

BLACKROCK

Solution Sheet -Oracle Compensation Workbench

Client: Blackrock

Location: New York NY

Employees: over 5000

Oracle Modules: HR, Self-Service HR, Talent Management (Compensation Workbench)

Version: 11.5.10.2

Needs:

- Global Rollout of Talent Management including having the ability to have multiple people make compensation changes on a personal record
- Rollout of Self-Service HR
- Maintain and enhance third party inter-faces
- Integration of Merrill Lynch Investment Management.

About BlackRock:

BlackRock was founded in 1988 on the belief that experienced professionals using a disciplined investment process and sophisticated analytical tools can consistently add value to client portfolios. Within this framework, the firm has assembled teams of experienced investment professionals. The "One Black-Rock" approach enables these teams to leverage resources of the organization world-wide while tailoring products to meet client needs. Investment capabilities are complemented by a senior-level commitment to client service.

1) Unique Matrix Plans Implementation: Blackrock Needed multiple people to make Compensation changes on a personal record , but CWB has a limitation of not supporting multiple hierarchy, i.e. a person can have only one Compensation Manager. Polaris Associates implemented Matrix plans ,wherein 4 different plans which are identical to each other were designed . Each plans covers the same population but with a Different Compensation Manager. User hooks has been modified so that any plan Updates (Bonus & Salary) flows to the other Plan.

2) Self Service Roll Out : Personal Information with significant customizations were rolled out to Global Users

3) Maintenance and Enhancement of third Party interfaces like ADP, HEWITT , MARSH , METLIFE , COMPUTERSHARE

4) Rolled out Talent Management , the modules rolled out were Appraisals/ Education Qualification / Competence Profile

5) Production Issue Support

6) Integration of Merrill Lynch Investment Management (MLIM) employees into Black-rock Oracle HR System