ABOUT EMTEC ®

Emtec is the right size provider of technology-empowered business solutions for world-class organizations. Our local offices, highly-skilled associates, and global delivery capabilities ensure the accessibility and scale to align your technology solutions with your business needs. Our collective focus is to continue to build clients for life: long-term enterprise relationships that deliver rapid, meaningful, and lasting business value.

PACKAGED APPLICATION SERVICES

Emtec is a leading implementer of Packaged Applications. We help reduce costs by streamlining processes and providing application package expertise. We partner with our clients to provide subject matter expertise around the entire lifecycle of your application. Our specialty practices include, Microsoft, Oracle, PeopleSoft, Hyperion and SAP.

- ERP

- CRM

- BI

FIRM PROFILE

The Saginaw Chippewa Indian Tribe of Mount Pleasant, Michigan is comprised mainly of the Saginaw, Black River, and Swan Creek Ojibwe bands. The tribe provides a variety of governmental services to its members, the reservation, and surrounding communities. The Saginaw Chippewa Indian Tribe is in Isabella County, Michigan's largest employer, and includes the Soaring Eagle Casinos and Resort, Tribal College, Soaring Eagle Inn and Soaring Eagle Landing Resort.

THE BUSINESS CHALLENGE

Saginaw Chippewa Indian Tribe (SCIT) partnered with Emtec to successfully upgrade the organization's PeopleSoft Human Capital Management (HCM) system from version 8.0 to version 8.9.

By upgrading the system, SCIT ensured that the organization would be strategically positioned for the future while maintaining a best-in-class system to manage its human capital needs. The upgrade included the following modules:

- Core HR

- Payroll for North American

- Talent Acquisition Manager

- Candidate Gateway

- Benefits Administration

- eProfile

- eBenefits

Saginaw Chippewa Indian Tribe chose not to renew their option for continued Oracle support for v8.0 - leading the system to be out of compliance. In addition to upgrading the Core HR, Base Benefits and Payroll modules,

SCIT implemented Talent Acquisition Manager, Benefits Administration, as well as a number of self-service applications: eProfile, eBenefits and Candidate Gateway.

The major driver to implement the new functionality was to continue to streamline their business processes and improve reporting capabilities.

Saginaw Chippewa Indian Tribe is a Native American Indian Tribe and therefore not subject to state compliance regulations – presenting unique challenges as well as opportunities for the Emtec Team. Internal functional and technical resources were also in limited supply due to the addition of a new casino that was competing with the upgrade project's "Go Live" date.

THE SOLUTION

In light of the limited client resources and knowledge base, the Emtec team was required to perform most of the configuration and technical tasks with a significant amount of time allocated to training. The approach to this project stressed the importance of teamwork to facilitate information process flow between each of the modules and to ensure that all

> Emtec's PeopleSoft HCM Upgrade Delivers Advanced Functionality to Saginaw Chippewa Indian Tribe.

decisions made did not adversely impact other processes.

The Emtec team ensured that the design would accommodate future requirements and organizational growth. The team identified the process and technology requirements and configured the PeopleSoft application with minimal customizations to support the transition to the organization's upgraded system. Customizations were developed and upgraded only when delivered functionality did not meet business process requirements.

RESULTS

The team focused on the project's objectives within the broad scale of the upgrade, while minimizing customizations, identifying process improvements and expanding use of delivered functionality in accordance with best practices.

The final solution resulted in a system that met the HR and IT requirements, supported SCIT's future vision and delivered the following benefits to support the HCM business processes:

- Upgraded base HCM system with new functionality

- Configured more delivered functionality and expanded user population

- Upgraded security structure to meet the self service requirements and expand user access to reporting capabilities

- Positioned to upgrade to Oracle Fusion