



EPI-USE assists global company to standardize processes

## Case Study: J.M. Huber Corporation

**J.M. Huber Corporation:** A family-owned company, Huber's profitable growth has spanned three centuries and six generations. They remain one of the most successful privately held companies headquartered in the United States, guided by enduring principles centered on Environmental, Health & Safety Sustainability, Ethical Behavior, Respect for People and Excellence.

Beginning in December 2013, EPI-USE partnered with J.M. Huber to implement and deploy SuccessFactors Employee Central (EC) and Compensation Management in 29 countries for over 4,500 employees across 5 diverse business units. In early planning, EPI-USE assisted the client to standardize processes and to design a global template for implementation. EPI-USE have continued to provide Application Management Services to optimize the system and have also helped deploy additional SuccessFactors Talent Management modules to unlock greater ROI for J.M. Huber in their HR processes.

### Project Scope

- Employee Central, Compensation & Variable Pay, Reporting and Dashboards;
- Global integrations – numerous payroll interfaces to support system automation and HR Transformation, General Ledger, Time & Attendance, Benefits providers and Variable Compensation accruals;
- Work with the business to identify key wins, organizational KPI's, roadmap; and
- SuccessFactors Talent Management.

### Key Wins

- Replace manual HR processes to streamlined de-centralized HR processes;
- Streamlined business processes across 29 countries to allow for real-time effective reporting;
- Increased HRIS operational efficiencies and HR business process effectiveness; and
- Increased top-down alignment of strategic organizational goals.



### Quick Facts

Headquarters: Edison, NJ

Industry: Chemicals

Employee Count: 4,500

Global Presence: 29 Countries throughout Asia Pacific, Europe and North America including US, China, Japan, etc.

Systems Replaced: Multiple including Paper based processes





### About EPI-USE

EPI-USE is part of groupelephant.com, which employs more than 2,000 people in 31 countries. Best known as the world's largest and most experienced independent SAP HR/Payroll specialist, designing, building and implementing Cloud-based, hybrid and on-premises HR/Payroll systems for large, complex multinational corporations, EPI-USE has recently emerged as a leader in deploying SAP's S/4 HANA Finance applications across several industries, with the proprietary 'S/4 FastTrack' program designed for Higher Education institutions in the USA.

To find out more about EPI-USE's solutions and services, please visit [www.epiuse.com](http://www.epiuse.com) or contact us at [info@epiuse.com](mailto:info@epiuse.com).

### Beyond Corporate Purpose: Elephants, Rhinos & People ('ERP')

Our Group operates under a hybrid business model in terms of which we fund and run an in-house nonprofit, so that we go 'Beyond Corporate Purpose' in our day-to-day activities. Rather than implementing a traditional corporate social responsibility program and simply donating funds to charities, with 'Beyond Corporate Purpose' we operate a professionalized, institutional nonprofit delivery capability, the primary focus of which is the protection and conservation of Elephants and Rhinos in the wild, through an unusual strategy based on the economic upliftment of impoverished rural People in areas adjacent to the threatened species, or another definition of 'ERP', if you will.



Should we be successful in winning this engagement, we will channel 1% (one percent) of our net revenues deriving therefrom, to ERP projects. You would be able to choose from a range of projects towards which the funds would be directed, and our ERP staff will provide you with ongoing monitoring and evaluation, and reporting, at your election. Please note that the monies do not constitute an elective add-on to our fees, but would rather be taken out of our revenues.

Please visit [www.erp.ngo](http://www.erp.ngo) for examples of our current initiatives and interventions.