



## An ERP Update by Ken Lipinski, VP of HR

As part of the OneCoolSys initiative, one of the first systems to “go live” is the new Oracle HCM (Human Capital Management) system. This means every company in the CoolSys family, from Source to ABC, to the newest members of the CoolSys family like Tech Mechanical and BRR will be utilizing the HCM. The Oracle HCM will provide the first company-wide HR experience for all employees. It will equip employees and managers with several useful features including:

### For Employees:

- Easily view job opportunities across all CoolSys companies
- View contact info and organizational details for anyone in the company
- Review and change your own personal details (addresses, emergency contact)

### For Managers:

- Review employee information on phones/mobile devices
- Generate employee reporting as needed
- Initiate employee actions (open a new/replacement position, transfer or promote an employee)

Oracle HCM will serve as the platform from which the ERP draws all employee data, allowing for easier and more efficient cascading of information to both Oracle and IFS! This system will go live on May 1, 2020. Both employee and manager training will begin in April. Stay tuned for more updates in the months to come.

We look forward to your continued questions as we move forward with our ERP project. Please reach out to: [ERPnews@coolsys.com](mailto:ERPnews@coolsys.com)

We appreciate your questions.

## A Closer Look: The Project Team

### Subject Matter Experts (SME's)

SME's provide feedback and insights on the specifics to ensure content is consistent. We have been keeping them very busy! The SME's attended Sprint 1 in December in Brea. A Sprint is the term given to the development and testing of the elements within the ERP system. This allows an opportunity to see the systems at a detailed level and share requirements from the SME's experiences. SME input and the business framework inform as how each business process connects and interfaces with another.

Thank you to all our SME's and see you in Sprint 2!

Upcoming ERP Events:

### Sprint 2 – January 2020

SME's and BPO's (Business Process Owners) will have an interactive experience so they can verify that the system has been configured as designed.

**Change Ambassador Orientation** –  
February 2020

**UAT**(User Acceptance Training) March 2020

Did you know...

As you go-live in our new ERP, you will begin using a single user name and password that will work across the ERP, your handheld application, and even your email account!