SANDEEP MULLANGI

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PROFESSIONAL SUMMARY:

* More than 17+ years of experience in progressive IT systems design and implementation delivering complex cross-functional and geography projects for large Global organizations with a robust background in large ERP and HCM Business applications.
* Experience leading broad range of Corporate HRIS and IT initiatives for Fortune 500 companies including Roadmap and Business case development; HR Reporting and Analytics; Global process integration design and transformation; Global SaaS deployment strategy; Complex solution design/architecting; PMO setup
* Deep experience in leading global cross functional direct reports, vendors and overseeing large program portfolios with full accountability for budgets, schedules, estimates, monitoring, managing project interdependencies; Employed Change Management strategies for better technology and process adoption.
* A strong bridge builder and liaison who unifies diverse groups of people around a project, gains consensus and keeps all contributors marching forward to deliver the highest quality solutions.
* An inspiring team leader and program manager who excels in coaching and developing people. Consistently provide employees clear vision, meaningful feedback, and the motivation needed to achieve unprecedented results.
* Experienced in regulatory and compliance as it applies to information technology
* Aware and avail new advancements in technology to advance business objectives
* Careful planning and budgeting to support business continuity and new strategies
* Trusted technology advisor for selection, implementation and sustaining long term enterprise solutions.
* Influencer in business process improvement using experience and spending time understating the current business processes.
* Experience in full end to end implementation, Support, Rollout, and upgrade Oracle Cloud Applications in Fusion HCM Modules - Workforce Deployment (Core HR), Compensation, Benefits , Oracle Recruiting Cloud, OTL (Oracle Time and Labor) and Payroll.
* Outstanding expertise in gap analysis, application design, application configuration, application customization and personalization, CRP and UAT run and production support.

**Knowledge:**

**Exposure on Oracle Cloud HCM Modules/Technology:**

* Core HR
* Oracle Journeys
* Benefits
* Benefits Open Enrollment
* Compensation
* Payroll
* Talent Management
* Oracle Recuring Cloud
* Self-Service HR
* Approval Workflows
* HCM Roles & Security
* Autocomplete Rules
* Fusion Fast Formulas
* SQL
* HCM Tables
* HDL and PBL
* BI Reports and Analytics
* **Global Payroll**: Oracle Global Payroll Connectors, ADP Global View
* **Industry Expertise**: Distribution, Telecommunications, Network, Financials Manufacturing.
* **Management Expertise:** Technical delivery,Conduct design workshops, requirement assessment, detailed staffing and project plans for the development work, Architectural review, coordination of onsite and offshore development.

**Education:**

Master’s in Electrical Engineering, USA

Bachelor of Engineering in Electrical and Electronics, INDIA

**Professional Experience:**

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| **Client** | **Arizona Public Service (APS)** | **Start Date** | **JAN-2024** |
| **Role** | **Solution Architect** | **End Date** | **Current Date** |

**Description:** Pinnacle West Capital Corporation is an American utility holding company that owns Arizona Public Service (APS). It is publicly traded on the New York Stock exchange and a component of the S&P 500 stock market index. APS is the largest utility company in Arizona and is regulated by the Arizona Corporation Commission (ACC).

**Responsibilities:**

* Data Loading/Conversions using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info etc.
* Created mapping from PeopleSoft to Oracle HCM Cloud including absence, time, payroll elements, and user defined tables.
* Created testing scripts for integrations to verify integration is working as expected.
* Created and loaded HDL to be used to load elements from vendors to Oracle HCM Cloud Payroll.
* W2 processing Implementation
* Solution for handling tax scenarios with back dated adjustments and balance adjustments
* Designed 401K Payroll Elements with complex rules.
* Implemented the Oracle FLSA rules for non-exempt employees
* Implemented Several Payroll Process Reports with complex business process
* Designed Year End Processing , Configuring Elements , Retro Pay and Balance Adjustments Costing
* Designed Garnishments and Third Party Automation for Third party vendors EFT payments
* Implemented the special Tax Calculation Card for Pension Population with Oracle Element Configurations.
* Worked on several Third Party ADP Taxes Interface files
* Tested integrations end-to-end which included running payroll and post payroll processes and validating data and format.
* Helped with costing configurations including setup of user defined tables

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| **Client** | **onsemi** | **Start Date** | **Sep-2019** |
| **Role** | **HCM Cloud Solution Architect** | **End Date** | **JAN-2024** |

**Description:**

ON Semiconductor is a former Fortune 500 semiconductors supplier company, dropping into the Fortune 1000 in 2020. Products include power and signal management, logic, discrete, and custom devices for automotive, communications, computing, consumer, industrial, LED lighting, medical, military/aerospace and power applications. ON Semiconductor runs a network of manufacturing facilities, sales offices and design centers in North America, Europe, and the Asia Pacific regions. Headquartered in Phoenix, Arizona, ON Semiconductor has revenues of $6.74 billion (2021), which puts it among the worldwide top 20 semiconductor sales leaders.

**Responsibilities:**

Driving global HR technology strategy and delivery to the onsemi enterprise on large complex HR SaaS initiatives

* Working with team to implement Oracle Cloud Payroll including all configurations such as Legal Entity, Payroll Definition, Payment Methods, Earnings, Deductions, Employer Liabilities, Garnishments, Element Eligibility, etc.
* Created mapping documents for balance conversions to Oracle HCM Cloud including taxes, elements, etc.
* Created HDL for balance conversion to be used to load year to date balances to Oracle HCM Cloud.
* Created fast formulas special calculations for payroll which included benefits deductions to calculate for full month after termination.
* Worked on costing configuration and provided fast formulas for context costing within Oracle Cloud Payroll.
* Worked on payroll parallel with comparing legacy data to Oracle Cloud Payroll to ensure all payroll calculations are correct.
* Checklist Allocation (Journeys) for mass update for all Legal Employers
* Created mapping from PeopleSoft to Oracle HCM Cloud including absence, time, payroll elements, and user defined tables.
* Created testing scripts for integrations to verify integration is working as expected.
* Created and loaded HDL to be used to load elements from vendors to Oracle HCM Cloud Payroll.
* Tested integrations end-to-end which included running payroll and post payroll processes and validating data and format.
* Helped with costing configurations including setup of user defined tables
* Implemented the HCM Data Roles and Payroll Security Profiles for various roles in the organization.
* Customized the Line Manager and Employee and HRBP Roles using the HCM Security Methodology.
* Working with team to implement Oracle Cloud Payroll including all configurations such as Legal Entity, Payroll Definition, Payment Methods, Earnings, Deductions, Employer Liabilities, Garnishments, Element Eligibility, etc.
* Created mapping documents for balance conversions to Oracle HCM Cloud including taxes, elements, etc.
* Created HDL for balance conversion to be used to load year to date balances to Oracle HCM Cloud.
* Worked on payroll parallel with comparing legacy data to Oracle Cloud Payroll to ensure all payroll calculations are correct.
* Worked on several payroll integrations costing to SAP GL.

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| **Client** | **Northeast Ohio Regional Sewer District** | **Start Date** | **Jun-2015** |
| **Role** | **Sr.Oracle Solution Architect/Manager** | **End Date** | **Sep -2019** |

**Description:**

The Northeast Ohio Regional Sewer District, abbreviated NEORSD, is a public utility district serving most of Cuyahoga County and a portion of Summit County in the U.S. state of Ohio. The district manages three wastewater treatment facilities and all of the interceptor sewers in the service area. It is also responsible for maintaining the quality of water that is released into public waterways including Lake Erie and the Cuyahoga River, both from stormwater runoff and sanitary sewage.

**Responsibilities:**

* Designed solution for external payroll tax interfacing.
* Extended the setup to handle tax in new jurisdictions.
* Re-designed payslip using the new PDF format overriding the existing web template.
* Designed MD50s for new RICE components.
* Worked on Core HR, Payroll modules.
* Phones and Job DFF information load using FBL.
* Configured Elements (various types recurring and non-recurring) and Defined Salary Basis.
* Load data by using HCM data loader (HDL).
* Created elements and external bank accounts by using payroll batch loader.
* Coordinating with Oracle for SRs, new product releases, upgrades/patches/fixes.
* Data Loading/Conversions using HCM Data loader (HDL) which includes the Workforce structure data, Worker data, Work relationships data, Salary info etc.
* Created mapping from PeopleSoft to Oracle HCM Cloud including absence, time, payroll elements, and user defined tables.
* Created testing scripts for integrations to verify integration is working as expected.
* Created and loaded HDL to be used to load elements from vendors to Oracle HCM Cloud Payroll.
* Tested integrations end-to-end which included running payroll and post payroll processes and validating data and format.

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| **Client** | **Overhead Door Company** | **Start Date** | **Jul-2013** |
| **Role** | **Oracle HCM Solution Architect** | **End Date** | **May-2015** |

**Description:**

Today, Overhead Door is one of the most recognized and respected brands in the garage door industry. With our nationwide network of more than 450 authorized Ribbon Distributors, and it is a leading provider of overhead and garage door systems.

**Responsibilities:**

* Supported Oracle Payroll module.
* Handled W2 processing In house.
* Solution for handling tax scenarios with back dated adjustments.
* Developed MD50s for the new enhancements.
* Developed BI Publisher reports using XDO Data definition template executable.
* Created new Garnishments for handling Bankruptcy and other court orders.
* Year-end balance adjustments. Ex: Box 12 DD for health care information.
* Created new Self-service responsibilities for Payroll project.

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| **Client** | **Dover Corporation** | **Start Date** | **Apr-2012** |
| **Role** | **HRMS Techno Functional Lead** | **End Date** | **Jun-2013** |

**Description:**

Dover is a diversified global manufacturer with annual revenues of approximately $7 billion. We deliver innovative equipment and components, specialty systems and support services through four major operating segments: Energy, Engineered Systems, Fluids, and Refrigeration & Food Equipment. Dover combines global scale with operational agility to lead the markets we serve. Recognized for our entrepreneurial approach for over 60 years, our team of over 26,000 employees and headquartered in Downers Grove, Illinois.

**Responsibilities:**

* Changed existing fast formulas to stop standard proration for calculation type

Hours\*RATE\*FACTOR.

* Defined new accrual plans and changed the carry over logic.
* Created new AME rules for handling custom approval chains.
* AME rules were defined for the Workflow item Type HRSSA for almost all Self service functions.

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| **Client** | **Nintendo of America (NOA)** | **Start Date** | **Jan-2011** |
| **Role** | **Sr. Oracle HRMS/Payroll/SSHR Techno Functional Consultant** | **End Date** | **Mar-2012** |

**Description:**

Nintendo Co., Ltd is a Japanese [multinational](https://en.wikipedia.org/wiki/Multinational_corporation) consumer electronics and software company headquartered in [Kyoto](https://en.wikipedia.org/wiki/Kyoto), Japan. Nintendo is the world's largest [video game company](https://en.wikipedia.org/wiki/List_of_video_game_companies) by revenue. Founded on September 23, 1889, by [Fusajiro Yamauchi](https://en.wikipedia.org/wiki/Fusajiro_Yamauchi), it originally produced handmade [hanafuda](https://en.wikipedia.org/wiki/Hanafuda) cards. Nintendo’s North American subsidiary is based in [Redmond, Washington](https://en.wikipedia.org/wiki/Redmond,_Washington). Originally the NOA headquarters handled sales, marketing, and advertising.

**Responsibilities:**

* Helped end users with UAT.
* Performed the training with key user following train the trainer approach.
* Created and modified existing W2 balances to handle new elements.
* Client was not having FLSA. Suggested client with FLSA changes and successfully transitioned without touching the existing setup.
* Configured a new GRE, new payment methods.

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| **Client** | **Starbucks Corporation** | **Start Date** | **Apr-2010** |
| **Role** | **Oracle HRMS/Payroll/SSHR Techno Functional Consultant** | **End Date** | **Dec -2010** |

**Description:**

Starbucks Corporation is an American [coffee](https://en.wikipedia.org/wiki/Coffee) company and [coffeehouse chain](https://en.wikipedia.org/wiki/List_of_coffeehouse_chains). The chain was founded in [Seattle](https://en.wikipedia.org/wiki/Seattle), [Washington](https://en.wikipedia.org/wiki/Washington_(state)) in 1971; it operates 23,450 locations worldwide, including 12,937 in the United States, 2,118 in China, 1,430 in Canada, 1,158 in Japan and 869 in the United Kingdom .Starbucks locations serve hot and cold drinks, whole-bean coffee, microground instant coffee known as VIA, [espresso](https://en.wikipedia.org/wiki/Espresso), [caffe latte](https://en.wikipedia.org/wiki/Caffe_latte), full- and loose-leaf [teas](https://en.wikipedia.org/wiki/Tea) including Teavana tea products.

**Responsibilities:**

* Understanding BAA current business processes and setting up the current business base line to identify the impact of 11.5.10 on the current system.
* Change existing Fast Formulas for all pro-ratable salary components.
* Preparation of Test Cases, Test Scenarios for Custom Components and Payroll module.
* Preparing Technical Design Documents for new customizations identified.
* Setup Documentation for Elements and Processes.
* Modifications to existing Fast Formulas.
* Incorporating changes in business rules.

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| **Client** | **AT&T Corporation** | **Start Date** | **Feb-2009** |
| **Role** | **Oracle HRMS Payroll Techno Functional Consultant** | **End Date** | **Mar-2010** |

**Description:**

AT&T Inc. is an American multinational telecommunications corporation, headquartered at Whitacre Tower in downtown Dallas, Texas.AT&T is the second largest provider of mobile telephone and the largest provider of fixed telephone in the United States, and also provides broadband subscription television services. AT&T is the third-largest company in Texas As of May 2015; AT&T is the 23rd-largest company in the world as measured by a composite of revenues, profits, assets and market value, and the 16th-largest non-oil company. As of 2016, it is also the 18th-largest mobile telecom operator in the world, with over 128.6 million mobile customers.

**Responsibilities:**

* Setup/ Creation of Elements, Salary Basis, Links, Element Sets and Assignment Sets
* Used BEE (Batch Element Entry) to upload the bulk element entries.
* Involved in Payroll Creation Setup and running Payroll, Retro Pays, Prepayments, Costing and Transfer to GL programs.
* Wrote the Fast formulae and User defined functions, wherever required.
* Involved in reconciliation of payroll.

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| **Client** | **Franklin Covey Products** | **Start Date** | **Dec-2008** |
| **Role** | **Oracle EBS Developer** | **End Date** | **Jan-2009** |

**Description:**

Franklin Covey Co., trading as FranklinCovey, based in [West Valley City, Utah](https://en.wikipedia.org/wiki/West_Valley_City,_Utah), is a provider of time management training and assessment services for organizations and individuals. The company was formed on May 30, 1997, as a result of an acquisition by Franklin Quest of [Stephen R. Covey's](https://en.wikipedia.org/wiki/Stephen_R._Covey) Covey Leadership Center. Among other products, the company markets the FranklinCovey planning system, modeled in part on the writings of [Benjamin Franklin](https://en.wikipedia.org/wiki/Benjamin_Franklin), and [The Seven Habits of Highly Effective People](https://en.wikipedia.org/wiki/The_Seven_Habits_of_Highly_Effective_People), based on Covey's research. FC Organizational Products, LLC is the official licensee of FranklinCovey products. FranklinCovey also has sales channels in more than 50 countries worldwide.

**Responsibilities:**

* Identification of the base tables/columns in 11.0.3 of the entities mentioned.
* Mapping the TMAPI columns to the ERP columns.
* Register concurrent programs.
* Knowledge transfer of the Oracle Applications SCM and Manufacturing modules to the third party.
* Involved in mapping the legacy system database columns mapping to the Oracle Applications table columns and prepared the mapping documents for the same.
* Developed custom programs for loading the data from the staging tables into the Oracle Open Interfaces