Liberty Energy is an independent provider of hydraulic fracturing services to onshore oil and natural gas exploration and production companies in North America. They focus on offering safe, efficient and high-quality hydraulic fracturing and engineering services, aiming to become the vendor of choice. Their goal is to provide frac design and execution with a real-data focus to optimize field development and improve production enhancement strategies for their clients.

Utilities & Energy
Oracle HCM Cloud – Payroll, Time & Labor, Absence Management

Business Challenge

- **Rapidly Growing Workforce** – Liberty has experienced continual growth throughout the course of the project, including location expansion as well as 2 acquisitions
- **Complex Integration Roadmap** – For HCM, Liberty had the need for multiple inbound and outbound integrations to provide data to various vendors for each business area, including benefits tracking, 401K, stock transactions, and tax filing, as well as the need to integrate with their internal time database for DOT compliance purposes
- **Manual Processes** – Many processes within the legacy system where being handled manually, from absence tracking, employee 401K elections, to the ongoing balancing of time timecard entries being imported from their internal database each pay cycle

Solutions

- **Scalable Design** – By leveraging the integrated HCM platform, Peloton was able to provide a system design across modules that is fully scalable to meet the continual need for growth
- **Leveraging of OIC** – Incorporating OIC into the integrations design and scheduling allowed for the development and automation of complex integrations
- **Automation of Processes -** The overall implementation of Absence Management, as well as the addition of a new inbound integration for 401K purposes, and a custom designed PAAS tool for hours balancing allowed for more efficiencies and a streamlined processes, eliminating the need for manual work in these areas

Impact

- **Single Source of Truth** – Reduced infrastructure by increasing their Oracle footprint with Payroll, Absence Management, and Time & Labor
- **Seamless Integration** – Implemented 6 payroll cycles for over 4000 employees across the United States
- **Standardized Processes** – Automated all absence, hours balancing against payroll, 401k deferral and loan management

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