



# REDDY RAMESWAR

## SAP SuccessFactors Onboarding; US & Canada Payroll Expert BTP Work

### Zone CPI Integrations (15+ years Implementation Experience)

<https://www.youracclaim.com/users/reddy-rameswar/badges>

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#### Summary:

- Expert SAP BTP CPI Integration in Employee Central, Payroll, Benefits and Time systems
- SuccessFactors Recruitment Management Certified
- SuccessFactors Employee Central Certified (**Current with year 2020 certification**)
- SuccessFactors Compensation Certified
- SuccessFactors Onboarding 2.0 Certified (**Current with year 2020 certification**)
- SuccessFactors Employee Performance Management Goals Management Certified
- SuccessFactors Succession Management Certified
- Reddy has 18+ Years of Enterprise Consulting that includes 8 years in Success Factors, CPI/HCI integration and 20 Years of functional/ SAP HCM /technical SAP Success Factors Performance Management & Goals Management, Compensation, Variable Pay, Employee Central, Employee Central, Payroll including Payroll Control Center (PCC), Onboarding/Recruitment Management/Recruitment Marketing /Compensation/Integration on the Cloud Experience in HR Module.
- SAP Build BTP Work Zone - Created a dynamic, modern, and personalized user experience. Harmonized access to business applications and third-party content.; diverse content types such as tasks, workflows, and web content seamlessly integrated into a single workspace. Used role-based navigation and convenient single or no-password access to content across SAP Build Work Zone, advanced edition via Single Sign-On (SSO). integrated with cloud, hybrid, and on-premise enterprise applications and services. Add chat bots with conversational AI, provide easy-to-follow guided experiences with workflows, and more. accessible via web browser, a dedicated mobile app, and mobile devices with a responsive web UI. Developed Multitenant Applications in the Cloud Foundry Environment.
- SAP BTP Work Zone – and Launchpad services in SAP BTP. Developed UI integration cards, widget pages, develop and create a dynamic, modern, and personalized user experience, bring in business data into SAP work zone, extensions using SAP BTP services. Integrate on-premises and cloud apps from SAP and non-SAP into Work Zone using Manifest JSON integrations. Deployed FIORI apps to SAP Work Zone. Implemented Launchpad services in SAP BTP Work Zone. Created Content Sites in Launchpad/Work Zone service in SAP BTP. Built Content-Sites and apps

with SAP Build Work Zone. Developed and integrated custom developed SAPUI5 apps, integrated in SAP BTP Work Zone. Developed HTML5 applications that are deployed to the HTML5 Application Repository, which are in-turn integrated into SAP Build Work Zone. Run HTML5 apps in the cloud in SAP BTP Work Zone.

- SAP BTP integration with Jenkins for CI/CD continuous integration and delivery. SAP Successfactors Build Zone – workspace templates like Benefits&Open enrollment, HR/LearningZone/ManagerZone, Guided experiences like Spot Awards, Onboarding with Qualtrix, Return to Work, UI integration cards with MyLearning, pay Statements, MyProfile, BTP workflow automation.
- Worked on Extension Suite in SAP BTP involving MTA UI5 Fiori Apps integrated with CAPM based NodeJs/NPM development using SAP BTP BAS studio; work utilizing CDS view that are powered by S4HANA, PostgreSQL DBs integrated with GitHub for app development.
- Worked on SAC-HANA live connections for intelligent AI, iRPA automation (robotics process automation), AI business use cases, Conversational AI chatbot development. ABAP RAP development using REST APIs.
- SuccessFactors integration with On-premises ECC or S4HANA is done using tool called Business Integration Builder which has more capability/flexibility in doing the mapping in the ECC system. Configuration in SAP S4HANA Preparation for Replication of Employee Master Data and Organizational Assignments. Data Replication from Employee Central to S4HANA including mappings from info types to EC data models including Person, Job, Org objects.
- Extensive integration CPI BTP experience with Fieldglass and S4HANA, SAP ECC using API authentication tokens for many Fieldglass connectors used for SOWs, Job Postings, invoicing, approvals, job seekers, recruiting, buyers, suppliers, managed service providers (MSPs). Worked with vast number of APIs in SAP Fieldglass connector library for upload, download connectors and integrated Fieldglass with S4HANA, SuccessFactors, SAP ECC on-premise and in-cloud.
- Setting webservice for BIB (Business Integration Builder) in S4HANA with middleware and SAP CPI
- Implementation of SAP BTP Event Mesh in having real-time subscription to events like New Hire, Employee Benefit Enrollment in SuccessFactors with the help SAP BTP CPI platform's EventMesh Asynchronous Events handling with using Topics/Queries with 3<sup>rd</sup> party registered apps as listeners in SAP BTP platform.
- Integration of SAP ERP/S4HANA/SuccessFactors ties to Cloud Connector (if we are using S4HANA on-premise/SAP ERP) with SAP BTP CPI Integration Suite to let event consumed by apps like Fieldglass using Integration Add-On.
- Integrated with fieldGlass connectors for SOW/Job Requisitions. Setup Fieldglass integration using OAuth2, REST and SOAP APIs to have API upload/downloads from SAP ECC, S4HANA, SuccessFactors using multiline and single line updates in Purchase Orders, Job Requisition updates including SOWs.
- SAP Fieldglass integration with Employee Central for hire/promote/term/data changes in real time using REST APIs and SAP CPI BTP integration.

- Fieldglass Integration of SAP S/4HANA or SAP ECC 6.0 test system for master data and service procurement integration flow, MSoW integration scenario, PM/PS (Plant Maintenance/Project system integration scenario, additional systems, HCM system integration, custom interfaces, contingent workforce integrations between buyers/suppliers including Job Postings sync.
- Design, configure and maintain all SAP payroll components including wage types, benefits integration, deductions, limit on deductions, off-cycle activity, accumulations, date and period modifiers, off-cycle activity, third-party remittance, posting to accounting, accruals, tax structure, BSI, garnishments, and reporting. \* Configure and maintain all wage types and determine taxation rules, FI mapping, info type association and permissibility rules. Configure and support Payroll Control Center for both regular and off-cycle processing including creating and editing validations as needed. \*Design and configure and maintain multiple payroll schemas in an outsourced model. Enable and configure payroll features in an outsourced model \* Create generic payroll functions/operations that can be used generally as needed \* Perform basic Employee Central provisioning settings in support of Employee Central Payroll \* Configure mapping of Employee Central Payroll fields and wage types originating from various Employee Central instances \* Configure posting integration for on-premise or third party financial systems \* Configure Tax Reporter in an outsourced model \* Design and configure check forms to meet client requirements \* Configure and support garnishment remittance and deduction rules used to calculate amounts needed for garnishment calculations. \* Maintain configuration and integration for BSI SAAS and EFORMS Factory \* Review, analyze and test impact of payroll related changes included in support packages. \*
- Batch processing for multiple entities in SuccessFactors CPI/BTP integration using ODATA 2.0 Adapter for performance reasons in massive data updates belonging to more than one entity in SuccessFactors Data model – like PerPerson, EmpJob, Employment, PerEmail and PerUser Object. SAP CPI BTP - OData Batch processing - Update multiple different entity types in one batch. SF OData Update issue using Batch Mode
- Developed custom Extract LearningItems report, used the output data with CPI integration to S4 where in the LMS data for analytics purpose.
- Experience in Integration with BizX, HRIS Sync and iContentServer and Proxy Configuration
- OAUTH integration between LMS and SuccessFactors – setting up, integration with OAUTH Token Server in LMS, connectivity, data pull and UPSERTs in LMS systems like learning items, item connector setup etc.
- Plateau Report Designer (PRD) – custom reports development using BIRT tools Business Intelligence and Reporting Tools
- Custom LMS reports – using SF LMS Data Model and Security/EC to LMS/LMS Connectors
- Experience in Integration with BizX, HRIS Sync and iContentServer, custom LMS Course work, SCORM 1.4/2000 and Proxy Configuration
- Hands on experience in LMS Reporting BIRT/PRD – expert level of understanding of more than 200 tables in LMS data model for custom reporting
- Excellent experience in Connectors, Configuration of Connectors, System configuration, Custom column, APMs, various tools available in LMS

- Experience in connecting with 3rd party LMS content providers (TACO, SkillSoft)
- Experience translating client business rules to technical business requirements
- Experience in Integration with CDP
- Good experience with different types of Items, Prerequisite/substitute items, Catalogue, Curriculum, Period based Curriculum, Scheduled offering, Collection, External links, Quiz, Exam, Survey, Assignment Profiles
- Experience in Validate LMS (VLMS)
- Administered LMS content, role permissions, users, and internal system notifications.
- Create, manage, and maintain courses, curriculums, program, classes, assignments profiles, groups, course metadata, and all other LMS data for corporate training.
- Ensure all digital content is uploaded, reportable and available in a timely manner for colleagues to access.
- Create or modify LMS system notifications.
- S/4 HANA integration with Concur for Expense Management, G/Ls, Cost Center(s)
- Integrated SAP ECC Onpremise/S4HANA system with SOAP Adapter in SAP CPI with SuccessFactors for updating/deleting/inserting PerEmail ODATA object in Successfactors so as to sync business/personal emails from SAP ECC/S4HANA. PerEmail updates/inserts/DELIMITs performed via SAP CPI SuccessFactor ODATA APIs.
- Implemented DataStore (for persistence of source data) and error handling with augmented EMAIL capability utilizing advanced messaging features of SAP CPI like CamelHeaders/Groovy Scripts.
- SAP CPI integration with Execution Manager Dashboard to monitor iflows
- Implemented many data store options in CPI including message stores, write variables, data stores, message processing logs, partner directory and JMS queue
- Setting up MFT connection with OnPremise/Cloud Connector using SSH and PGP encryption public keys including connectivity tests to transfer files from S/4HANA OnPremise/cloud to MFT servers – end to end secure SSH/PGP encryption file transfers
- SuccessFactors Recruiting integration with Sterling Talent Solutions SuccessFactors (SF) background check integration using the SuccessFactors OData API and Integration Center. Utilizing APIs like JobApplicationBackgroundCheckRequest are using to integration SuccessFactors Recruiting with Sterling Background Check API in SAP CPI BTP integrations. Implemented Integration Center Definition (ICD) templates.
- SAP SuccessFactors CPI BTP integration with SAP Concur -Flow Replicate Employees from SAP SuccessFactors picks up employees created or changed since last run. Using this data, it creates a CSV file and call Encrypt and Send file to SAP Concur. Encrypt and Send file to SAP Concur encrypts a file and upload to the SAP Concur SFTP server.
- Encrypt and Send file to SAP Concur encrypts a file and upload to the SAP Concur SFTP server
- SF EC integration with SAP SuccessFactors Learning system (LMS) and SAP Litmos (the other learning system) using CPI/BTP to assign employees/contractors with course catalogs/assignments in LMS/Litmos
- SAP SuccessFactors ECC ERP S/4HANA integration using CPI/BTP Business Integration Builder to replicate from Employee Central on Cloud to on premise ECC HCM Payroll systems.

- SuccessFactors SAP CPI BTP integration with Ceridian Dayforce for Payroll/Time and Employee Master data including Pay components,
- SAP Concur (bi-directional, delta, full loads) to Payroll Providers (US and Canada – ADP/Paylocity interfaces CPI BTP integration) for employee expenses and salary payments
- SAP Concur to S/4HANA Cloud SAP BTP CPI interface for sending approved Expenses, reimbursements to sync with S/4HANA Project Systems, Cost Centers and Financial GL related objects including GL accounts and their delta changes including updates to master financial objects.
- SuccessFactors Integration with PayCheck Payroll Data Extract using CPI/BTP
- SAP Concur and SAP S/4HANA Cloud, connected to a payroll system, thereby allowing you to reimburse your expense reports via payroll using SAP CPI BTP. This includes WBS elements, Cash Advances, Travel request.
- Worked on integrations between SAP SuccessFactors and third-party systems using SAP Cloud Integration as integration middleware. Implemented using SAP BTP platform and multiples services as Cloud Foundry, Cloud Integration, Business Application Studio, etc.
- SuccessFactors Platform Integration development on SAP Cloud Platform Integration, SuccessFactors OData API, SuccessFactors Integration Center, Path/JSON Path, XSD/SSO, Groovy Scripting, XSLT Stylesheet, API Handling, SAP Identity Management (IAS), SAP Identity Provisioning (IPS)
- SAP SF EC to SAP Reporting Analytics (SAC module) for Finance Planning and Accounting Interfaces
- SAP Cloud Integration has enhanced SAP SuccessFactors oData V2 outbound connector with OAuth2 SAML Bearer authentication.
- Workday's Adaptive Planning integration with SuccessFactors for Planning and Forecasting, including Board reporting. It also provides a more holistic approach to data sharing of financial results, in turn facilitating a more streamlined forecasting and budget analysis process. A critical piece of this tool working effectively is the integration of Headcount data, including open requisitions, so that we can have up to date employee data available for both ad hoc analysis and long-term planning.
- SF Concur package contains flow to get information from SAP SuccessFactors, convert it to the CSV format and sends to the SFTP of SAP Concur.
- Package is using SFTP integration as the basic integration type available for all the concur implementations regardless of the SAP Concur license type. The following objects are present in the package:
  - Extensive experience in SFAPI and ODATA Data Dictionary for SuccessFactors
  - Expert ABAP programming skills in integrating components such as Proxy, IDOC, RFC, etc.
  - Experience in architecting, planning, implementing, delivering the SAP Concur to SAP ECC integration
  - SAP Concur to SAP ECC (On Premise), using SAP BTP (Business Technology Platform) Integration Suite services
- Have used many CPI Standard Adapters and connectivity technologies (SOAP, SFTP, IDOC etc).
- Expert implementation know-how of Groovy Scripting, XSLT Mappings, XMLs.

- Lots of experience in developing custom complex interfaces with SAP Cloud Platform Integration (SAP CPI/HCI) using various HCI/CPI tools.
- Setup benefit plans for Insurance like PPOs, STD, AD&D, 401k, Dental, HSA, FSA, LTD, RRSP, Vision. Benefit enrollment and OptOut Business rules coupled with Workflow for both Automatic and Manual enrollment.
- Configured Intelligent Services along with Business rules for automatic and manual enrollment of benefit plans.
- Customized start/end/term dates for enrollments based on newhire/term events using business rules
- Setup benefit plans with employee coverage options and insurance rate charts for different type of benefit plans.
- Setup automatic benefit enrollment based on two new tracker jobs which listens to employee master data and benefit plan data changes.
- Configured these plans with either or both employee and employer pay components that work with EC PayComponents which eventually replicate via PTP to EC Payroll.
- Extensive Canvas reporting, Pivot tables, extracting time valuation from TimeOff/Timesheet, Reporting many types
  - Computation of net pay considering Canada payroll deductions including RRSP, RSP plans and pension related deductions like CPP, QPP and EI insurance deductions by updating system tables and using payroll Canada subschema KATAX (ICTX)
  - T4 - Statement of Remuneration Paid
  - T4A - Statement of Pension, Retirement, Annuity and Other Income
  - T4A-NR - Statement of Fees, Commissions, or Other Amounts Paid to Non-Residents for Services Rendered in Canada
  - RL-1 - Relevé 1 - Revenus d'emploi et Revenus Divers
  - RL-2 - Relevé 2 - Revenus de Retraite et Rentes
  - Combo form T4/RL-1
  - Combo form T4A/RL-2
  - Implemented computation of Canada Pension Plan and Quebec Pension Plan related EE and ER contributions using customization of Canada payroll schema KATAX (SI) based on annual contributions and limits based on Canada Revenue Agency (CRA) guidelines.
- Employee Central Point to Point Integration with Employee Central as Master data
- Setting up master data integration, Enabling and configuration of Employee Central Compound API.
- Based on business needs, manual mapping activities.
- Setting up payroll configuration including portlets for taxes, garnishments, pay statement plus mashup screens in EC
- Customize Payroll schema, PCRs - calculation rules based on business processes in PE01, PE02
- Configure BSI tax Cloud integration with Gross payroll in EC Payroll for calculations of Gross to Net.
- Benefit integration with providers like Benefit Focus, Hewitt (Alight) for some customers and others we used US/Global Benefit module in EC/EC Payroll
- Configured Time Evaluation Schema, Rules and integrated with Payroll Schema. Expert level configuration of Time and Payroll Schema(s)

- Configured Gross, Net, Deductions and final processing along with Payroll Reporting from blue print to Go Live phase.
- Expert level in customizing Payroll and Time Schema(s) using custom schema/rules/function(s). Implemented SAP HR systems that include ECC 5.0, 4.7 and 4.6C/4.6B.  
Configured CATS and Time recording with and without clock times.

- Employee Central Point to Point Integration with Employee Central as Master data
- Setting up master data integration, Enabling and configuration of Employee Central Compound API.
- Based on business needs, manual mapping activities.
- Setting up payroll configuration including portlets for taxes, garnishments, pay statement plus mashup screens in EC
- Customize Payroll schema, PCRs - calculation rules based on business processes in PE01, PE02
- Configure BSI tax Cloud integration with Gross payroll in EC Payroll for calculations of Gross to Net.
- Benefit integration with providers like Benefit Focus, Hewitt (Alight) for some customers and others we used US/Global Benefit module in EC/EC Payroll
- Setting up pay calendar for different pay frequencies, Payroll Control Record/Payroll Control Center.
- Integration between Employee Central Payroll and SAP Financials
- SOAPUI is used to perform connectivity test with SuccessFactors Employee Central Compound API web service using SFAPI login service. Enabled RBP permissions for OData API services as well to access connectivity.

#### **SuccessFactors SAP Employee Central Payroll (July 2023 to till now)**

**Client: Veolia Energy**

- SAP Employee Central Implementation and EC Payroll; Data Loads, Configuration and Support

#### **SuccessFactors SAP ECC HR Payroll and CPI Integrations (June 2022 to June 2023)**

**Client: PSEG (Public Sector)**

- Designed, developed and integrations in SAP CPI with SuccessFactors Employee Central and SAP ECC
- Worked on HCM/HR/Payroll support for interfaces, payroll analysis, configurations, functional/tech specs.

#### **SuccessFactors BTP CPI Integrations Payroll, Employee Central US and Canada Payroll**

**Aug 2020 – June 2022**

## (Scotia Bank, Nike, Ardaugh Ceremics - Many SAP SuccessFactors Clients)

- I was responsible for gathering requirements, planning, analysis & troubleshooting of HCM and SuccessFactors system Employee Central systems
- Ensure the design of system supports business needs. Implement integrated and tested SF EC on schedule.
- Use system knowledge and expertise to understand business processes, gaps, and opportunities to convert that knowledge into effective implementation.
- Maintain functional knowledge of HR processes and platforms, as well as how data is used and integrated across recruitment and other areas of HR/HRIS to understand integration points and system dependencies.
- Manage implementation of upgrades and patches post go-live - including testing, validation, communication.
- Employee Central Design and Configuration, unit testing, integration testing with our SF modules including JobProfileBuilder, position management, Recruiting modules

### **SUCCESSFACTORS PAYROLL (FUNCTIONAL CONSULTANT)**

**Feb 17– July**

**2020**

#### **NESTLE**

- Implemented Payroll Control Center in EC Payroll.
- Implemented Compensation planning process to reward employees based on metrics like performance, eligibility, proration etc. Design/Development of Compensation worksheets with pay data from employee profile/Employee Central so as to generate compensation statements.
- Implemented Variable Pay and Compensation and integrated with Employee Central
- Recruiting Management coupled Employee Central Implementation integrated with SAP HCM Payroll system on-premise.
- Implemented Position Management with Recruitment Management and Employee Central
- Implemented complex business process(s) coupled with workflows to suit business needs for manager approvals for maintaining master data, which had integrated position management implemented in the system.
- Configuration, updating systems to tailor the need for implementing business process(s).
- Integration with Employee Central Payroll
- Employee Central master data integration with payroll time sheet involves EC pay components, pay scales integrated with EC work schedule and EC Calendar.
- Extensive experience in developing custom EC UI MDF portlets to mimic custom data and custom infotypes in ECC 9000 series
- Employee central position management configuration including transaction configurations like promotions, change of org and termination events.
- Employee central configured alerts, notifications.
- Extensive Employee Central business rule writing in the configuration to be used with workflow, managed data for custom business scenarios



**SuccessFactors (Global Implementation Lead)****April 16 – Feb 2017****Payroll/Comp****DEXCOM**

- Implemented Compensation planning process to reward employees based on metrics like performance, eligibility, proration etc. Design/Development of Compensation worksheets with pay data from employee profile/Employee Central so as to generate compensation statements. Compensation planning for Merit, Adjustments, proration, promotions, Lumpsum payments.
- Implemented EC Payroll including Payroll Control Center (PCC).
- Supporting production Employee Central System.
- Extensive Employee Central bootstrap config – Org Objects, Managed data, Job Codes, business rules for forward propagation in BCUI (manage business configuration UI).
- Extensive updates and config in generic objects, custom fields, custom business rules and Employee Central Platform foundation objects, custom portlets design/config

**SuccessFactors (Functional Consultant)****Dec 2015 – April 2016****MILLERCOORS**

- Integration from SAP HCM OnPremise with SFSF Recruitment module to send job requisition and get back new employee details once SFSF recruitment job requisition template finds candidates and hire him using middleware SAP PI
- Implementing and supporting Success Factors – Employee Central/Recruitment/Onboarding modules. Assessing Risk Controls for the Success Factor modules
- Success Factors implementation modules in integration with SAP HCM Payroll on the Premise
- Recruitment Management Implementation, business workflows, Custom Route Maps, Multiple Job Requisition templates, Candidate Profile template, Integration with SAP HCM system, Picklist management, Recruiting roles customization, RBP role management for Recruitment
- Implemented RMK along with Onboarding module include new hire verification, background form processing, E-verify and I-9 automation.
- Have implemented benefits integration with Benefit Focus. Developed mapping of benefit data, test scripts and worked in integration testing

**(SuccessFactors Functional Lead)****05/15 – Nov 15****HOLLISTER CORP, Chicago, IL**

- Currently working for UKPN Onboarding project.
- Have setup the Onboarding and Recruitment integration.
- Gathering client requirements and discussing the process related to Onboarding.
- Involved in weekly discussion with Client to gather the requirements and design the Onboarding Panels.

- Have used the JavaScript code to do custom validation on Panel fields.

**(SuccessFactors Functional Global Lead)**

**10/14 – 04/15**

**FOREVER21, Los Angeles, CA**

- SuccessFactors Employee Central to SAP Hybrid Payroll Implementation for 38,000 employees
- Blueprinting, Realization of Gross to Net, Taxation with BSI integration and configuring more than 7000 Active garnishments with data moved from LAWSON system
- Integration with Benefit Focus, Kronos, TALX, Fidelity for Payroll and SF integration
- Dell Boomi Atmosphere Integration for Employee Central.

**(SuccessFactors Consultant)**

**05/14 – 10/14**

**LOVE'S TRUCK STOP, Oklahoma City, OK**

- Implementing SAP EIC Payroll for more than 10,000 employees including payroll, garnishments and gross to net payroll process.
- Integrated with Dell Boomi as middleware between SuccessFactors and SAP HCM Payroll system
- Garnishment Rules for child supports, creditors, levies were customized to suit needs of more than 3,000 active garnishments. Implemented Garnishment Answer and Notice Letters for compliance.
- Business processes for payroll, garnishment letters and processing configuration and setup.
- Post payroll processing using FI and 3<sup>rd</sup> party remittance processing.
- Tax setup for PA locals like ACT 32, Indiana State locals, OH locals, Kentucky locals and BSI setup.
- Custom payroll schemas to suit client needs

**(SAP/SuccessFactors Consultant)**

**01/14 – 5/14**

**TIMKEN, Canton, OH**

- SAP/SUCCESS FACTORS EIC Payroll & Payroll Implementation. Payroll go live and production support.
- Employee payroll, BSI taxes processing in the cloud environment using replication technology in the new Success Factors cloud.

**SAP ECC 6.0 Ehp5 (SAP Payroll Consultant)**

**01/13 – 12/13**

**Canada and US Payroll**

**NATIONAL GRID, Boston, MA,**

- Helped test many payroll scenarios arising out of payroll overpayment recovery for the current year and across years including carry over retros, the effect of /581 and other critical overpayment wage types. The effects of payroll claims

are analyzed with what-if scenarios for year-end adjustments including the effects of inclusive payroll adjustments like ADJT and TWEG as compared to non-retro effects of YANA and YAWA adjustments.

- Worked on W2s, Tax reporter for generating year-end tax forms, 941 and 940 federal forms along with configuration and testing of W2 boxes like new box entry 12DD (health care expenses) ...
- Helped in reviewing Union pay and Management payroll issues arising out of union payroll schema rules. worked on benefits related issues arising out of 401k pre- and post-tax as well as ROTH 401k plans.
- Based on functional specs and business processes - helped tested the business processed and validated payroll data including garnishment issues, tax related like gross up(s), claims and benefit contributions and deduction issues.
- Worked on benefit focus integration with Employee Central. Designed and implemented configuration in build phase. Involved in the activities from development to cutover to production. Have worked end to end Dell Boomi integration with the Benefit Focus interface and its needs

#### **SAP ECC 6.0, Ehp4**

**07/11 – 11/12**

#### **CHAMPION TECHNOLOGIES, Canada Payroll and US Payroll**

- Canada year-end tax forms including T-4, T-2200 and custom payroll reports
- Worked with Kronos Time Integration into SAP Payroll for Time Attendances, absences loading along with time clocks.
- Worked with Tax Reporter alongside with where needed configuration, alternate tax forms and other SUI file formats including SSA.
- For few states like CA – implemented XML based tax filing for SUI – CA DE9 and DE9C. Here XML output file validation with XSD schemas are performed.
- Implemented Overpayment Recovery for claims clearing using the new SAP Payroll Claims Clearing functionality for US Payroll
- Worked on many business scenarios – to clear claims using this new functionality, like total forgiveness for terminated EEs, Complete Recovery, Partial recovery. This process is a paradigm shift from old SAP clearing claims process which involves controllable recovery using IT 0909.

#### **SAP ECC 6**

**11/11 – 06/12**

#### **SAP Public Sector Implementation at Controller Office, CALIFORNIA STATE**

#### **US Payroll Implementation Support, Configuration, Testing in realization phase**

- Performed extensive testing along with developing test scripts for HR Payroll to FI posting scenarios that include fixed cost center posting, regular and off cycle payroll posting scenarios.

- Test scripts are written to test wage types mapping to General Ledger accounts especially technical wage types and user created wage types to make sure debits and credits balance.
- Wage types that are generated in retro (/551, /552) are also tested for many regular and off cycle posting scenarios.
- Claims wage types (/561, /563) are also tested for HR Payroll to Posting balances.
- Configured additional time wage types which are entered in 2010. Created Overtime wage types based on Shift wage types with valuation basis created in 1<sup>st</sup> and 2<sup>nd</sup> derived wage types using statement wage type(s) in Valuation Basis Customizing and tested successfully.

**SUPERIOR GROUP -Payroll Support, Buffalo, NY**

**07/11 – 11/11**

**Canada & US Payroll Support**

- Developed test scripts which aid in testing Payroll to Benefit integration scenarios that include retro calculation in 401k contribution wage types.
- Kronos – SAP Payroll Integration for capturing time data including IT2010 Hours into the SAP system from Kronos
- Work on integration test scripts for Payroll gross to net testing including tax calculations involving BSI calculations. Developed Test scripts for schema validation as well as payroll results.
- Maintain, troubleshoot and configure the SAP R/3 4.6C/4.7 Payroll. Close Interaction with functional and technical members of our payroll team and Time Evaluation
- PD / Organization Management configuration experience SAP HR with PA/PD/Benefits and light recruitment Employee mini masters and ADP synchronization
- Configured custom wage types in Wage type catalog per the groups.

**ROCHEDIAGNOSTICS,**

**01/11 – 6/11**

**Indiana**

**Canada & US Payroll Support**

- Extensive testing and test plans for gross to net payroll processing scenarios. Developed test cases and test scripts to aid in unit testing and integrated testing especially payroll to benefits, taxation, union payroll scenarios.
- Generated W2s for the year 2006. Worked with payroll users to implement infotype adjustment(s) instead of using manual PU19 entries. Trained the users to use this process – so that updating RT cluster rather than just PU19 tax reporter entries in V\_5UXY\_A.
- Configured TIPS wage types to generate /Cxx, /Dxx, /Exx and /Fxx to generate values for Box 7 and Box 8 in W2 form(s). Customized infotypes for various countries in OM.

**SAP ECC6 US Payroll Implementation**

**05/10 – 12/10**

**TABLE MOUNTAIN CASINO, Fresno, CA**

Blueprint, Realization and parallel testing before Go-Live.

- Configured wage types for year-end adjustments (IT0221) for yana/yawa/adjt/tweg. Redesigned the process for handling adjustments. Implemented non-resident alien taxation in conjunction with BSI taxes for 2007. Troubleshoot and test functionality in SAP and BSI by running BSI script to make sure “numbers” come correct.
- Developed custom claims schema based on UCLM that will be used to clear claims to be run in conjunction with RPCLMSU0. Use of when-earned-taxes process is implemented. Configured to use customer claims variant to run the claims program correctly.
- Developed indirect valuation for wage types using ANSAL/PRZMT/TARIF modules based on pay scale groups for basic pay. Implemented user requirements that coupled with proper valuation modules to handle pay rate correctly in basic pay.
- Created payment/deduction schedules. Configured deduction wage types to set individual limits and goals on IT0014 and IT0015. Created wage type class(s) to handle group of employee’s limits on IT0014/15.
- Configured Arrears configuration and priorities maintenance for deduction wage types that include linkage of wage type assignments in V\_T51P1. Configured Arrears for the Absolute Deduction as well as other priorities type(s)

#### **JET BLUE AIRWAYS**

**12/09 – 03/10**

##### **SAP US Payroll**

- SAP US Payroll Support for JET BLUE – Year End Support, Claims Processing, Implementing NJ related domestic partner Payroll/Benefits integration.
- Customized PPMOD feature to use employee groupings as a criterion to post to different G/L accounts
- Implementing the SAP Final Payroll Processing - configuring Remuneration Statement (HRForms), PreDME, PrintChecks (RFFOUS\_C), DME(RFFOUS\_T),3PR remittances that including config of Garnishments/Fed/State/Creditors/Union Dues. Configuration of HR Payee setup, remittance rules, number ranges. Checks/ACH config of SAPScript forms. Customized U500 schema for HR Tax Outsourcing remittance needs. Customized Remuneration stmt –one for accounting and the other for passing data to Check Forms to be attached to in check printing. Custom specs written for creating positive pay file for checks.

#### **US and Canada SAP Payroll Consultant**

**03/09 – 11/0**

##### **ROWAN DRILLING, Houston, TX**

- SAP US Payroll Support for Base Pay Uplift – configured and tested Gross, Net Pay and Posting related configuration
- Worked on analyzing time schema to enable moving work week to implement FLSA Overtime in conjunction with Payroll
- Post-Production of Payroll/Time related issues

#### **SAP Payroll Implementation Consultant**

**08/08 – 03/09**

##### **FAURECIA CORP, Detroit, MI**

- Worked on Gross, Net Payrolls – configuration, custom schemas/rules where needed based on client needs
- Client went live on March 30<sup>th</sup> in SAP US Payroll for around 6500 employees
- Now working post-go live support
- Working on Realization Phase of US Payroll. Developing wage types, payment models, GL FI posting

**US and Canada SAP Payroll Implementation Lead**  
**BRITISH PETROLEUM, Houston**

**12/07 – 08/08**

- Gathered user requirements in the blueprint workshop over 10-week period relating to US Payroll requirements.
- Working on Realization Phase of US Payroll. Developing wage types, payment models, GL FI posting mappings, Custom Schema and PCRs to suite business requirements
- Wage type configuration for earnings, deductions, factoring, absences and G/L posting
- Payment/deduction models, tax model, schemas, rules and features, BSI TaxFactory
- Wage type generation, transfer to FI/CO, off-cycle payroll, garnishments and PU12 transaction
- Business process definition/design; design, specification and testing of third-party interfaces

**RIO TINTO (KENECOTT COPPER)**  
**SAP Payroll/TimeConfigurationArchitect**

**04/07 – 12/07**

- Worked on developing Blueprint for Payroll and Time. User requirements are gathered for Gross/Net/Time Evaluation.
- Implemented user-exit to generate multiple Work Schedule(s) based on Work Schedule Rule and different Personal Subarea Grouping in WS user-exit (PT01).
- Developed nested HR Features – using FLDID in PE03. Developed schemas/rules using naming standards.
- Developed custom payment deduction models in T51P1 for Loan payments in IT0014. Designed, implemented and tested.
- Testing of HR form/checks- develop, run pre-DME, test in RFFOUS\_C to troubleshoot REMUN., form
- Configured Evaluation classes/wage types for HR Forms

**SAP Payroll/Time Functional Config**  
**VULCRAFT STEEL (NUCOR)**

**02/07 – 06/07**

- Generated Public Calendar then created daily Work Schedule, Period WS and WS rule based on PWS.
- Developed Custom Day Types to be used with Period WS. Configured feature - SCHKZ for default Work Schedule Rules and TMSTA – for Time Management Status in infotype 0007 (default values in Planned Working Time).
- Configured TC00 (time sub schema in US Payroll) for absence valuation. Absences entered in IT 2001 are valued via Time Wage Selection Rule (T510S) and Absence Valuation Table (T555Z) to generate time pairs in GWT function

for type S and type M. Here are Absences are valuated based on Valuation Basis /001, which is used to valuate HOURS to AMOUNT in X015. Debugged TIMTP, GWT SAP Time functions (PE04) to generate time pairs for absences in the DAYPR processing of TC00. Here there is no time evaluation and TC00 is called within US Payroll processing. Time wage types are created/valuated with payroll.

## **Canada and US Payroll**

**08/06 – 01/07**

### **Senior HR Payroll Functional Architect**

**KOHLER, WI**

- Generated W-2C (W-2 Correction) for the year 2006. Developed the business process documentation for W-2, W-2C – how to use PU19 Tax Reporter.
- Developed custom rule to turn on/off switch for Month End Accrual based on personal group in the rule – UAC0. Customized the rule to handle on-demand month end accrual posting to FI.
- Developed business process procedure for year-end reporting.
- Developed custom garnishment notice letters based on SAP default HR form – UFG5. Also developed garnishment ANSWER letters based on standard sap hr form – UFG4.

## **CPS Energy**

**05/06 – 08/06**

### **HR Functional /Technical Payroll Consultant**

- Configured GTLI wage types in payroll schema using custom processing rules to SPLIT wage type(s) for retired/non-retired personnel to generate /4XX as well as /QXX wage types in the payroll schema.
- Configured earning/deduction wage type(s). Developed numerous rules to handle custom wage type generation, shut-off and create new wage type(s).
- Developed custom functions to handle custom ZL wage type month-end accrual(s) and implemented this custom function by creating custom payroll schema. Well versed with various Schemas/Rules/Operations/Functions and trouble-shoot payroll.

## **Senior SAP HR Functional/Technical Consultant**

**08/05 – 04/06**

**KBR/Halliburton, Houston, TX**

- Configured action feature to send SAP mail for infotype changes in Personnel Administration. Here when the IT001 changes for the Payroll Administrator the system dynamically sends SAP mail to the new Administrator using Dynamic Actions Configuration. Well versed with the M0001 feature.
- Configured integration between Personnel Administration and OM so that all the default attributes of POSITIONS (emp grp, per area etc.) are propagated to PA40 while using Hiring Actions for new employee.
- Highly experienced in working with HR features editor to accommodate client requirements. Well versed with Feature editor's rules, decision operations, follow-on, subfeature, and debugging and error operations.

- Implemented debugging capability for payroll schema analysis – adding debugging steps in schema/rules

#### **Senior HR Consultant (SAP R/3 4.7)**

**12/04 – 08/05**

#### **PICATINNY ARSENAL / Frederick, MD, US Army Base**

- Generated custom payroll periods based on period parameters and date modifiers for several years using program RPUCTP00.
- Customized setting up SAP payroll by setting payroll parameters, date modifiers, generating control records for each payroll area and employee payroll status.
- Debugged payroll/time evaluation schemas for trouble shooting purposes using debug commands in schema editor utilizing AB4 user parameter.
- Have deep understanding of system controls and security available for the Human Resources module. Implemented various options to control infotype views. Configured company specific processes in the infotype menus, personnel actions and dynamic actions.
- Implemented authorization administration and revision tools. Configured and implemented custom infotype headers, header modifier and header structure.

#### **Senior SAP HR Consultant**

**10/03 – 12/04**

#### **QUORUM BUSINESS SOLUTIONS**

- Configured gross to net payroll, payroll schemas and rules, third party remittances, posting to accounting, tax reporter, year-end process, wage types, garnishments, benefits and time integration and off-cycle activities.
- Configured HR to customize the selection screen settings for interfaces that are based on logical database(s) using SPRO and HR PA/PP modules.
- Administration, Personnel Management, Payroll and Benefits.
- Customizing Time Evaluation, Data Collection in Time Evaluation, Operations as Tools of Time Evaluation. Worked with Personnel Calculation Schema TM00. Developed Alternative Time Evaluation Schemas. Integration with Payroll.
- Configured and customized new payroll control records for new payroll areas. Developed new period modifiers, date modifiers.
- Defined new Organization. Key for master data authorization checks using VDSK1 feature in IMG.

#### **Senior Lead HR Techno Functional Consultant**

**11/01 – 09/03**

#### **ABB NETWORK MANAGEMENT, Houston, TX**

- SAP Time configuration - proficient knowledge of time Rules and Schemas, Time Type configuration.



- Designed and developed custom hiring events including creating custom infotype(s) in HR module.
- Customized Personnel Administration module for setting up new personnel areas, sub-areas, employee groups and employee sub-groups, new Wage Types, Various tax deduction and tax areas.
- Integrated infotypes with other applications. Worked as a specialist in Benefits with exposure to HR, Benefits and Payroll areas. Knowledge of HR / Payroll / Benefits processes and statutory requirements. Concept of the Time Evaluation Driver RPTIME00.
- Time Statement Form and Reporting SAP Employee Self Service, especially benefits services Personnel Calculation Schema TM04. Processing Data from Time Recording Systems Time Evaluation with Clock Times Integration with Payroll Time Statement Form and Reporting

**Senior SAP Developer**  
**ENRON, Houston, TX**

**2/00 – 10/01**

- Created security authorizations and user profiles for restricting users for certain transactions
- Troubleshoot HR/Payroll technical issues during development as well as production stages.
- Used Payroll interface toolbox (PU12) to extract data from Payroll results and compare with legacy payroll results for running mock payrolls.
- Developed outbound interfaces to extract payroll results from clusters to send to third parties like
- changes
- Designed and Developed Business Trip Expense Conversion programs
- Developed inbound interfaces to post the expenses into SAP from outside like travel agents.

## **Education**

MS in Engineering at LSU, Baton Rouge, 1992-1993, LA, USA (GPA – 3.92/4.00)

**Clients:** Nestle, DEXCOM, MillerCoors, Hollister, Forever31, Love's Truck Stop, Timken, National Grid British Petroleum, Vulcraft (NUCOR Steel), Kohler, CPS Energy, KBR, Halliburton, US Army (Picatinny Arsenal and USAMMA, Frederick), Quorum Business Solutions; ABB Network Management; SpudIt; Enron; Microsoft; iVita; Neasi-Weber International; Logica; PHYSIX; Landmark Graphics; Halliburton Energy Services