



Finit Solutions Implements Complex Oracle Hyperion Financial Data Quality Management (FDM) Solutions at a Fortune 500 Advertising Company

Oracle Products Implemented

Hyperion Financial Data Quality Management (FDM)

Highlighted Solutions

FDM Human Resources Solution

The Client's Goals

As one of the world's top corporate media services conglomerates, the company's HR department is responsible for validating and consolidating over 50,000 employee benefit records from more than 200 agencies every week. When their in-house solution to handle this process couldn't keep up, they decided to utilize FDM. Finit helped the client utilize FDM's robust dimensionality and created customized validations, and now the company is processing their benefits information in minutes instead of days. Goals for the project included:

- To build a solution that could collect, validate and consolidate the weekly HR data.
- To maintain tight data validation and process controls.
- To develop an extremely secure system, due to the sensitive nature of the HR data being loaded.
- To develop consistent reporting of the HR data across all agencies.
- To be able to easily track which users had submitted data and passed all validation checks during the process.
- To provide flexibility to accommodate changes in SEC requirements.

"Finit Solutions has always been very professional, and their work product always exceeds my expectation. Being a former consultant, I appreciate their customer focus as well as their overall execution and follow through. Finit connects with their customer and helps their customer meet their expected goals. Simply, Finit's outstanding product knowledge allows their customers to achieve their expected goals. They are a "throw-back" to what true client service is all about."

Allen Flissle, VP of Financial Systems, Omnicom Group



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Our Solution

The client's finance team had prior experience with Oracle Hyperion FDM, since they use it during their monthly Financial Consolidation to load data to Hyperion Enterprise and Hyperion Financial Management. Given FDM's ease of use and standard transformation and validation functionality, when the Financial Systems Manager heard that the HR team was looking for a data validation tool, he recommended they consider FDM. Finit Solutions helped develop a proof of concept application and the subsequent HR solution.

Out of the box, FDM is capable of importing and validating data, but by extending that inherent functionality, Finit took the client's application to the next level. The end result was a data warehouse with 56 dimensions of data that were loaded and stored in FDM, including fields like SSN, Name, Home Address, and Salary.

More than 50 custom validations were developed to ensure that data was loaded according to guidelines and to notify users if there were errors. An e-mail alert was added to the system to alert end users of the status of their load and to let them know whether they passed their validations. If they did not pass their validations, they are informed about the number of errors they encountered. An auto reminder was created that sends an email every Wednesday night to those users that have not submitted data for the week.

Each week at the same time, all the submitted HR records are consolidated into one file that is encrypted and FTP'd to the company's benefits provider for processing. Agencies that have not submitted their data have the prior week's submission pulled forward.

More than 20 custom 'Active' reports were created for both administrators and end users to analyze their data. The types of reports created include error listings, critical changes, process monitoring, employee counts, and agency transfers.



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The Client's Benefits

Finit built an FDM application that benefited the company by acting as a single point of entry, validation and storage for the data. There is no need to move data around; it all resides in the same spot that the users load it into. FDM's multi dimensionality allows the client to collect and validate 55 different fields of data. Finit's custom scripts allow the client to perform more than 50 validations of their data to ensure it meets their desired format and specifications. By clicking one button, all data can be consolidated into one file. Finit's custom FDM reports allow users to dig deeper into their data. The sensitive HR data has been secured behind the FDM application so there is no longer a need to email data back and forth.

Finit developed an FDM application that is flexible enough to handle the client's specific demands. The application is also simple enough to learn and maintain that the client can support their own application with limited IT involvement. The application has streamlined the client's data collection process so much that they are able to collect weekly data in a matter of minutes rather than days.

Efficient Delivery of Effective Solutions

Finit Solutions specializes in the design and implementation of Oracle Hyperion Enterprise Performance Management Solutions. From upgrades to designs to full implementations, Finit consultants apply their expertise in Hyperion Financial Management (HFM), Hyperion Financial Data Quality Management (FDM), Hyperion Enterprise, Hyperion Essbase, and Hyperion Planning to deliver concrete, effective solutions to meet your Finance IT needs.

Finit's approach on every project is to ensure that we exceed our clients' expectations, and we are proud to say that 100% of our clients serve as references. We pride ourselves on recognizing that each of our clients has unique goals, issues, and constraints, and each client deserves a solution that is developed, designed, and executed with that uniqueness in mind. Finit does not apply boilerplate solutions. We work as a team to look out for our clients' best interests and to find the *best* solution for every issue on every project, every time.