



Enterprise Systems Landscape

Application & Integration Overview

Enterprise Architecture Office | August 2026

Executive Overview

This report presents a consolidated view of the enterprise application landscape and the integration architecture connecting core business systems across Finance, HR, Sales, and Operations. It is intended to give architecture governance boards and senior stakeholders a single source of truth for portfolio composition, data flow, technology dependencies, and modernization priorities.

The current landscape reflects a maturity typical of a multi-decade enterprise: a stable ERP and CRM core, function-specific best-of-breed applications, and a growing but inconsistent use of API and batch-based integration patterns. Several foundational systems - most notably the core ERP finance module, legacy payroll, recruiting, manufacturing execution, and fleet management platforms - are approaching end-of-support or lack vendor investment, creating concentrated operational and compliance risk.

This document sets out the application portfolio by business function, maps system-to-system data flow through the integration layer, summarizes the technology stack and data ownership model, assesses legacy system risk, and proposes a phased three-year roadmap to modernize the core, consolidate integration onto a single platform, and retire high-risk legacy assets.

Key findings: (1) integration is currently fragmented across REST APIs, SFTP batch jobs, and event streams with no unified governance; (2) five systems are flagged as legacy or at-risk, three rated High risk; (3) data ownership is defined for most core domains but stewardship accountability is inconsistent; (4) a phased iPaaS-led roadmap can materially reduce integration risk within 18 months.

Application Portfolio



Figure 1: Application Portfolio Grouped by Business Function

The diagram below groups all in-scope applications by primary business function - Finance, HR, Sales, and Operations. Boxes represent individual applications; dashed clusters represent business function domains. Systems shaded in the accent tone are flagged as legacy or at-risk and are examined further in the Legacy System Risk Assessment on a later page.

System Integration Map

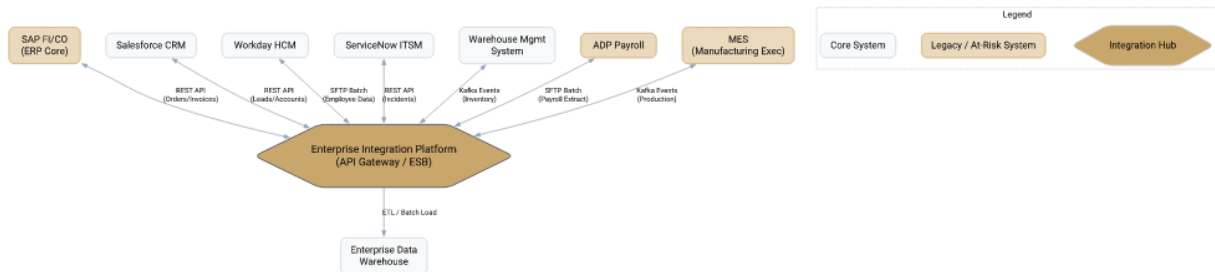


Figure 2: System Integration Map - Core Systems via API Gateway / ESB

Data flows between core systems through a central integration hub rather than direct point-to-point connections. The diagram below shows the primary integration patterns in use today - REST APIs for transactional/real-time exchange, SFTP batch for periodic bulk data, and event streaming (Kafka) for operational telemetry - converging through the integration platform before landing in the enterprise data warehouse.

Technology Stack Summary

Table 1: Technology Stack Summary by Layer

Layer	Platform / Technology	Vendor	Notes
ERP / Finance Core	SAP FI/CO (ECC 6.0 EHP8)	SAP	On-premise; mainstream support ends 2027
Finance - Secondary	Oracle Financials Cloud	Oracle	Used for subsidiary entities; SaaS
HR / HCM	Workday HCM	Workday	SaaS, core HR of record
Payroll	ADP Payroll (on-prem module)	ADP	Legacy on-prem; cloud migration not yet started
Recruiting	Oracle Taleo (Classic)	Oracle	Sunset announced by vendor
CRM / Sales	Salesforce Sales & Marketing Cloud	Salesforce	SaaS, actively extended
ITSM / Ops	ServiceNow	ServiceNow	SaaS, ITIL-aligned
Warehouse Management	WMS (best-of-breed)	Manhattan Associates	On-premise, integrated via events
Manufacturing Execution	Custom-built MES	In-house	12 years old, single-developer dependency
Integration / Middleware	Enterprise Integration Platform (API Gateway / ESB)	MuleSoft	Central hub for REST, batch, and event traffic
Data Warehouse / Analytics	Enterprise Data Warehouse	Snowflake	Cloud-hosted, fed via nightly ETL
Infrastructure / Cloud	Hybrid cloud (private DC + public cloud)	AWS / on-prem	Migration to full cloud in progress

Data Governance & Ownership

Table 2: Data Governance & Ownership by Domain

Data Domain	System of Record	Business Owner	Data Steward	Update Frequency
Financial Transactions	SAP FI/CO	CFO Office	Finance Systems Lead	Real-time
Employee Master Data	Workday HCM	Chief HR Officer	HR Systems Analyst	Daily
Payroll Records	ADP Payroll	Chief HR Officer	Payroll Manager	Bi-weekly (pay cycle)
Customer & Opportunity Data	Salesforce CRM	VP Sales	Sales Operations Lead	Real-time
Inventory & Warehouse Data	WMS	VP Operations	Supply Chain Analyst	Real-time (event-driven)
Production Data	MES	Plant Operations Director	Manufacturing IT Lead	Real-time (event-driven)
IT Incidents & Assets	ServiceNow	CIO Office	ITSM Process Owner	Real-time
Consolidated Analytics	Enterprise Data Warehouse	Chief Data Officer	Data Governance Lead	Nightly batch

Legacy System Risk Assessment

Table 3: Legacy System Risk Assessment

System	Age / Version	Risk Rating	Key Risk Factors	Recommended Action
SAP FI/CO (ERP Core)	ECC 6.0, ~15 years in production	High	Mainstream vendor support ends 2027; heavily customized; skills scarcity	Begin S/4HANA migration assessment in Phase 2
ADP Payroll (on-prem)	On-prem module, ~10 years	Medium	Manual reconciliation steps; limited automation; vendor pushing cloud SKU	Migrate to ADP cloud payroll in Phase 3
Taleo Recruiting (Classic)	Legacy edition, vendor sunset announced	High	No further vendor investment; security patching uncertain	Replace with modern ATS in Phase 2
Fleet Management System	Client-server, ~14 years	High	No vendor support; single-vendor lock-in; no API layer	Decommission and replace with SaaS fleet platform in Phase 4
MES (Manufacturing Execution)	Custom-built, ~12 years	Medium	Single-developer dependency; undocumented integrations	Re-platform on supported MES product in Phase 3-4

Future State Roadmap



Figure 3: Future State Modernization Roadmap (0-36 Months)

The roadmap below sequences modernization over a 36-month horizon, prioritizing stabilization and integration consolidation before legacy decommissioning and advanced analytics enablement. Each phase builds on the risk findings above, ensuring the highest-risk legacy systems are addressed within the first 24 months.

Recommendations

1. Consolidate all system-to-system integration onto the single API Gateway / ESB platform; retire remaining direct point-to-point connections within 12 months.
2. Commence a formal S/4HANA migration assessment for the core ERP given approaching end-of-mainstream-support in 2027.
3. Replace Taleo Recruiting and the on-premise Fleet Management System first, as both carry High risk ratings with no active vendor investment.
4. Establish a formal Data Governance Council to assign consistent stewardship accountability across all data domains, closing the gaps identified in Table 2.
5. Fund the iPaaS integration rollout (Phase 3) ahead of legacy decommissioning to ensure no loss of data continuity when legacy systems are retired.
6. Re-platform the custom-built MES onto a vendor-supported product to eliminate single-developer dependency risk.
7. Sequence AI/analytics enablement (Phase 5) only after the Enterprise Data Warehouse ingests clean, governed data from a consolidated integration layer.