

## Unlocking Clarity and Control: HireRight Transforms Global Planning with Oracle Cloud EPM and Peloton Consulting Group

HireRight is a global leader in workforce risk management and compliance solutions, providing technology-driven services such as background checks, drug screening, employment verification, and extended workforce screening. With operations spanning more than a dozen countries, HireRight enables organizations to confidently manage hiring decisions and workforce compliance through an integrated, scalable platform designed to support complex, global business environments.



### Business Challenges

As HireRight continued to grow globally, its financial planning and reporting processes became increasingly complex and difficult to manage. Legacy processes relied heavily on offline Microsoft Excel models and manual data manipulation, creating inefficiencies and introducing risk across budgeting, forecasting, and reporting activities.

Disconnected data sources, such as Dynamics 365, UKG, and other operational systems, resulted in limited visibility into financial and operational performance. The absence of a centralized planning platform made it difficult to maintain data integrity, manage version control, and establish a single source of truth. As a result, finance teams spent significant time on data collection and reconciliation rather than delivering strategic insights to the business.

HireRight recognized the need to modernize its FP&A processes with a scalable, cloud-based solution that could reduce manual effort, improve accuracy, and support global operations.

### Approach

HireRight partnered with Peloton Consulting Group to implement Oracle Cloud EPM Planning, establishing a modern, integrated platform for financial and operational planning.

Peloton configured purpose-built planning models across key areas, including Financials, Revenue, Vendor, and Workforce planning. This solution provided a comprehensive and connected approach to budgeting and forecasting. Automated integrations were established across core systems, including Dynamics 365 for general ledger and vendor data, Fabric for revenue actuals, and UKG for workforce data, ensuring real-time alignment between planning and actuals.

The solution also introduced enhanced reporting capabilities, with standardized management reporting packages featuring detailed, drillable insights for business leaders. Leveraging Peloton's global delivery model and Oracle best practices, the implementation followed a phased approach to minimize disruption while supporting HireRight's international footprint.

## Business Impact

The transformation delivered immediate improvements in efficiency, visibility, and scalability.

By replacing manual processes with an automated, cloud-based platform, HireRight streamlined budgeting and forecasting cycles, improving consistency and control across planning activities. Finance teams were able to shift their focus away from data manipulation and toward higher-value analysis and informed decision-making.

Enhanced visibility into financial performance and projections allowed stakeholders to quickly evaluate scenarios across time periods and business dimensions. At the same time, improved data integrity and centralized governance established a single source of truth, reducing risk and increasing confidence in reporting.

With a scalable architecture now in place, HireRight is well-positioned to expand its planning capabilities, incorporate additional data sources, and support future growth initiatives.

## Summary

HireRight's transformation marks a significant step forward in modernizing global financial planning.

By partnering with Peloton and implementing Oracle Cloud EPM, the organization replaced fragmented, manual processes with a unified, automated planning platform designed for scale and insight. The result is a more agile, data-driven finance function. HireRight and its global workforce are empowered with clarity, informed decision-making, and continued growth in an increasingly complex landscape.



## About Peloton Consulting Group

Peloton Consulting Group has the vision and connected global capabilities to help organizations envision, implement, and realize the benefits of digital transformation. Our team has the best practices, knowledge, industry expertise, and know-how. We make digital transformation a reality by leveraging AI, Enterprise Performance Management (EPM), Enterprise Resource Planning (ERP), Supply Chain Management (SCM), Human Capital Management (HCM), Customer Experience (CX), Analytics, and Data Management for the cloud. Through connected capabilities, we bring people, processes, and technology together. We help organizations go further, faster. That is the Peloton way!