



Sierra-Cedar Streamlines Eisai's PeopleSoft Human Resource Applications

BACKGROUND

Eisai Inc. is a U.S. pharmaceutical subsidiary of Tokyo-based Eisai Inc., LTD. Established in 1995 and headquartered in Teaneck, New Jersey, Eisai began marketing its first product in the United States in 1997 and has rapidly grown to become an integrated pharmaceutical business with sales of approximately \$2 billion in fiscal year 2004 (year ending March 31, 2005).

Eisai is dedicated to a tradition of genuine concern for people and is driven by the desire to meet the diverse health care needs of patients, their families and caregivers. Eisai is an agile, entrepreneurial organization managed by experienced leadership. Backed by the strength, stability and historical successes of Eisai Co., Ltd. it has a strong and lasting commitment to the U.S. market.

CHALLENGES

Eisai was confronted with the dilemma of its existing PeopleSoft 7.5 applications not being fully utilized. In an attempt to resolve the issue, Sierra-Cedar conducted a vendor evaluation of SAP versus PeopleSoft human resources applications.

SOLUTION

Vendor Evaluation Points to PeopleSoft

It was determined that there were cost savings and greater functionality within the PeopleSoft HCM applications, so the decision was made to stay with PeopleSoft. A plan was then formulated to implement PeopleSoft 8.8 Benefits Administration, eBenefits, and eProfile. Sierra-Cedar had originally completed a strategic assessment of Eisai's Human Resources service delivery, vendor evaluation, and selection project in December of 2004. Phase I of the project, the upgrade of Eisai's HCM 7.5 to 8.8, was completed by Sierra-Cedar in July 2005.

Owing to a proven track record, good reputation, well-educated consultants, and strong partnerships, Eisai engaged with Sierra-Cedar to perform the Phase 2 implementation portion of their PeopleSoft initiative. Prior to the implementation, there was a complete lack of self service capabilities. The benefit enrollment process was entirely manual: employees would fill out paper forms which would then require that someone else manually enter that data into the database. This process had a tendency to result in inaccurate data in the system.



Industry	Healthcare
Services	PeopleSoft upgrade and implementation
Application & Modules	PeopleSoft 7.5 to 8.8 Upgrade <ul style="list-style-type: none"> • HR • Payroll Interface PeopleSoft 8.8 Implementation <ul style="list-style-type: none"> • Benefits Administration • eBenefits • eProfile
Project Timeline	January 2005 to 2006+
Client Since	2004

PeopleSoft eBenefits Adds Greater Value for Eisai Employees

To resolve the issue of inaccuracies, Sierra-Cedar and Eisai made the decision to implement PeopleSoft eBenefits 8.8. The personalized enrollment statements generated by this software explain the benefits options, including all available packages and their pricing, enabling the employee to strategize the affordability of all options. Once the employee enrolls, they are mailed a personalized confirmation statement by an HR staff member detailing the complete benefit package that was elected. The automation of the entire open enrollment process has proven to be beneficial both to Eisai's Human Resources staff as well as their employees. Since all forms are completed and submitted online, the amount of data entry required by the HR staff is minimized, thus reducing data errors. The employee's benefit information reaches the vendor expeditiously, translating into the timely availability of benefits to the employee.

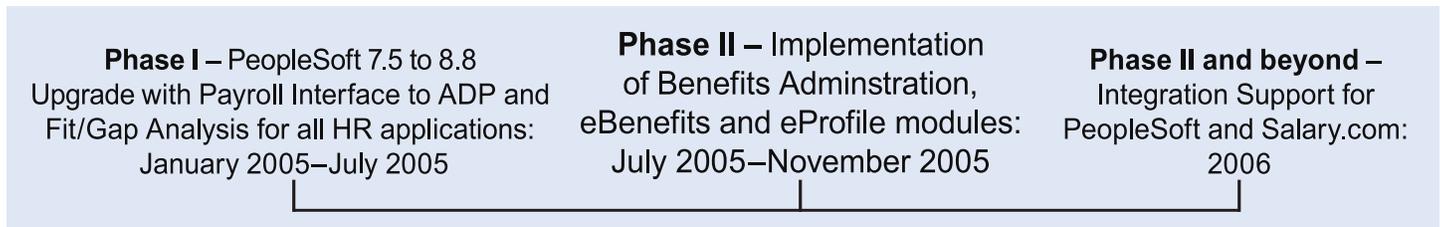
Eisai Inc. is very impressed with the work done and the partnership that has been created with Sierra-Cedar. The ERS Oracle/PeopleSoft project has been one of the most successful implementations at Eisai and could not have been possible without the Sierra-Cedar team.

Patrick Cardamone

Associate Director Information Technology

Continuing Eisai's PeopleSoft Investment

With another successful implementation completed, Sierra-Cedar is currently working to automate Eisai's recruiting process. As for the future, Eisai will remain on PeopleSoft 8.8 with Sierra-Cedar's consulting team supporting its applications.



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