About

Canon U.S.A., Inc. is a leading provider of consumer, business-to-business, and industrial digital imaging solutions. With approximately $45.6 billion in global revenue, its parent company, Canon Inc. (NYSE:CAJ), ranks third overall in the U.S.

We've been fortunate that Sierra-Cedar has always managed to provide the right consultants for our projects. Our projects have always been successful and that isn't coincidence.

Rich Duffy
HRIS Manager

Corporate Headquarters:
Lake Success, New York
www.usa.canon.com

Industry:
Consumer Products

Technology:
PeopleSoft HCM 8.9 on Oracle database. The 9.1 upgrade is scheduled to go live in September 2012.

About Sierra-Cedar

Sierra-Cedar delivers industry-focused client success by providing consulting, technical, and managed services for the deployment, management, and optimization of next-generation applications and technology.
www.Sierra-Cedar.com

Background

Canon U.S.A., Inc. has been using PeopleSoft HR and Payroll for many years. Sierra-Cedar's proven success and track record for providing quality services and experienced consultants has made it the go-to partner for Canon's PeopleSoft consulting and related services since 2003. Our consultants' knowledge-sharing network is also a key factor in why Canon continues to work with Sierra-Cedar.

Challenges
- Small team to support PeopleSoft applications
- Required additional resources and expertise for new implementations/projects
- Needed guidance and expertise for new releases for each upgrade
- Needed strategic analysis and advice as needed for system selections and implementations
- Needed conversions/implementations for mergers/acquisitions

Solution
Sierra-Cedar has provided consulting services for various projects since 2003 that include the following:
- Implementation of a Canadian Retirement Program incorporating complex rollover and employer contributions rules, spousal contributions, and individualized before-tax limits
- Gathering requirements and performing a high-level evaluation of SuccessFactors
- Integration with ADP eTime
- Upgrade of PeopleSoft HCM from 8.3 to 8.9
- HCM Shared Services Strategy and Roadmap
- Functional support for ePerformance implementation

In 2011, Sierra-Cedar was engaged to provide functional and technical consulting services to support the migration and conversion of Oce North America's HR System data from ADP into Canon's existing PeopleSoft system. The conversion included over 4,000 employees and went live successfully on January 1, 2012. In 2012, Sierra-Cedar is currently providing the customer with functional and technical consulting services for its PeopleSoft upgrade from 8.9 to 9.1.