Enterprises today are facing uncertainty and unprecedented challenges, requiring a new level of agility to adapt quickly to changes in the business environment. Cloud Computing enables you to navigate these situations and avoid the pitfalls of over-investment or under investment in IT. In the past few years cloud adoption saw significant growth and has now become a mainstream technology. With the shift in economic dynamics, CIOs are investing heavily in cloud technologies and expect cloud transformation to lower IT costs and increase efficiencies, while also providing powerful new opportunities to drive business growth.

The cloud market will accelerate faster in 2017 as enterprises around the world look to cloud to power their core business systems in addition to their customer-facing applications.


Fixed Scope Offering for Oracle HCM Cloud

Unleash Your People Power with Cognizant's Oracle HCM Cloud Fixed Scope Offering!

Challenges that Drive HCM Cloud Transformation

<table>
<thead>
<tr>
<th>Comprehensive HR System</th>
<th>Managing Talent</th>
<th>Adopt Leading Global HCM Practices</th>
<th>Monitoring &amp; Reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creating an employee-centric, service-oriented HR organization</td>
<td>Achieve HR excellence by recruiting, developing and retaining the best talent</td>
<td>Eliminate the need for expensive customisations</td>
<td>Global reporting for improved organization-wide decisions on various HR aspects</td>
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<tr>
<td>Streamline &amp; automate various HR processes including recruitment, performance, compensation etc.</td>
<td>Facilitate in determining the key gaps between the talent in place and the talent required to drive business success</td>
<td>Elimination of paper work</td>
<td>Analytical reporting for payroll, leave accrual and headcount gain/loss</td>
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<tr>
<td>Integrated HR system with data integrity across applications such as compensation, payroll &amp; performance to improve user confidence</td>
<td>Help reduce time to hire, productivity time and help build talent intelligence and improve other critical parameters for better ROI</td>
<td>Accessibility of key functionalities from mobile web browsers of mobile Apps</td>
<td>HR Business Intelligence to drive HR Professionals &amp; Operations towards informed decision making</td>
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</tbody>
</table>
Oracle's HCM Cloud - Leverage NextGen Technology

The HCM Cloud Service is a complete suite of applications comprising the Oracle Fusion and Taleo sets of products. These collectively manage the complete human resources and talent management requirements of customers spanning across the entire Hire-to-Retire life cycle across all industry verticals.

Cognizant’s Oracle HCM Cloud Fixed Scope Offerings

In keeping with Cognizant’s commitment to helping customers embrace Oracle HCM Cloud applications effectively, we offer a choice of five Fixed Scope Offerings for Oracle HCM Cloud. These can be deployed easily, quickly and affordably, thereby addressing pain points such as lengthy implementations, organizational distractions, and costly overruns.

The solution packages with their clearly defined scope, implementation timelines, and costs are a winning strategy for customers. Our service offerings follow a rapid implementation approach spanning 20 to 28 weeks for a standard out-of-the-box implementation. Also, our customers may avail of a large bouquet of optional and value added services which are further tailored to their specific requirements for customized deployments.

<table>
<thead>
<tr>
<th>Modules</th>
<th>Executive Package (Duration - 20 Weeks)</th>
<th>Premium Package (Duration - 20 Weeks)</th>
<th>Signature Package (Duration - 28 Weeks)</th>
<th>Taleo Executive Package (Duration - 20 Weeks)</th>
<th>Taleo Signature Package (Duration - 20 Weeks)</th>
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<tbody>
<tr>
<td>Core HR</td>
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<td>Talent Management</td>
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<td>Compensation</td>
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<td>Benefits</td>
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<td>Time &amp; Labour</td>
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<td>Payroll</td>
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<tr>
<td>Taleo Learning</td>
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<tr>
<td>Taleo Recruitment</td>
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</tbody>
</table>

* Complete list of In-Scope/Out-of-Scope items will be provided in an SOW template by Cognizant upon request
Representative Success Story

Oracle HCM Cloud & Taleo Implementation for a Leading Retailer in the Middle East

The customer was keen to deploy a "one company" approach using cloud-based IT systems that enables global people management, consolidated HR system, and data accessibility in real-time. By partnering with Cognizant and implementing Oracle HCM Cloud and Taleo, the customer received a transparent view of their workforce, consolidated and consistent group people data, and greatly improved global reporting capabilities. This is one of the largest rollouts in the Middle East wherein 12 legacy applications were replaced with Oracle HCM Cloud and Taleo as an integrated solution. Gap analysis and new future processes were defined for H2R process flow in Oracle HCM Cloud. This solution is in concurrence with local laws and regulations and will be the basis for efficient talent management.

For more information on Cognizant's Oracle solutions, contact us: OSP_Marketing@cognizant.com

About Cognizant

Cognizant (NASDAQ: CTSH) is a leading provider of information technology, consulting, and business process services, dedicated to helping the world's leading companies build stronger businesses. Headquartered in Teaneck, New Jersey (U.S.), Cognizant combines a passion for client satisfaction, technology innovation, deep industry and business process expertise, and a global, collaborative workforce that embodies the future of work. With over 100 development and delivery centers worldwide and approximately 255,800 employees as of September 30, 2016, Cognizant is a member of the NASDAQ-100, the S&P 500, the Forbes Global 2000, and the Fortune 500 and is ranked among the top performing and fastest growing companies in the world. Visit us online at www.cognizant.com or follow us on Twitter: Cognizant.