

## Stories of Digital Transformation

### Summary

Drivestream worked with a commercial construction company to modernize their HR function. Prior to this project, the customer was on an end of life, on-premises solution while relying on multiple 3<sup>rd</sup> party benefits vendors.

Drivestream transformed and modernized their HR operations, enabling them to standardize their business processes, reduce administration burdens, lower infrastructure costs, and directly integrate to 3<sup>rd</sup> party benefits vendors.

### About

The client is a \$1.4 billion enterprise with 2,000 employees. The client is in commercial construction and is a general contractor, performing work in Transportation, Industrial and Building markets.

### Challenges & Objectives

- Transform HR & benefits operations into modern cloud application
- Benefits administered by third parties resulting in minimal control and visibility
- Data was distributed across the various legacy HR systems and multiple benefits vendors
- Lack of visibility into the data made it difficult to devise and execute employee benefits strategy
- Complex labor laws made it extremely challenging to administer using legacy systems

### Benefits Achieved

- HR and Benefits system delivered thru one integrated system
- Transformed business operations resulting in seamless end to end processes
- Executed direct integration to the 3<sup>rd</sup> party benefits vendors
- Simplified design resulted in faster user adoption
- Implementation design planned for future growth
- Single sign-on across all modules
- 100% HR data converted on time for open enrollment

### Results

- Transformation from scattered, outdated applications into unified modern Oracle Cloud HCM
- Time sensitive benefits rollout completed on time for open enrollment with 100% success rate
- Achieved high End User adoption. 35% of employees performed benefits enrollments in the first week of open enrollment
- On demand report generation provides transparency to leadership to support timely decision making

#### Products:

Cloud HCM  
Global HR  
US Payroll  
Workforce Compensation  
Benefits Administration  
Absence Management

#### Legacy Platform:

Deltek HR & Talent Management  
3<sup>rd</sup> party benefits administration