HR data migration projects require 100% accurate data from Day 1 of go-live. Incorrect conversions cause direct impacts to employee paychecks, benefit coordination, organization and time management, job classifications, training, personnel administration and more. If these problems are allowed to become widespread, they can lead to an implementation “disaster” with effect on the entire enterprise. Fortunately, clients are increasingly aware of the importance of Business-Ready Data™, and they recognize that a data migration strategy should provide not only a technical solution but also a business solution.

BOA Understands HR Migration Challenges

Key Challenges Include:
- Organization structure must be collected across all sites and countries
- Complex master data must be mapped and validated in the new system
- Conversion must support multiple end-to-end test cycles with real data
- Cutover must be managed to minimize disruption to the payroll process

About BackOffice Associates

- BackOffice Associates is a 17 year old company that is the leader in data-driven process analysis that helps organizations with their data migration, quality and governance challenges.
- We specialize in managing the data quality in large complex data migrations.
- We have a differentiated offering that combines a Business Reference Model (BRM) of over 10,000 callable content library elements with seasoned data experts.
- We have delivered 100% successful engagements.
- BackOffice has experienced steady and consistent growth.
  - Over 400 consultants, over 600 total employees
  - Global Presence: US, Canada, Mexico, UK, Singapore, Dubai, India and Australia
  - US offices: Atlanta, GA; Austin, TX; Harwich, MA; Norwalk, OH; San Jose, CA; Tysons Corner, VA
  - 500 Customers (30% Fortune 100, 50% Fortune 500)
  - Over 550 Boring Go Live® data migrations delivered
  - Partnered globally with most of the Tier 1 and Tier 2 system integrators

BackOffice's Qualifications

- 17 years of HCM project successes
- Qualified resources in HCM and data migration
- In our history we have never failed to deliver on any project

Key BackOffice Advantages

- Simple, scalable web applications to collect and validate your global organization structure
- Data cleansing suite enables secure data validation by business owners
- Methodology provides real data early in the project for end-to-end testing
- Automated documentation and reconciliation

HR Solution Ready, Business Relevant & Business-Ready

HR Solution Ready
- Data that supports the target HR configuration, zero loading errors
  - All employees have a complete record with no default or missing values

Business Relevant
- Active employees, employees on leave or disability
- Employees paid in current year
- Approved job classifications
- Budgeted positions
- Current year cost centers

Business-Ready
- Employee salary within defined job classification range
- No circular references or orphan structures in supervisory hierarchy
- Tax jurisdictions in line with employee home and work address
Our Strengths

- **Our Methodology**
  - Iterative approach automated for repeatability
  - Load Early, Load Often®
    - 30 system libraries to accelerate mapping & transformation
  - Built for business-users
  - Relevant, Business-Ready Data™

- **Integrated Suite of Applications**
  - Developed solely to address data issues
  - 10,000+ pre-configured reports, libraries, mapping definitions and conversion objects
    - We support dozens of data sources – ready-to-map
  - Built on a flexible architecture

- **Our People**
  - Deep experience, senior leads with 15+ years experience
  - Passionate about data
  - Highly collaborative

HCM Focused Experts

**Julia Mench**

Julia has been with BackOffice for 11 years leading the HR data migration practice. Julia is now SVP of Global HCM Solutions for BOA™. Prior to joining, Julia worked for SAP® and Deloitte Consulting implementing SAP HCM.

**Brian Regan**

Brian has been with BackOffice for more than 5 years specializing in HR data migration projects. Prior to joining BOA, Brian specialized in SAP Program Management and Data Architecture.