

**Cyberonics**

## Solution Sheet - HR & Payroll Reporting

**Client :** Cyberonics  
**Location :** Houston, TX  
**Employees :** over 1000

**Oracle Modules :** HR, Payroll, Advanced Benefits, Self-Service

**Version :** 11.5.10.2 (Initial Implementation)

**Needs :**

- Rollout of Oracle HR(including self services)
- Support of over 30 interfaces to third party solutions.
- Enhance reporting coming from Oracle
- Integration of Merrill Lynch Investment Management.

**About Cyberonics :**

Cyberonics, Inc. (NASDAQ: CYBX) pioneered the Vagus Nerve Stimulation (VNS Therapy™) System. Founded in 1987 to design, develop and market implantable medical devices for the treatment of epilepsy and other debilitating neurological disorders, Cyberonics has emerged as a leader in the neuro-modulation industry. Polaris Associates and Cyberonics worked together and achieved all of the stated

Project objectives on budget and on time:

- Integration of the HR systems to Oracle Payroll and Financials thus eliminating the need for all manual entries.
- Added robust workflow and notifications while expanding the employee & manager functionality by implementing Self-Service capabilities.
- Increased the ability to manage complex plans while improving the exporting of data to vendors through Advanced Benefits.

Additionally, to address their reporting needs, Cyberonics utilized Polaris' Reporting Workbench (RWB) which allowed for enterprise class reporting directly from Oracle. By utilizing the RWB, Cyberonics' users are able to access information in the format of their choosing without any need for additional IT assistance.