SAP Core Functional Areas

UST offers comprehensive professional and technical consulting and support services during the implementation of SAP HR including Payroll, Time Reporting, Personnel Administration, Benefits Administration, Organizational Management, Training & Development, Recruitment, Employee & Labor Relations, Compensation Management, Career & Succession Planning, Employee Self-Services, and Manager Self-Services.

We're committed to understanding your goals and delivering SAP HRMS solutions on your schedule and budget. On any size project at any phase, you'll gain more from our proven, in-depth knowledge base, which includes a background in Human Resource business issues. Specific business processes and functional items managed within SAP R/3 HRMS include:

Personnel Management and Employee Self Service including Administration Of Personnel Data; Customizing Of Graphical User Interfaces; Authorizations; History; All Kinds Of Evaluations And Reports; Archiving; Attachment Of Workflow; Employee Self Service (ESS), Managers Self Service (MSS) including Workflow.

Time Management including Holiday Calendars And Classes; Shift Schedules; Time Types; Administration Of Attendances & Absences With Manual Or Automatic Recording; Integration Into Payroll Accounting; Clearing Of Working Hours In Accounting And Project Management; Personnel Shift Planning; Implementation Of Flexible Working Models; Overtime Regulations; Certified Interface To Time Recording Terminals; Time Schema And Rule Configuration; Cross Application Time Schedule (CATS) With Integration Into Accounting And Further Modules

Personnel Development including Cataloguing And Administration Of Required Qualification Profiles; Determination Of Skill Gaps And Training Needs Considering Individual Preferences And Interests; Interface To The Event Management; Career And Succession Planning; Administration Of Employee Whishes, Dislikes And Potentials; Evaluation Of Employee Performance

Payroll including US/Canadian Gross And Net Payroll; Payroll Schema And Rule Configuration; Customizing Payroll Functions And Operations; Wage Type Configuration; Tax Model And Tax Calculation; Tax Reporting, Year-End And W-2 Processing; Garnishments; Third-Party Remittance; FI Posting; Wage Type Generation; Integration Of Time With Payroll; Integration With PA And Payroll; Benefits (Health, Insurance, Retirement Etc.); Benefit Plans, Eligibility Rules And Cost Formulas; Integration Of Benefits With Payroll; Integration Of Payroll With OM/Comp Mgmt

Recruitment including Administration Of Vacancies; Administration Of Advertising With Progress Control; Recruitment Via Internet With Many Interesting Features Taking Advantage Of The Most Advanced Global Recruitment Tools And Media; Internal Recruitment Thru' ESS For

Employees, External Recruitment Thru' Internet For Public Sector Customers; Correspondence With MS-Word (Serial Letters); Status Management; Ready To Use Workflow; Systems Support During The Selection Process; Administration Of Internal Applications; Maintenance Of Application Pools; Data Transfer On Hiring An Applicant; Archiving Of Application Data And Qualifications (Qualification Match Up With Requirements Of Jobs And Positions)

Training and Event Management including Integration Into Personnel Development Via Qualifications Provided By Training Programs; Integration Into Time Management By Booking Respective Absences As "Training"; Integration Into The SAP R/3 SD With Billing Functions To Settle Costs For External Attendees; Integration Into Accounting With Billing Functions To Settle Costs For Internal Attendees; Online-Maintenance Of Events (Pre-Booking, Booking Canceling And Replacing Attendance At Events); Integration Into MS-Word; Catalogues Of Internal And External Training; Administration Of Internal And External Attendees; Quality Evaluation Of Attendees And Training; Resource Planning; Locations Administration; Qualifications, Certifications, Growth Plans And Basic Pay On Completion Of Training Classes, Integration With Time Management For Attendance, Integration With Payroll For Recurring And One Time Payment

Personnel Cost Planning including Human Resources Costs Projections; Comparison Between Budget And Actual Costs; Projections Of Human Resources Related Costs For Vacant And Occupied Positions On The Basis Of Salaries And Payroll Results; Comparison Of Personnel Costs With Industry Cost Standards; Integration Into Controlling; Simulation And Comparison Of Multiple Plan Scenarios; Graphical Data Presentation

Organization Management including Staffing Plan; Administration Of Organizational Information (E.G. Matrix And Project Organization); Workflow Analysis; Authorization Concept; Graphical Support While Mapping The Organizational Structure

SAP Financials Implementation

We offer consulting for all needs of Finance & Controlling FI (FI-AA, FI-GL, FI-AR, FI-AP, FI-LC, FI-SL, FI-CA), CO (CO-OM-CCA, CO-OM-OPA, CO-OM-ABC, CO-PC, CO-PA), EC (EC-PCA; EC-CS, EC-EIS, EC-BP), IM, TR, PS, BW, SEM-BCS, SEM-BPS and IS-PS. Specific business processes and functional items managed within SAP R/3 FI/CO include:

Financial Accounting (FI) General Ledger Accounting, Accounts Payable, Accounts Receivable, Asset Accounting, Legal Consolidation, and Special Purpose Ledger

Treasury (TR) Cash Management, Treasury Management (Cash, Stocks, Bonds And Derivatives), And Market Risk Management. Treasury Module Supports Customer's Short-Term, Mid-Term And Long-Term Fund Flow Management. Cash Management And Liquidity Management Is Made Possible Through Cash Budget Management. Cash Flow Is Monitored Or Projected By Connecting With SD, MM And Other Modules. This Also Provides Tools To Conduct Comparative Analysis On Planning Data And Performance Data.

Controlling (CO): Overhead Cost Controlling (CO-OH) Cost Centers, Internal Orders, and

Activity-Based Costing

Controlling (CO): Product Cost Controlling (CO-PC) Product Cost Planning, and Cost Object Controlling

Controlling (CO): Enterprise Controlling (CO-EC) EIS (Executive Information System), Profit Center Accounting, and Planning

Controlling (CO): Profitability and Sales Accounting (CO-PA) Profitability Analysis

SAP Supply Chain Management

UST has experience in delivering SAP Supply Chain Management (SCM) solutions. A supply chain is a network of facilities and distribution options that performs the functions of procurement of materials; transformation of these materials into intermediate and finished products; and distribution of these finished products to customers. (Source: Ganeshan & Harrison - Introduction to Supply Chain Management). A supply chain essentially has three main parts, the supply, manufacturing and distribution:

The supply side deals with how, where from and when raw materials are procured and supplied to manufacturing. Manufacturing deals with converting these raw materials to finished products while, Distribution involves making sure that these finished products reach the final customers through a network of distributors, warehouses and retailers.

UST can help implement SAP SCM solutions to realize the following functions:

- Demand planning: (forecasting).
- Demand collaboration: (collaborative resolution process to determine consensus forecasts)
- Order promising: (When can one promise a product to a customer taking account lead times and constraints)
- Strategic network optimization: (what plants and DC's should serve what markets for what products) (monthly - yearly)
- Production and distribution planning: (Coordinate the actual production and distribution plans for a whole enterprise) (daily)
- Production scheduling: (For a single location create a feasible production schedule) (minute by minute)
- Transportation planning: (For multiple supply, manufacturer, distributor and warehousing points in a network)
- Tracking and Measuring: (An ever increasing aspect of supply chain management designed to highlight potential against the plan and possible process improvements)
- Plan of reduction of costs and management of the performance

SAP SRM (Supplier Relationship Management)

SAP SRM automates the business processes between the procurement and the supplier base by bringing increased supply chain visibility. SRM gives you the ability to control the complete

sales cycle starting from supplier selection to cutting down supply cycle times to building enduring supplier relationships.

UST has experience deploying SRM solutions to help its clients build and optimize a global sourcing strategy. Here are the main features of the SRM solution:

• Supply Strategy Development
• Supplier Qualification
• Supplier Selection
• Supplier Contract Negotiation and Management
• Supplier Self Services
• Content Management
• Operational Sourcing
• Self-Service Procurement
• Plan Driven Procurement
• Suppler Relationship Monitoring

SAP CRM (Customer Relationship Management)

UST has experience in deploying SAP CRM solutions to help companies achieve durable and profitable customer relationships and manage all related facets of it. These include:

• Marketing
• Sales
• Service
• Analytics – data mining and dimensional analysis of customer, sales, service and marketing data
• Field Application Support – mobile sales and service
• E-commerce
• Customer Interaction Center – call center management, telemarketing and telesales
• Channel Management

SAP PLM (Product Lifecycle Management)

UST has experience in providing PLM solutions. PLM provides everything needed for product and asset management and has the following features:

• Lifecycle data management – manage product specs, Bill of materials, project and technical data.
• Program and Project management – manage the complete project development cycle
• Product lifecycle collaboration – team or group collaboration in the product design, development and maintenance process
• Quality management
• Asset Lifecycle Management – managing physical assets and equipment, pretty much like the older Plant Maintenance module in SAP R/3
• Environment, Health and Safety – provides compliance for government regulations in the

these areas as they relate to the product lifecycle

SAP Project Systems

SAP Project System functionality provides an integrated approach to project management and related commercial information processing. Project planning and control are an integral part of business organization and management regimes. The comprehensive functions available in the SAP R/3 System guarantee reliable support during all phases of an undertaking and meet the requirements typical of projects of all types, however complex. Monitoring and analysis functions highlight problem situations, enabling user to take prompt corrective action. Being an industry neutral module, PS can be applied to any industry and any environment that needs resource planning, monitoring and controlling such as Investment management, Marketing, Software and consulting services, Research and development, Maintenance tasks, Shutdown planning, Plant engineering and construction, Complex make-to-order production etc. The Specific business processes and functional items that we managed within SAP R/3 PS include:
 Basic Data: Templates for standard project, work breakdown structure and networks, Resources (labor and material), capacities definition and management; Personnel definition and master data maintenance; Production Resource and Tools definition and management; Project documents with project related information are stored in a single place

Operative Structures: Defining project and creating work breakdown structure, Assignment to organizational units for reporting and financial information; Structure maintenance for various planning levels; Status management to track the project status, approvals etc; Milestones for project tracking and monitoring; Integration with networks; Activities for defining and costing the job using appropriate labor and material resources; Interfaces to PC systems such as MS Project, MS Access etc.

Project Planning: Scheduling the work and activities in work breakdown structure; Network scheduling using constraints; Date planning and forecasting; Project planning board and Gantt charts; Costs/Revenues Planning: Cost planning and costing; Applying overhead surcharges; Updating of planned revenues.
Project Budgeting: Budget distribution and availability check; Budget returns, supplements and transfers; Budget release for expense control; Carry forward unspent budget and projects with work in progress to next fiscal year.

Project Execution: Confirmation of activities and work completed; Overhead cost allocation and transfers; Periodic settlement of cost to assets and expenditure; Revenue posting and funds allocation; Project

Reporting: Structure and individual project overviews; Project versions and simulations; Milestone trend analysis; Comparison of planned and actual reports with respect to budget values; Earned value analysis; Revenue and earnings report; Line item reports.

Product Data Management: Engineering/Manufacturing and Sales bill of materials (BOM's); Engineering change management; CAD interface

SAP Plant Maintenance

SAP Plant Maintenance module (referred to as PM) is well suited to providing the support function that will ensure your company's assets are always available, and meet your production or facility goals. The greatest strength that the PM modules offer is its tight integration with many of the other SAP modules (MM materials management, PP production planning, CO cost accounting, PS project systems, HR human resources). We've worked with thefollowing components of the Plant Maintenance system:

Master Data: Functional location (spatial or physical definition of the process or facility); Equipment (machines, fleet objects, devices, calibration tools); PRT's (items used to support maintenance activities; material, equipment, documents, others); Assemblies (more specific definition of an equipment, functional location); BOM's (bills of materials for functional locations, equipment, assemblies, material repair kits); Task lists (a sequence of steps that define the resources, material, frequency, and text required to carry out the maintenance); IBASE (installed base that provides a relationship of the F/L, equipment, and material objects); H/R mini-masters (minimal amount of human resource data used to create a personnel record); Work center (skills, crafts, machines, or tools used to carry out a maintenance task); Material masters (referred to as Indirect or MRO materials used to maintain the production process, or facilities); Classification (mechanism to provide further details on the technical object by means of characteristics); Measurement point (a point on a technical object for which a reading is taken, either as a counter or a discrete value).

Notifications: Mechanism to identify that some form of action is required, or is to be recorded; Can be used alone or in conjunction with work orders; Make available the use of sets of catalogs to identify; cause, damage, part, activity and tasks; Codes can supplement text, to identify technical reporting, which can be used in a Paredo analysis; Solution database can be included to assist technicians in determining the reason for the fault and actions required; Notifications types can be developed, which are created as a result of predictive maintenance (created by user exits in measurement documents).

Work Orders: Mechanism the maintenance planner uses to identify resource requirements; Internal labor; External labor (services); Inventoried material; Externally purchased material; Drawings; Tools; Machines