



CASE STUDY

Data-Related Inconsistencies

A not-for-profit group was facing union negotiations and an overall renewal increase that well exceeded the group's budgeted increase for all of its Health & Welfare programs.

Issue

Cowden Associates' assisted a company experiencing long-term data inconsistencies involving payroll, HRIS, and 401(k) recordkeeping.

Continual data inconsistencies resulted in:

- Excessive drain on internal staff time
- High costs associated with outside systems specialists and a national consulting firm's efforts to solve ongoing issues
- Lack of senior management confidence
- Budget restrictions on more strategically important initiatives.

Solution

When working with data issues there is no randomness – solutions often require perseverance and innovation, including:

- A focus on solutions
- Knowing what results you want
- Creation of a system to collect and subsequently report data correctly utilizing internal resources of the client and Cowden Associates, Inc.

Results

The outcomes of the solution resulted in:

- Improved plan operations
- Reduced internal time allotment
- Considerable amount of money saved
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- Considerable amount of money saved (in excess of \$300,000 annually spent on outside consultants)
- Improved perception by senior management

Savings in
excess of
\$300,000
annually



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