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. 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.

Energy Services
Oracle Financials, Procurement, Projects, Inventory, Manufacturing, Autonomous Data Warehouse, and Platform-as-a-Service

Oracle Cloud HCM:
Payroll, Time & Labor, and Absence Management

Business Challenges

- **Legacy Application Not Scaling:** Legacy application implemented during the early stage of their business but as they underwent rapid growth the application was unable to scale with the business.
- **Costs of Production:** Legacy system lacked detail and transparency, leaving the business with holes in their understanding of costs related to production.
- **Diversified Vertical Business:** Liberty acquired several of their suppliers who manufactured key components to support their business.
- **Data Governance:** The business's rapid growth led to poor data governance processes, driving complexity in reporting and data conversions.
- **Rapidly Growing Workforce:** Liberty has experienced continual growth throughout the course of the project, including location expansion as well as two 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 timecard entries being imported from their internal database each pay cycle.

Solutions

- **ERP Cloud Projects & Inventory for Full Landed Cost:** Provide better and more transparent view of costs of production
- **Platform-as-a-Service (PaaS):** Peloton leveraged Oracle's PaaS to develop custom applications, such as auto receiving, to streamline business processes.
- **Autonomous Data Warehouse (ADW):** First customer to leverage the power of Oracle's ADW as the foundational reporting warehouse for Operational & Financial (ERP) data to provide real-time insights to their business.
- **Automation of Conversions:** Peloton's deep analytics skills were leveraged to build and reconcile the high volume of legacy data to be converted.
- **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 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, 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:** Integration of Financial & Operational data from systems in their data warehouse. Reduced infrastructure by increasing their Oracle footprint with Payroll, Time & Labor, and Absence Management.
- **Seamless Integration & Process Automation:** For all key business functions, improved coordination between quoted and executed jobs, freeing up resources to focus on value-add analysis. Implemented 6 payroll cycles for over 4,000 employees across the United States.
- **Enhanced Profitability Analytics & Decision Making:** Actionable analytics detailing the impact of different products and operational drivers that impact profitability.
- **Standardized Processes:** Automated all absence, hours balancing against payroll, 401k deferral, and loan management.