

Infor CloudSuite Industrial and Business Infor VISUAL Migration Example

CloudSuite Industrial and Business 9.00.20

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#### **Publication Information**

Release: Infor CloudSuite Industrial and Business 9.00.20

Publication date: March 16, 2015

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# About this guide

This document provides an example migration sequence to follow when you migrate Infor VISUAL data to Infor CloudSuite Industrial or Business. Not all data needed in Infor CloudSuite can be migrated from VISUAL, so there will be a mix of migrated tables and Infor CloudSuite input. Use the steps in this document to load the data into Infor CloudSuite in a logical manner so that data dependencies are honored.

See "Performing the Data Transfer" in the online help for full instructions on how to use the Import Data Transfer form.

See the Infor CloudSuite help for more information about the use of any form.

# About the VISUAL migration

This sample migration process applies to Infor VISUAL version 7.1.2 and Infor CloudSuite version 9.00.20. You must be on the latest version of VISUAL before you begin the migration. The migration is not intended to bring all data from VISUAL into Infor CloudSuite; it migrates only data that is pertinent to continue business operations in Infor CloudSuite.

## Preparing for the migration

# Preparing the SQL database

Ensure that the DB Recovery Model in SQL is set to **Simple** to avoid a "Log Backup Full" error, which could block migration of later tables.

# Preparing VISUAL data before the migration

In VISUAL, you must perform steps to complete and post all transactions before the migration, to ensure that Infor CloudSuite has the most up-to-date information and that no transactions are missed:

- 1 Ensure that the data in the STATE column of the CUSTOMER table is valid, for example, values do not contain blanks (white spaces).
- 2 Ensure that the [DEPARTMENT] column of the EMPLOYEE table does not contain invalid values, for example values that do not exist in the DEPARTMENT table.
- 3 Ensure that values are less than or equal to 999 for the [PIECE\_NO] column of the REQUIREMENT table. Higher values are not accepted in Infor CloudSuite.
- 4 Ensure that there are no records with a null [PART ID] column value in the PURC\_REQ\_LINE table.
- 5 Ensure that values in the [SHIP\_VIA] column of the PURCHASE\_ORDER table also exist in the SHIP\_VIA table. Also, ensure that the data does not contain blanks (white spaces).
- 6 Modify records with zero or negative values in the [PURCH\_AMT] column of the PAYABLE table, because Infor CloudSuite does not accept negative amounts.
- 7 Modify records with negative amounts in TOTAL\_AMOUNT column of the RECEIVABLE table because Infor CloudSuite does not accept negative amounts.
- 8 If there are negative inventory balances, change them before importing the data, because Infor CloudSuite does not accept negative data.
- **9** Only open transactions are transferred, and only transactions from the current accounting period are transferred, so check the ACCOUNT\_PERIOD.

- 10 Ensure that there are no records with blank (null) values in the [PART ID] column of the QUOTE\_LINE table.
- 11 Look for any additional country values from these other VISUAL tables and add them to the source COUNTRY table:
  - WAREHOUSE
  - EMPLOYEE
  - SHIPTO\_ADDRESS
  - CONTACT
  - VENDOR\_ADDRESS
- 12 Post all unposted invoices.
- 13 Post all unposted vouchers.
- 14 Post all unposted journals.
- 15 Post all unposted work orders.
- 16 If you do not want to migrate open A/P transactions, print and post checks for all open A/P amounts.
- 17 If you do not want to migrate open payroll transactions, print and post checks for all open payroll amounts.

After these steps are performed, no new invoices, vouchers, journals, or work orders should be created in the external application.

Generate any new transactions in Infor CloudSuite, not VISUAL, after the migration is completed.

### Setting the invoice length

To set the invoice length and invoice and estimate prefixes, open the Infor CloudSuite Order Entry Parameters form and set this information:

- Set the **Invoice Length** to **12**.
- Set the Estimate Prefix to E.
- Set the DO/BOL Prefix to DO.

Log out of the application and use the Configuration Manager utility (on the utility server) to publish form changes. This clears the form cache so that the new invoice length will is used when you log in again.

### **Setting Import Parameters**

Specify the appropriate connection parameters in the **Import Parameters** form.

Note: The check boxes at the bottom of this form do not apply to VISUAL migrations.

## Modifying the provided import steps

A default set of mappings between VISUAL tables and Infor CloudSuite tables is provided, with the appropriate sequences defined. You can see these settings in the **Import Steps** form. You can make these changes to the default mappings:

- If you want to migrate only a subset of the data currently residing in a VISUAL database table, specify an appropriate SQL Where clause in the **Source Filter** field to retrieve the appropriate information.
- You can change the sequence if your order of loading prerequisites is different.
- You can set up rules for specific table/column mappings in the **Import Table Column Rule Definition** form, if you want to replace existing values in the source column with some default value or replacement values in the target table/column.

For more information, see <u>Defining Table Mappings</u>.

## List of tables and sequences

These are the tables that can be migrated with the sequences. All of the sequences, as well as any interim steps, are described in detail in the rest of this section.

Source VISUAL table	Target Infor CloudSuite table	Sequence
APPLICATION_USER	UserNames	10
PERSON	UserNames	20
STATE_PROVINCE	state	30
COUNTRY	country	40
CURRENCY	currency	50
CURRENCY_EXCHANGE	currate	60
ACCOUNT	chart	70
ACCOUNT_PERIOD	periods	80
SALES_TAX	taxcode	90
TERMS	terms	100
UNITS	u_m	110
CARRIER	carrier	120
SHIP_VIA	shipcode	130
UNITS_CONVERSION	u_m_conv	140
TERRITORY	territory	150
WAREHOUSE	whse	160
LOCATION	location	170
CUSTOMER	state	180
CUSTOMER	customer	190
CUST_ADDRESS	custaddr	200
CUSTOMER_TYPE	custtype	210

Source VISUAL table	Target Infor CloudSuite table	Sequence
COMMODITY	commodity	220
PRODUCT	prodcode	230
PRODUCT	distacct	240
PART	item	250
PART_UNITS_CONV	u_m_conv	260
SHOP_RESOURCE	WC	270
DEPARTMENT	dept	280
SHIFT	shift	290
EMPLOYEE	employee	300
SALES_REP	slsman	310
SHIPTO_ADDRESS	shipto	320
QUOTE	со	330
QUOTE_LINE	coitem	340
CUSTOMER_ORDER	со	350
CUST_ORDER_LINE	coitem	360
CUSTOMER_PRICE	itemcust	370
CUSTOMER_PRICE	itemcustprice	380
CUST_PRICE_GROUP	pricecode	390
PART_PRICE_GROUP	pricecode	400
CONTACT	contact	410
CUST_CONTACT	customer_contact	420
CUST_BOOK_LINE	rsvd_inv	430
RMA	rma	440
RMA_LINE	rmaitem	450
BANK_ACCOUNT	bank_hdr	460
BANK_ACCOUNT	bank_addr	470
ADJ_REASON	reason	480
DEVIATION_REASON	reason	490
EC_REASONS	reason	500
HOLD_REASON	reason	510

Source VISUAL table	Target Infor CloudSuite table	Sequence
INSPECTION_REASON	reason	520
SHIP_REASON	reason	530
REASON	reason	540
ISSUE_REASON	reason	550
EC	ecn	560
EC_LINE	ecnitem	570
PART_WAREHOUSE	itemwhse	580
PART_LOCATION	itemloc	590
INV_PIECES	Itempiece	600
INV_PIECES	attribute_value	610
TRACE	Itempiece	620
CUSTOMER_FORECAST	forecast	630
OPERATION	jobroute	640
REQUIREMENT	jobmatl	650
PROJECT_INFO	proj	660
VENDOR	vendor	670
VENDOR_ADDRESS	vendaddr	680
PURC_REQUISITION	preq	690
PURC_REQ_LINE	item_manufacturer_item	700
PURC_REQ_LINE	preqitem	710
PURCHASE_ORDER	ро	720
PURC_ORDER_LINE	item_manufacturer_item	730
PURC_ORDER_LINE	poitem	740
PHYS_INV_PIECES	phyinv	750
PAYABLE	aptrx	760
PAYABLE_LINE	aptrxd	770
RECEIVABLE	arinv	780
RECEIVABLE_LINE	arinvd	790
WORK_ORDER	job	800
OPERATION	jobroute	810

Source VISUAL table	Target Infor CloudSuite table	Sequence
REQUIREMENT	jobmatl	820
Inventory	tmp_import_inventory	830
JobMaterialTransaction	tmp_import_jobmalttran	840
ACCOUNT_BALANCE	journal	850
LABOR_TICKET	jobtran	860

# Steps to perform the migration

Use these instructions to run the sequences and the interim steps to complete the migration.

#### Users

To migrate system users from the APPLICATION\_USER and PERSON tables to the UserName table, for use in the Users form, use the Import Data Transfer form. Specify a Starting Sequence of **10** and Ending Sequence of **20**.

**Note:** During data verification after the Final Data Transfer, remember that not all records will match between APPLICATION\_USER and the UserName table, because some records came from the PERSON table. Also, APPLICATION\_USER and PERSON tables might have overlapping records, which can result in fewer rows in the UserName table in Infor CloudSuite.

PERSON records with Is\_BUYER = NO are not transferred to Infor CloudSuite. These values should be excluded in data verification.

#### **Prov/States**

To migrate a list of provinces and states from the STATE\_PROVINCE table for use in the Prov/States form, use the Import Data Transfer form. Specify **30** for the Starting and Ending Seq values.

#### Countries

To migrate a list of countries from the COUNTRY table for use in the Countries form, use the Import Data Transfer form. Specify **40** for the Starting and Ending Seq values.

#### Currency

In the Import Steps form, for sequence 50 add this source filter: ID <> 'USD'

Add a rule 1 for the ID column (if one is not automatically created) to convert these values:

Existing Value	New Value
US\$	USD
Y	JPY

On the Import Data Transfer form, specify a Starting Sequence of **50** and Ending Sequence of **60**. This migrates data from the CURRENCY and CURRENCY\_EXCHANGE tables for use in these forms:

- Currency Codes
- Currency Rates

### Chart of Accounts

To migrate the ACCOUNT table data into the Chart of Accounts form, use the Import Data Transfer form. Specify **70** for the Starting and Ending Seq values.

**Note:** Before the Final Data Transfer, create a rule 1 for column [TYPE] where the existing value **Q** is set to the new value **Y**.

**Note:** During data verification after the Final Data Transfer, be aware that there can be empty account descriptions, because Infor CloudSuite allows a null description value.

#### Accounting periods and allocations

To migrate the ACCOUNT\_PERIOD for use in the Accounting Periods form, use the Import Data Transfer form. Specify **80** for the Starting and Ending Seq values.

**Note:** Review the Accounting Periods form after the transfer. If the transferred period does not cover the current period, add the current period.

Open these forms and specify information:

- Chart of Accounts Budget and Plan
- Chart of Account Allocations

#### Unit codes

To create unit codes, if needed, open the Unit Codes (1), Unit Codes (2), Unit Codes (3), and Unit Codes (4) forms and specify the data.

### Copy unit codes

If you created unit codes, assign them to the appropriate accounts in the Chart of Accounts form, or with the Copy Unit Codes to Accounts form.

#### Set tax system

Use the Tax Systems form to set up at least one tax system.

#### Parameters

Open these Infor CloudSuite parameters forms and specify the information:

- Multi-Currency Parameters
- Accounts Receivable Parameters
- Order Entry Parameters
- RMA Parameters
- Tax Parameters
- Tax Systems
- General Parameters
- Inter-Site Parameters
- Planning Parameters
- Site Groups
- Transfer Order Parameters
- External Payroll Parameters
- Human Resources Parameters
- Payroll Parameters
- Inventory Parameters
- Project Parameters
- Data Collection Parameters
- Shop Floor Control Parameters
- Accounts Payable Parameters
- Purchasing Parameters

### Codes

Load the code tables that are needed to support the main system functions. On the Import Data Transfer form , specify a Starting Sequence of **90** and Ending Sequence of **180**. This migrates

SALES\_TAX, TERMS, UNITS, CARRIER, SHIP\_VIA, UNITS\_CONVERSION, TERRITORY, WAREHOUSE, and LOCATION table data for use in these forms:

- Tax Codes 90
- Billing Terms 100
- Unit of Measure Codes 110
- Carriers 120
- Ship Via Codes 130
- Unit of Measure Conversions 140
- Territories 150
- Warehouses 160
- Locations 170

**Note:** During data verification after Final Data Transfer of sequence 160, be aware that the additional warehouse (MAIN) in SyteLine is included in the initialized database.

After successfully migrating the codes, open this form and specify information:

Delivery Terms

#### Customers

To create customers,open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **180** and Ending Sequence of **210**. This migrates CUSTOMER, CUST\_ADDRESS and CUSTOMER\_TYPE table data for use in these forms:

- Customers (state and customer) 180, 190
- Customers (addresses) 200
- Customer Types 210

After successfully migrating the data, open the Customer Contracts form and specify information.

### Materials

To create the support data for the materials module, open these forms and specify information:

- ECN Distribution Codes
- ECN Priority Codes
- ECN Reason Codes
- Commodity Codes
- Family Codes
- Inventory Adjustment Reason Codes
- Miscellaneous Issue Reason Codes

Steps to perform the migration

- Miscellaneous Receipt Reason Codes
- Obsolete Slow Moving Reason Codes
- Transfer Loss Reason Codes
- Exception Message Priorities
- APS Order Priority
- Planning Horizon Calendar

Open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **220** and Ending Sequence of **260**. This will migrate data from the COMMODITY, PRODUCT, PART and PART\_UNITS\_CONV tables for use in these forms:

- Commodity Codes 220
- Product Codes 230
- Distribution Accounts 240
- Items 250
- Unit of Measure Conversions 260 (2nd time)

Open these forms and specify information

- Item Costs
- Item Pricing

#### Production

To create supporting data for the Production module, open these forms and specify information:

- Holidays
- Scheduling Shifts
- Resource Types
- Scrap Reason Codes
- Indirect Labor Codes
- Resources
- Resource Groups

Open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **270** and Ending Sequence of **290**. This migrates data from the SHOP\_RESOURCE, DEPARTMENT, and SHIFT tables for use with these forms:

- Work Centers 270
- Departments 280
- Shift Codes 290

### Employee

To create the support data for the Employee module, open these forms and specify information:

- Military Service
- Termination Reasons
- Shift Codes
- Employee Status
- Salary Change Reasons

Open the Import Data Transfer form and load these tables, specifying a Starting and Ending Sequence of **300**. This migrates data from the EMPLOYEE table for use with this form:

• Employees 300

#### Sales

To create supporting data , open these forms and specify information:

- Salesperson Classifications
- CO Returns Reason Codes
- Credit Hold Reason Codes
- Disposition Codes
- End User Types
- Evaluation Codes
- Invoice Categories
- Invoice, Debit, and Credit Memo Sequences
- Problem Codes
- RMA Return Reason Codes
- Distribution Accounts

Open the Import Data Transfer form and specify a Starting and Ending Sequence of **310**. This migrates SALES\_REP table data for use with this form:

• Salespersons 310

Open these forms and specify information:

- Commission Tables
- Discounts
- Price Formula
- Price Matrix

### Drop Ship To addresses

Open the Import Data Transfer form and specify a Starting and Ending Sequence of **320**. This migrates SHIPTO\_ADDRESS data for use with this form:

• Drop Ship Tos 320

#### Customer quotes and orders

Open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **330** and Ending Sequence of **450**. This migrates data from the QUOTE, QUOTE\_LINE, CUSTOMER\_ORDER, CUST\_ORDER\_LINE, CUSTOMER\_PRICE, CUSTOMER\_PRICE\_GROUP, PART\_PRICE\_GROUP, CONTACT, CUST\_CONTACT, RMA, and RMA\_LINE tables for use with these forms:

- Estimates 330
- Estimate Lines 340
- Customer Orders 350
- Customer Order Lines 360
- Customer Contracts 370
- Customer Contract Prices 380
- Price Codes 390
- Price Codes 400 (different information)
- Sales Contacts 410
- Customer Sales Contact Cross References 420
- Reservations for Order 430
- RMAs 440
- RMA Line Items 450

**Note:** During data verification after the Final Data Transfer of sequence 360, be aware that only the records that meet these criteria are shown in the Customer Order Lines form:

- co\_item qty\_ordered > 0
- co\_item stat = 'O'
- co\_mst type = 'R'

#### Banks

Open this form and specify information:

• Bank Reconciliation Reason Code

Open the Import Data Transfer form and specify a Starting Sequence of **460** and Ending Sequence of **470** to migrate data from the BANK\_ACCOUNT table for use with these forms:

- Bank Reconciliations 460
- Bank Addresses 470

#### Additional reason codes

Open the Import Data Transfer form and specify a Starting Sequence of **480** and Ending Sequence of **550** to migrate this table data to the various "reason codes" forms:

- ADJ\_REASON 480
- DEVIATION\_REASON 490
- EC\_REASONS 500
- HOLD\_REASON 510
- INSPECTION\_REASON 520
- SHIP\_REASON 530
- REASON 540
- ISSUE\_REASON 550

### **ECNs**

To create engineering change notices, open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **560** and Ending Sequence of **570**. This migrates EC and EC\_LINE table data for use with these forms:

- Engineering Change Notices 560
- Engineering Change Notice Items 570

#### Inventory balance

To create inventory quantity on hand amounts,open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **580** and Ending Sequence of **590**. This migrates PART\_WAREHOUSE and PART\_LOCATION table data for use with these forms:

- Item Warehouses 580
- Item Stockroom Locations 590

Note: During data verification after the Final Data Transfer of sequence 580, be aware that some data might differ in case; that is, uppercase becomes lowercase or lowercase becomes uppercase.

Open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **600** and Ending Sequence of **620**. This migrate INV\_PIECES and TRACE table data for use with these forms:

- Item Pieces 600
- Item Attributes 610
- Item Pieces 620 (2nd time)

#### Forecasts

Open the Import Data Transfer form and specify a Starting and Ending Sequence of **630**. This migrates CUSTOMER\_FORECAST table data for use with this form:

• Forecasts 630

### **Bills of Materials**

To create bills of material and related information, open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **640** and Ending Sequence of **650**. This migrates OPERATION and REQUIREMENT table data for use with these forms:

- Current Operations 640
- Current Materials 650

**Note:** During data verification after Final Data Transfer of sequence 640, be aware that only the top item for each job is accepted in Infor CloudSuite. For example, if a [PART ID] is available for two [RESOURCE ID] records with the same [SEQUENCE], only the first record is migrated.

Also, be aware that the Job Operations form only shows records where the suffix is **0**, the job type is **S** and the item is not null.

#### Project

To create supporting data for the Project module, open these forms and specify information:

- Project Code Costs
- Project Retention Codes

Open the Import Data Transfer form and specify a Starting and Ending Sequence of **660**. This migrates PROJECT\_INFO table data for use with this form:

• Projects 660

### Vendors and purchasing

To create supporting data for the Vendor module, open these forms and specify information::

- Payment Hold Reason Codes
- Purchase Order Requisition Codes
- Purchase Order Return Reason Codes
- Vendor Categories

To create vendors and purchasing related data,open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **670** and Ending Sequence of **740**. This migrates data from the VENDOR, VENDOR\_ADDRESS, PURC\_REQUISITION, PURC\_REQ\_LINE, PURCHASE\_ORDER, and PURC\_ORDER\_LINE tables for use with these forms:

- Vendors 670, 680
- Purchase Order Requisitions 690
- Item Manufacturers 700
- Purchase Order Requisition Lines 710
- Purchase Orders 720
- Item Manufacturers 730 (2nd time)
- Purchase Order Lines 740

**Note:** If the purchase order uses a currency exchange rate that does not yet exist in the target application, error messages will indicate the problem. Add the missing exchange rate in the target application and run the data transfer again. For example, for a purchase order in Yen, if there is no currency rate for Yen to USD, add a new currency rate in the Currency Rates form with an effective date on or before the date of the purchase order.

Open these forms and specify information:

- Vendor Contracts
- Vendor Contract Prices

### Physical inventory

To create vendors and purchasing related data, open the Import Data Transfer form and load these tables, specifying a Starting and Ending Sequence of **750**. This migrates PHYS\_INV\_PIECES table data for use with this form:

• Input Update Sheets 750

**Note:** Before the Final Data Transfer, set up the Tag Sheets Control in Infor CloudSuite; otherwise the [TAG\_NUM] will be set to a null value:

- 1 Open the Set Tag Sheets Control form.
- 2 Select Warehouse.
- 3 Set the **Count Method** to **Both** and use the default values for the other fields.

4 Save the record.

### **Open Accounts Payable**

To create open A/P transactions, open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **760** and Ending Sequence of **770**. This migrates PAYABLE and PAYABLE\_LINE table data for use with these forms:

- A/P Vouchers and Adjustments 760
- A/P Voucher and Adjustment Distributions 770

Open the Voucher Posting form and process the data.

Note: Before the Final Data Transfer for sequence 760, perform these tasks:

- Create a rule 1 for the column [VOUCHER\_ID].
- Create a rule 1 for the column [TYPE], with these values:

Existing Value	New Value
I	V
M	V
U	V

 Set up the accounts in the Accounts Payable Parameters form for accounts payable, purchases, misc charges, sales tax expense, discount, external purchases, commissions paid, and deposit account.

#### **Open Accounts Receivable**

To create open A/R transactions,open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **780** and Ending Sequence of **790**. This migrates RECEIVABLE and RECEIVABLE\_LINE table data for use with these forms:

- Invoices, Debit, and Credit Memos 780
- Invoices, Debit, and Credit Memo Distributions 790

Open the Invoice Posting form and process the data.

**Note:** Before the Final Data Transfer for sequence 780, ensure that an **End User Type** is defined for all customers in the Customers form, Codes tab.

**Note:** During data verification after the Final Data Transfer for sequence 790, be aware that some field values such as **Type** or **Due Date** are shown only when you view the line in the Invoices, Debit and Credit Memos form. That data is passed directly from the parent table.

#### Jobs

To create firmed and released job orders, open the Import Data Transfer form and load these tables, specifying a Starting Sequence of **800** and Ending Sequence of **820**. This migrates data from the WORK\_ORDER, OPERATION, and REQUIREMENT tables for use with these forms:

• Job Orders 800

**Note:** The Infor CloudSuite job\_mst table might already contain data prior to the Preliminary Data Transfer of this sequence. This data is set when you process Seq 640, Operations.

- Job Operations 810
- Job Materials 820

**Note:** During data verification after the Final Data Transfer of sequence 800 and 810, be aware that the Job Orders and Job Operations forms only show data where job type is set to J (equivalent to W in VISUAL).

#### Beginning inventory balance

If the **Post to Journal** field is selected in the General Parameters form, specify the miscellaneous receipt and miscellaneous issue reason codes in the Import Parameters form. If **Post to Journal** is not selected, the reason code fields can be blank.

Open the Import Data Transfer form and specify a Starting and Ending Sequence of **830**. This sets up the inventory balance information.

Open the Import Inventory Balances form and review and correct the data.

#### Job material transactions

You can manually load the job material that is pending for posting in Infor CloudSuite into the SourceDL\_JobMaterialTransactionLoad table. Then run starting and ending sequence **840** in the Preliminary Data Transfer.

Open the Import Job Material Transactions form and review and correct the data.

Run starting and ending sequence **840** in the Final Data Transfer. This sets up the job material transactions.

Open the Post Job Transactions form and process the data.

#### Beginning account balances

To create the beginning account balances, open the Import Data Transfer form and specify a Starting and Ending Sequence of **850**. This migrates data from the ACCOUNT\_BALANCE table for use in the Journal Entries form.

Open the Mass Journal Posting form and process the data.

**Note:** During data verification after the Final Data Transfer of sequence 850, be aware that only open transactions were transferred, and only transactions for the most current account period were transferred.

#### Job labor transactions

LABOR TICKET source data is not imported from the source database, because it is posted data. However, you can manually load the labor transaction data into the

SourceDL\_LABOR\_TICKETLoad table. Then run starting and ending sequence **860** in the Preliminary Data Transfer and Final Data Transfer to load the LABOR\_TICKET table information into Infor CloudSuite.

**Note:** Before the Final Data Transfer is run, update the TargetDL\_jobtranLoad table with the appropriate pay\_rate and shift values:

- Set the pay\_rate column values:
  - 'R'(Regular)
  - 'O'(Overtime)
  - 'D'(Double-Time)
- Set the shift column values to '1' (or if not '1' base the column value on values from the employee table data.