

Ann Workman Brewster
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SAP HR functional consultant with 15 + years of SAP experience on R/3 versions 2.0 to ECC 6.0. Experience includes 4 years in manufacturing and defense contractor environments, 2 years in a communications technology and manufacturing environment as well as experience in public sector, healthcare and consumer products. Have designed, configured, and implemented master data, benefits, organization management, time management, CATS, ESS, and training and events. Knowledge of travel and payroll (have implemented each once.) Extensive experience with configuration design, knowledge transfer, writing specs, OSS, On Demand, ASAP, SAP Solution manager, Infopak and Epiuse tools.

EDUCATION

- * Master's Degree in Management, Kellogg, Northwestern University, Evanston, IL
Majors in Finance and Organizational Behavior (1993)
- * University of North Carolina, Chapel Hill, NC BS in Physics (1986), BA in Religion (1986)

COMPUTER AND LANGUAGES

- * SAP R/3 Modules: HR, including master data, organization management, ESS, benefits, global employee management, training and events, recruitment, and time management and evaluation
- * Other computer: FORTRAN, Cray and Vax
- * Conversant in German, Japanese and Dhuluo

SAP EXPERIENCE

January 2012-February 2012 Retail Company (Chicago, IL)

Provided analysis including effort, strategy, scoping and impacts for proposed company reorganization. Investigated proposal impacts on all aspects of the HCM function including: payroll, benefits, PA, OM, time collection and compensation. Existing system included both SAP and non SAP components.

August 2011-November 2011 Global Oil and Gas Company (San Antonio, TX)

Led Benefits Team for complex open enrollment including multiple unions, extensive retiree, COBRA, active and grandfathered populations. Highly customized solution with over 60 different benefits programs and more than 100 plans including health, savings, pension, insurance and miscellaneous plans, some using employer credits, others with complex eligibility and cost algorithms. Enrollment utilized ESS as well as in house enrollment interfaces. Trained recent hire in all aspects of benefits configuration including many last minute requirement changes. Coordinated efforts of experienced development team, new configuration team and business end users with varying degrees of proficiency.

April 2010-March 2011

**Global Manufacturer and Distributor of Lawn Maintenance Equipment
(Bloomington, MN)**

Brought in to assess previously implemented US HCM solution and to design/lead global template/methodology for rollout of HCM worldwide. Assisted with reorganization of existing OM structure to facilitate future implementation of MSS. Gathered requirements, created global template, and performed extensive knowledge transfer as system was originally put in without sufficient client participation/training. Conducted internal training on PA, OM, time and payroll. Conducted simultaneous roll outs of Australia and Canada to serve as models for remaining country rollouts to be performed by the client, including config, training, data loading via LSMW, test plan creation and overall project design/methodology. Mentored new internal IT resource in creation of payroll interface specifications, LSMW, data load design and testing. Configured enterprise compensation module for proof of concept. Provided production support for benefits plan changes including in house processing of COBRA.

February 2008-July 2009

Global Consumer Healthcare and Pharmaceutical Company (New Brunswick, NJ)
Global Lead for International Assignee solution supporting assignees from more than 39 countries.

Coordinated between PA, OM, Benefits, Time and Payroll solutions teams to alter the design solution to support assignees utilizing custom portal solution. Solution was a dual record solution to capture both home and host data for international assignees. Responsible for all aspects of configuration design, testing, conversion, documentation and interfaces.

February 2007-January 2008

Public Sector (Jacksonville, FL)

Benefits Lead for implementation and open enrollment for state government. Gathered requirements, wrote specs, documented processes, configured system and performed unit testing for Benefits for 250,000 active and retired employees. Managed open enrollment including many significant last minutes changes to plans and vendors. Configured all aspects of benefits including custom features, EOI, open enrollment, COBRA, for health,

insurance, savings and miscellaneous plans. Provided production support including ad hoc reporting and interface design and testing.

October 2006-January 2007

Global Software Company (Atlanta, GA)

New implementation of SAP ECC 6.0. Assisted with design and configuration of system from realization through go live for PA, OM and Benefits. PA and OM implemented for 10 countries including international transfers and country specific configuration. Benefits implemented for US only. Wrote documentation and training materials. Conducted training of super users globally including international transfer process, reporting, ADHOC query, benefits PA and OM. Logged OSS notes, wrote queries, tested security, interfaces and data loads. Wrote and lead integration and user acceptance testing.

June 2006-August 2006

Privately Held Insurance Company (Greenville, SC)

Reconfiguration of a live system that was not implemented correctly. Modules included: PA, OM, Benefits and Recruitment. Redesigned organization structure and the method for updating personal records to reflect new structure. Configuration of reporting structures, personnel actions, and personnel infotypes including benefits. Set up of coverage options, eligibility rules, benefits programs, wage types, dynamic actions, and adjustment permissions to allow use of the SAP Benefits enrollment and reporting functionality. Created additional actions, added infotypes to existing actions, performed extensive data cleanup and even more extensive training of end users and IT team members. Set up ABAP query and taught reporting. Redesigned applicant tracking process.

January 2006-May 2006

Global Confectioner (Chicago, IL)

Upgrade from 4.6 to ECC 5.0 for global company with over 145 different personnel areas in over 40 countries, including language and country specific configuration for PA, OM and Benefits. Project lead for HR team of five central and 60 regional power users.

November 2005-January 2006

Integrated Mail and Document Solutions Company (Stamford, CT)

Designed templates and created procedures for documenting new SAP HR projects for CMMI compliance. Trained staff on templates and processes.

April 2005- October 2005

Telecommunications Company (Monroe, Louisiana)

Complete upgrade lifecycle from blueprint to go live using SAP solution manager for upgrade from 4.5 B to ECC 5.0. Configured, wrote specs and test scripts for time evaluation and time management. Also provided support for ESS, PA and OM including issue resolution, logging of OSS notes, design and testing of configuration. Extensive knowledge transfer to client in areas of time management, CATS and ESS.

January 2005-March 2005

County Government (Lawrenceville, Georgia)

Gathered requirements, wrote specs, documented processes, configured and performed unit testing for ESS for PA, Benefits and Payroll services. Designed conversion plan for Organizational structure including positions and jobs. Configured CATS profiles.

July 2004-December 2004

Lawn Services Company (Kent, Ohio)

Complete upgrade lifecycle from blueprint to go live using SAP ASAP methodology. Provided configuration support and design for 4.7 technical upgrade for benefits, time management, time evaluation and HR master data for company with several unions and unique business requirements. Updated configuration to allow for future rollout of ESS. Wrote test scripts and training documentation using On Demand tool, performed unit and integration testing, researched OSS. Trained client in new benefits functionality.

January 2004-July 2004

Beverage distributor (Miramar, Florida)

Worked remotely to provide configuration and design support for California rollout for benefits. Also provided configuration production support for HR.

March 2003-November 2003

Hospital (Boston, Massachusetts)

Complete lifecycle implementation. Designed, configured and implemented qualifications catalog and training and events module for R3 including configuration and design, writing technical and functional report/development specifications, managing data loads, designing security roles, creating test plans and extensive knowledge transfer. Designed and configured ESS for benefits, master data, and training and events. Led redesign of organization structure to facilitate use of ESS and workflow. Provided support for benefits, org management and master data.

September 2001-January 2003

Consulting for assorted clients including:

Public Sector (San Antonio, Texas)

Responsible for PA & Benefits for data gathering using Q&A database as well as initial configuration in 4.6C system. Created initial specs for workflow.

Global energy management company (Boston, Massachusetts)

Design and configuration of 4.6c time management interfacing with an existing SAP payroll system. Wrote custom rules for unique quota accruals.

Energy Distributor (Philadelphia, Pennsylvania)

Travel configuration for proof of concept.

Global manufacturer of sugars and starches (Decatur, Illinois)

Investigated strategy for implementation of one global SAP HR system including North America, Europe and Asia. Issues included incorporating upgrade of existing 4.0 SAP HR systems as well as legacy systems, design of a flexible global template and cost and timing issues.

April 2001- July 2001

Defense Contractor (Baltimore, Maryland)

Provided 4.6 upgrade support for HR including master data, organization management, CATS, ESS and training and events. Performed testing, researched OSS, updated configuration and documentation and training materials. Trained upgrade team members on new organization management functionality and facilitated resolution of upgrade issues.

November 2000- February 2001

Public utility company (Newark, New Jersey)

Provided time management support, including configuration, rule and scheme support and CATS troubleshooting for initial go live for 14 newly acquired companies and for parent company's 4.6 upgrade project.

February 1999-September 2000

Aerospace defense contractor and airplane manufacturer (Wichita, Kansas)

Two complete implementation life cycles, one for parent company and second one for subsidiary. Implemented time management and evaluation including CATS and ESS for complex manufacturing environment including more than 23 different contracts, each with its own set of requirements for benefit time accrual and eligibility.

Trained client in time evaluation schema and rule creation, time management, HR master data, travel, and organization management configuration. Taught client to spec and manage interface creation, data conversion and testing, manual correction and transports, security, the CATT tool, reporting, ABAP query and AdHoc query.

Wrote and implemented test plans using client resources to facilitate end user training.

Resource for master data and organization management implementation teams, including instruction on configuration and design for organization structures including impact on time and payroll modules. Also provided design and config support for the qualifications catalog and training and events modules.

Managed client resources for time team, as well as consultant resources for entire HR team.

January 1997 - January 1999

Communications technology manufacturer (Schaumburg, IL)

Complete implementation lifecycle from blueprint to go live. Provided support to payroll team including configuration and design.

- * Adapted payroll rules and schemas to accommodate differences between pilot site implementation and the remainder of North American implementation of 60K employees with 20 different payrolls, including 8 ADP and 12 SAP.
- * Provided support to master data, organization management and benefits teams including configuration and resolution of design problems.
- * Worked with tech team to review transports, test and apply OSS fixes.
- * Trained client on payroll functionality and technical problem resolution.

June 1993 - December 1996

SAP Project HR Team Lead, aerospace defense contractor (Hartford, CT)

Complete implementation and subsequent upgrade. Led HR team for one of the first US implementations of SAP R/3 HR module. Responsibilities included:

- * Designing and conducting end user training for 800 end users
- * Designing, configuring and creating documentation for master data, organization planning, travel and time and attendance
- * Providing functional support of SAP modification designed to support time entry, evaluation and reporting requirements
- * First implementation of fully integrated HR (time and travel) to FI, CO and PM
- * Upgrading from 2.1 to 2.2

As a Human Resources Generalist, provided HR generalist support for technical and staff departments. Designed and implemented several center-wide initiatives including new performance appraisal system, 360-degree feedback program and merit compensation program.