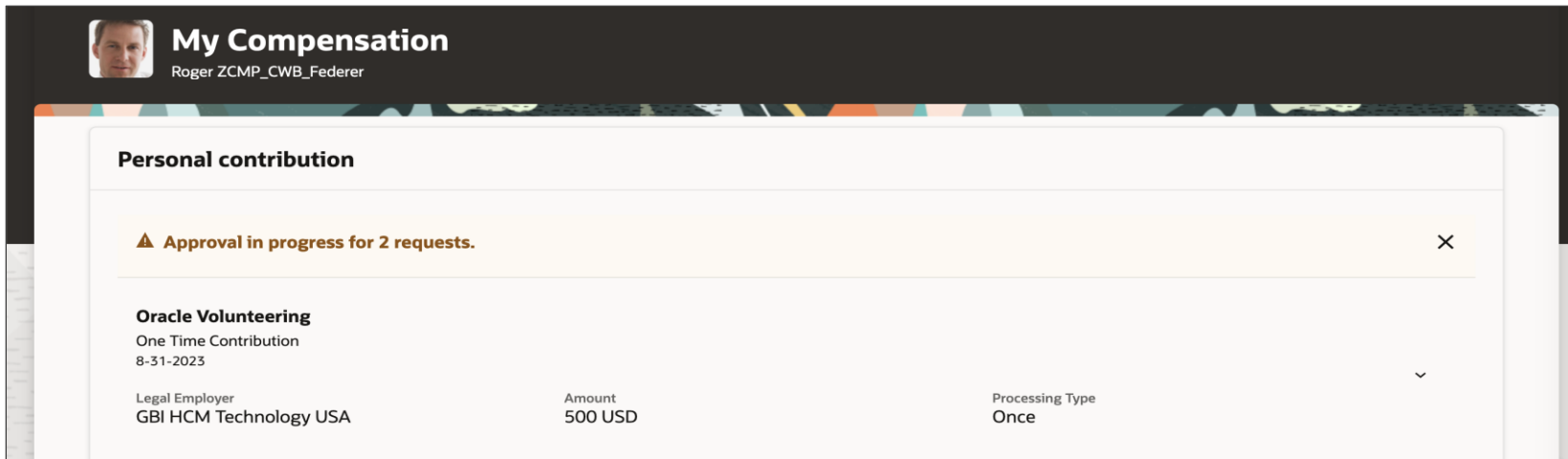


**Salary Details**  
Roger ZCMP\_CWB\_Federer

Start Date: 1-1-2012 ZCMP\_CWB\_CEO

1-1-2012 ZCMP_CWB_CEO	Salary Adjustment	2,323.000000 USD ( +1.00% )
1-1-2011 ZCMP_CWB_CEO	Salary Basis	ZCMP US STD Salary Annually
1-1-2010 ZCMP_CWB_CEO	Annual Salary	234,700.000000 USD (FTE 1)
	Legal Employer	GBI HCM Technology USA
	Grade	ZCMP M4

## Switch Among Salaries of the Assignment and Global Transfer Sort of Assignments Using the Start Date Switcher



**My Compensation**  
Roger ZCMP\_CWB\_Federer

**Personal contribution**

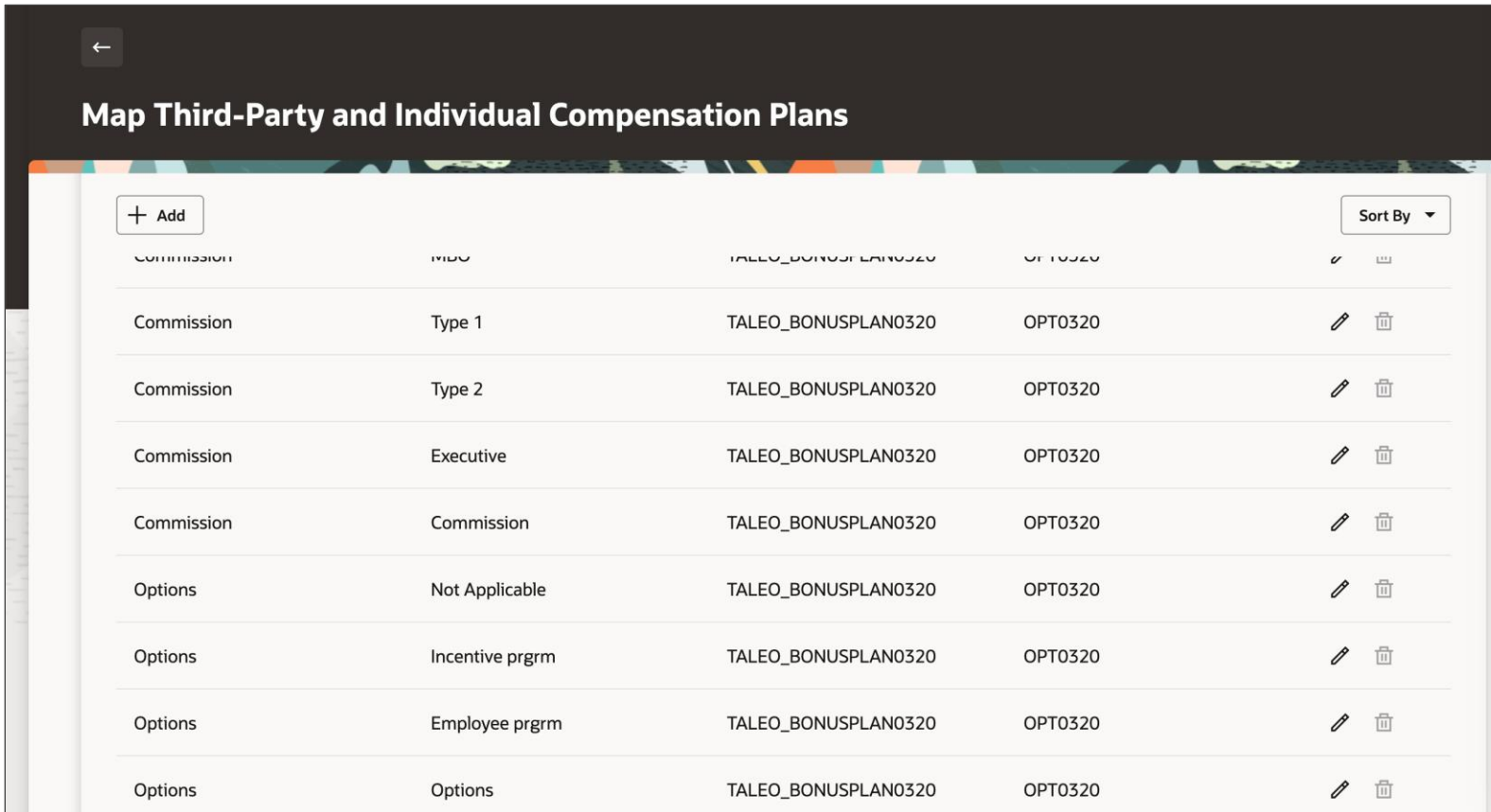
▲ Approval in progress for 2 requests.

<b>Oracle Volunteering</b>	Amount	Processing Type
One Time Contribution	500 USD	Once
8-31-2023		
Legal Employer		
GBI HCM Technology USA		

# REDWOOD EXPERIENCE FOR MAP THIRD-PARTY PLANS

## Details:

We can now let Compensation Admins use the Map Third-Party and Individual Compensation Plans page re-created with the Redwood toolkit, when we enable the Redwood experience.



Map Third-Party and Individual Compensation Plans			
Commission	Type	TALEO_BONUSPLAN0320	OPT0320
Commission	Type 1	TALEO_BONUSPLAN0320	OPT0320
Commission	Type 2	TALEO_BONUSPLAN0320	OPT0320
Commission	Executive	TALEO_BONUSPLAN0320	OPT0320
Commission	Commission	TALEO_BONUSPLAN0320	OPT0320
Options	Not Applicable	TALEO_BONUSPLAN0320	OPT0320
Options	Incentive prgrm	TALEO_BONUSPLAN0320	OPT0320
Options	Employee prgrm	TALEO_BONUSPLAN0320	OPT0320
Options	Options	TALEO_BONUSPLAN0320	OPT0320

### Impact Analysis

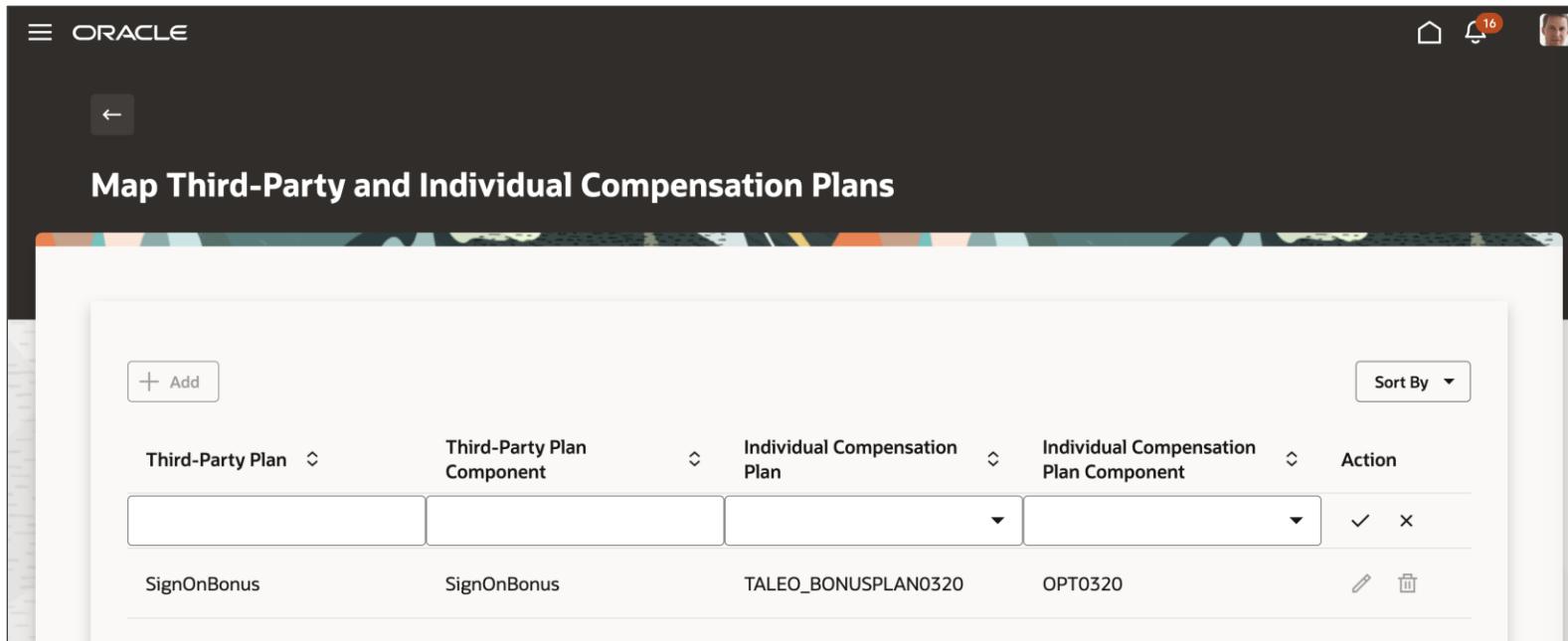
- Impact Level: **LOW**
- Need to Enable: **YES**
- Configuration: **YES**
- Quick Win: **YES**



**Business Benefit:**  
With this re-created page, you're continuing your journey into Oracle Redwood solutions.

# REDWOOD EXPERIENCE FOR MAP THIRD-PARTY PLANS

Map Third-Party and Individual Compensation Plans Page Listing the Configured Mappings Between Third-Party and Individual Compensation Plans



ORACLE

Map Third-Party and Individual Compensation Plans

+ Add Sort By ▾

Third-Party Plan	Third-Party Plan Component	Individual Compensation Plan	Individual Compensation Plan Component	Action
		▼	▼	✓ ×
SignOnBonus	SignOnBonus	TALEO_BONUSPLAN0320	OPT0320	✎ 🗑️

# REDWOOD EXPERIENCE FOR MAP THIRD-PARTY PLANS

Map Third-Party and Individual Compensation Plans Page Listing the Configured Mappings Between Third-Party and Individual Compensation Plans

←

## Map Third-Party and Individual Compensation Plans

+ Add
Sort By ▾

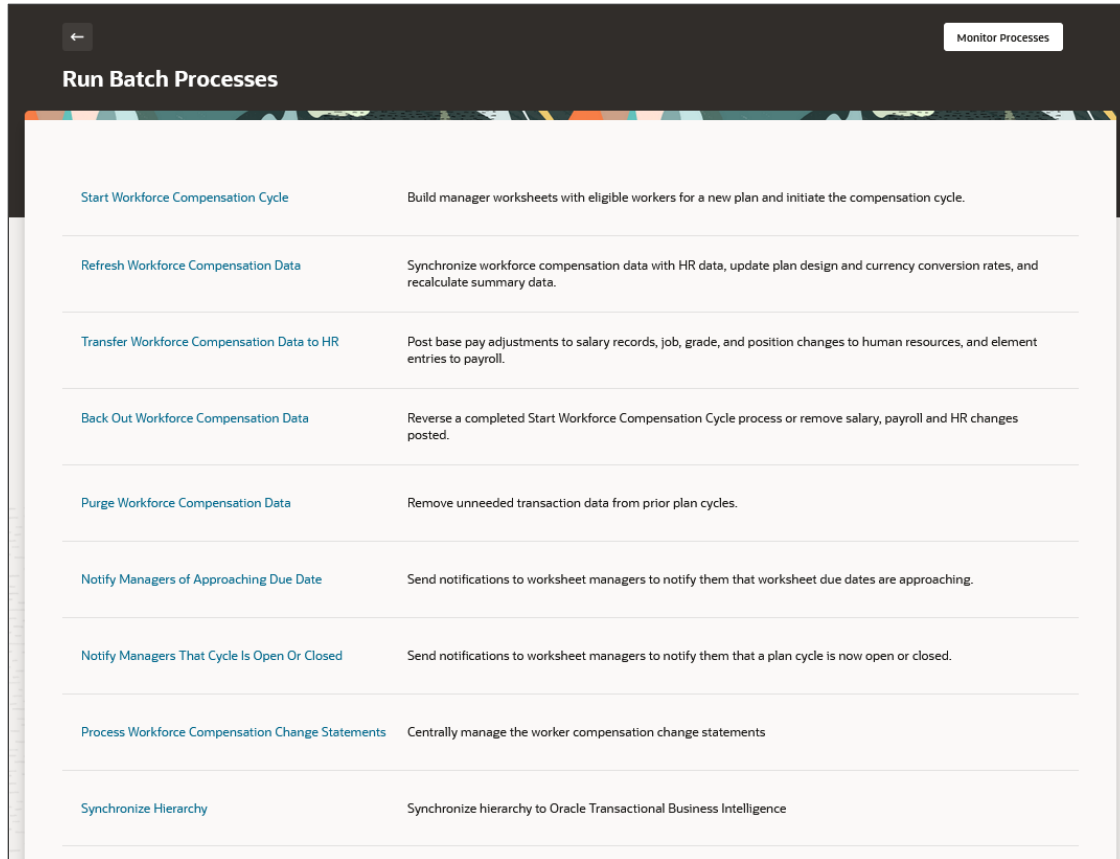
Commission	MBO	TALEO_BONUSPLAN0320	OPT0320	✎ 🗑
Commission	Type 1	TALEO_BONUSPLAN0320 ▾	OPT0320 ▾	✓ ✕
Commission	Type 2	TALEO_BONUSPLAN0320	OPT0320	✎ 🗑



# REDWOOD EXPERIENCE FOR RUN BATCH PROCESSES

## Details:

The new Run Batch Processes page, re-created in the Redwood toolset Visual Builder Studio, is now accessible by default, but it can be disabled using a profile option.



Process Name	Description
Start Workforce Compensation Cycle	Build manager worksheets with eligible workers for a new plan and initiate the compensation cycle.
Refresh Workforce Compensation Data	Synchronize workforce compensation data with HR data, update plan design and currency conversion rates, and recalculate summary data.
Transfer Workforce Compensation Data to HR	Post base pay adjustments to salary records, job, grade, and position changes to human resources, and element entries to payroll.
Back Out Workforce Compensation Data	Reverse a completed Start Workforce Compensation Cycle process or remove salary, payroll and HR changes posted.
Purge Workforce Compensation Data	Remove unneeded transaction data from prior plan cycles.
Notify Managers of Approaching Due Date	Send notifications to worksheet managers to notify them that worksheet due dates are approaching.
Notify Managers That Cycle Is Open Or Closed	Send notifications to worksheet managers to notify them that a plan cycle is now open or closed.
Process Workforce Compensation Change Statements	Centrally manage the worker compensation change statements
Synchronize Hierarchy	Synchronize hierarchy to Oracle Transactional Business Intelligence

## Impact Analysis


Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES



### Business Benefit:

This feature allows for an updated look of the Run Batch Processes page.

Mastek<sup>TM</sup>  
Trust. Value. Velocity

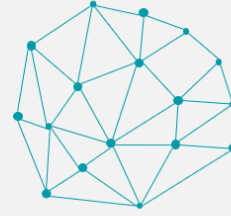


**NEW FEATURES**

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**QUICK WIN - DEFAULT WITH NO CONFIGURATION**

Mastek<sup>TM</sup>  
Trust. Value. Velocity



**NEW FEATURES**

---

**QUICK WINS - DEFAULT WITH CONFIGURATION**

Mastek<sup>TM</sup>  
Trust. Value. Velocity



**NEW FEATURES**

---

**OPT INS - WITH CONFIGURATION**

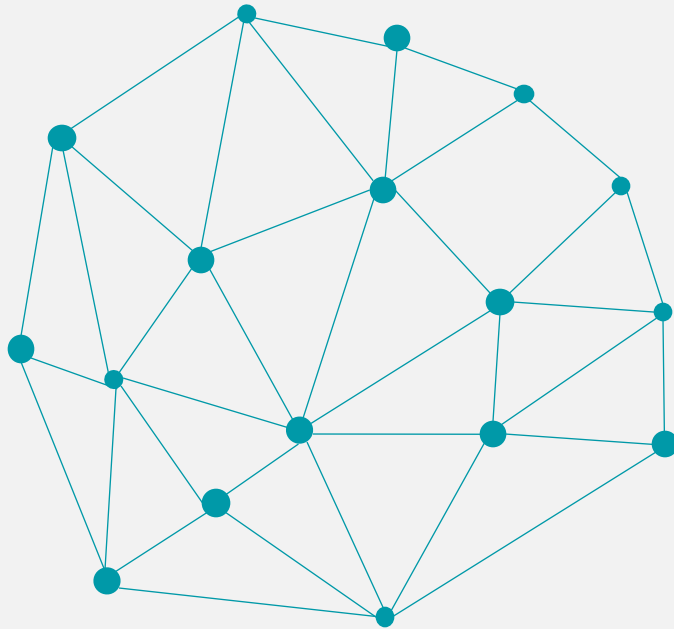
Mastek<sup>TM</sup>  
Trust. Value. Velocity



**NEW FEATURES**

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**REPORTING**



## NEW FEATURES

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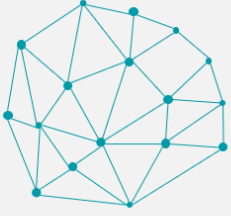

**OPT INS - WITH CONFIGURATION**



**NEW FEATURES**

---

**QUICK WIN - DEFAULT WITH NO CONFIGURATION**



**NEW FEATURES**

---

**QUICK WINS - DEFAULT WITH CONFIGURATION**



**NEW FEATURES**

---

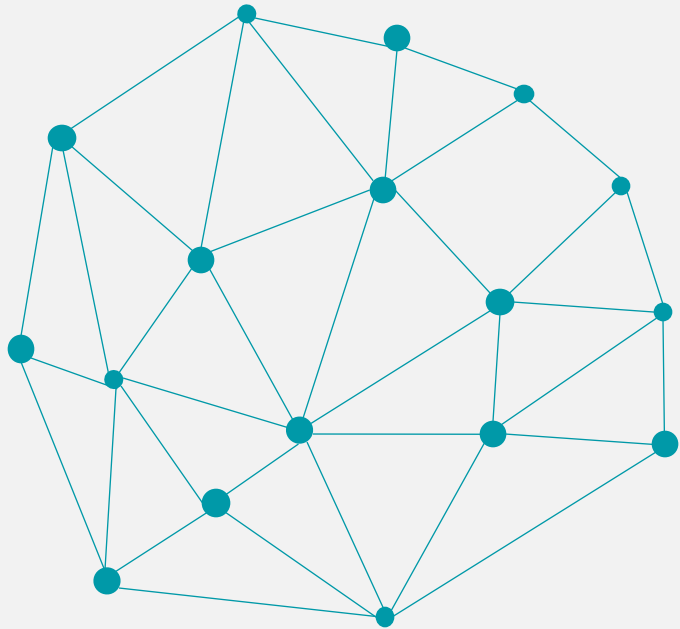
**OPT INS - WITH CONFIGURATION**



**NEW FEATURES**

---

**REPORTING**



**NEW FEATURES**

---

**REPORTING**

# DEPENDENT ORIGINAL COVERAGE START DATE IN BENEFITS ENROLLMENT SUBJECT AREA

## Details:

A new attribute, Dependent Original Plan Coverage Start Date, has been added to the Dependent Information dimension in Benefits Enrollment Real Time.

With the addition of this attribute, reporting on dependent information will be further enhanced, providing more comprehensive and detailed insights into the dependent's plan coverage start date.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**



## Business Benefit:

This feature enhance the reporting on dependent information.

# NEW SUBJECT AREA - COMPENSATION - WORKFORCE ASSIGNMENT SALARY HISTORY REAL TIME

## Details:

The new subject area, Compensation - Workforce Assignment Salary History Real Time, allows reporting on the assignment event details and salary history details of the workers. Additionally, grade rate details, including grade ladder and other rate information, can also be reported on.

This enhancement integrates all the details from Workforce Management - Worker Assignment Event Real Time and Compensation - Salary History Details Real Time into a single subject area, eliminating the need for a cross-subject-area query to fetch the relevant details related to worker assignment events and salary history details.

Impact Analysis	
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES



## Business Benefit:

This feature combines two subject areas and eliminate the need for cross subject to fetch the relevant details.

# NEW SUBJECT AREA - COMPENSATION - WORKFORCE ASSIGNMENT SALARY REAL TIME

## Details:

The new subject area, Compensation - Workforce Assignment Salary History Real Time, allows reporting on the assignment event details and salary history details of the workers. Additionally, grade rate details, including grade ladder and other rate information, can also be reported on.

This subject area is secured by the following duty roles that are inherited by the job roles specified in the table below.

Duty Role	Job Role	Comments
FBI_WORKFORCE_ASSIGNMENT_SALARY_TRANSACTION_ANALYSIS_DUTY	<ul style="list-style-type: none"> <li>•ORA_CMP_COMPENSATION_MANAGER_JOB</li> <li>•ORA_CMP_COMPENSATION_ANALYST_JOB</li> <li>•ORA_PER_LINE_MANAGER_ABSTRACT</li> <li>•ORA_PER_HUMAN_RESOURCE_ANALYST_JOB</li> </ul>	This duty role provides access to the subject area
ORA_FBI_WORKFORCE_ASSIGNMENT_SALARY_TRANSACTION_ANALYSIS_DUTY_HCM		This duty role provides the data security

Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES



**Business Benefit:**  
 This feature combines two subject areas and eliminates the need for cross subject to fetch the relevant details.



A modern office meeting scene. A man in a dark sweater stands on the right, gesturing towards a whiteboard filled with diagrams. Five people are seated around a wooden table on the left, listening attentively. The room has large glass windows and a contemporary aesthetic. The text 'Closing Q&A' is overlaid in the center in a large, white, sans-serif font.

# Closing Q&A



# CLOSING NOTE

1. What happens next?
  1. Presentation
  2. Session Recording
2. Speak with your CES Support Manager or CES Service Manager
  1. for additional services around quarterly updates
  2. Learn more about Innovation
3. Next Sessions ?

Finance	 18-Jul-2023	 60 minutes
	 3:00 PM GMT   4:00 PM CEST   10:00 AM EST	
SCM (Procurement & Advanced Procurement)	 18-Jul-2023	 60 minutes
	 4:30 PM GMT   5:30 PM CEST   11:30 AM EST	
Talent Management	 19-Jul-2023	 60 minutes
	 3:00 PM GMT   4:00 PM CEST   10:00 AM EST	
HR Helpdesk and ORC	 20-Jul-2023	 60 minutes
	 3:00 PM GMT   4:00 PM CEST   10:00 AM EST	
SCM (Inventory & Order Management)	 20-July-2023	 60 minutes
	 4:30 PM GMT   5:30 PM CEST   11:30 AM EST	

**MASTEK**  
is here to  
help you!



**THANK YOU**

