



Case Study: Cognizant Digital Systems & Technology

The AICPA enters a new digital era

The AICPA transforms its HR, finance, procurement and other key back-office operations, driving efficiency, improved decision-making, and business agility with Cognizant and Oracle Cloud

For 130 years, the American Institute of Certified Public Accountants (AICPA) has been a staunch advocate and partner to its members in the accounting field, representing their interests in the legislative process and helping to manage the profession's technical and ethical standards. However, in recent years, the AICPA had struggled to obtain accurate and timely information from the outdated and siloed legacy systems that supported its processes across human resources (HR), finance, financial planning and analysis (FP&A) and procurement operations.

At a Glance

The AICPA needed to modernize its operations and processes for HR, procurement and finance. The unified Oracle HCM, ERP and EPM Cloud suite was the clear choice, enabling better access to information and analytics to drive business strategy and flexibility while reducing TCO. Cognizant was chosen for the Oracle implementation.



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On the HR side, recruiting and talent acquisition took too long, especially the onboarding of new hires. In addition, many HR processes were manual and spreadsheet-based, allowing for errors and inefficiency.

Financial processes were also highly manual. The FP&A team spent much of its time tracking, sorting and consolidating excel-based budgets. During the planning cycle, logistics alone tripled the workload. Reporting resembled a data-mining effort as opposed to driving analytic decision-making.

AICPA moves to a unified Oracle Cloud

The AICPA chose Oracle's unified Cloud suite to optimize its operations and transform HR, finance, and procurement processes. To implement the Oracle HCM, ERP and EPM applications, it selected Cognizant recognizing its unique expertise with the Oracle Cloud platform and its extensive experience gained through more than 200 Oracle Cloud projects.

The Oracle Cloud suite offered industry-leading capabilities and greater flexibility with a lower total cost of ownership (TCO).

An accelerated project launch

Cognizant launched the AICPA partnership with a series of workshops, called Accelerate. The goal was to align legacy AICPA processes with the modern best practices delivered by the Oracle Cloud suite. The team defined business and technical requirements and identified pitfalls, helping to shape the final design of the Oracle Cloud applications for the AICPA.

Based on the deliverables produced by the Accelerate workshops, Cognizant was able to create a system design and redefine organizational and work structures. They also identified additional needs in numerous processes, including

Outcomes

- Met project milestones with minimal disruption to AICPA daily operations
- Improved overall HR efficiency with automated, modern processes
- Brought payroll processing in-house, allowing for more control and better reporting capabilities
- Reduced TCO through automated Oracle Cloud release updates
- Integrated Passport data with Oracle HCM Cloud Recruiting and Onboarding

purchasing, financial reporting, budgeting, payroll, HR, and cash-flow management. Cognizant tailored each individual solution to the AICPA's needs and formed an Oracle Cloud end solution across the AICPA HR, finance, FP&A and procurement organizations that works as a unified whole.

A three-phase approach

Cognizant employed a three-phase approach for the Oracle Cloud implementation. The first two phases focused on the implementation of the Oracle HCM Cloud applications suite, rolling them out to three countries.

The third phase focused on the migration from Oracle EBS 11i to Oracle ERP Cloud for financials and procurement, and the new implementation of the Oracle EPM Cloud Planning and Budgeting Cloud Service.

Data-driven and strategic

The unified Oracle Cloud solution, along with Cognizant's approach and experience, has quickly paid dividends. AICPA now follows a more strategic, data-driven approach to its business, leveraging the Oracle Cloud capabilities to innovate and work smarter, while driving down TCO.

As the AICPA's Director of Financial Operations, Elisabeth Pinekenstein, explains:

"The partnership with Cognizant wasn't just a change in the tools we use; it was a transformation of how we think as a business, shifting toward a more strategic, data-driven approach, leveraging the capabilities of Oracle Cloud to innovate and work smarter."

About the AICPA

- Founded in 1887, the AICPA has more than 42,000 members across 145 countries
- AICPA represents the CPA profession, serving as an advocate before legislative bodies, public interest groups and other professional organizations
- The organization develops standards for services provided by CPAs, provides educational guidance materials, develops and grades the Uniform CPA Examination, and monitors and enforces compliance with the profession's technical and ethical standards



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or visit www.cognizant.com/cognizant-digital-systems-technology

About Cognizant

Cognizant (Nasdaq-100: CTSH) is one of the world's leading professional services companies, transforming clients' business, operating and technology models for the digital era. Our unique industry-based, consultative approach helps clients envision, build and run more innovative and efficient businesses. Headquartered in the U.S., Cognizant is ranked 193 on the Fortune 500 and is consistently listed among the most admired companies in the world. Learn how Cognizant helps clients lead with digital at www.cognizant.com or follow us @Cognizant.

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