

AGENDA

- Welcome & Introductions
- Defining the Business Problem
- Building the Data Story
- Pitching the Proposed Solution and Investment
- Case Study
- Questions/Comments





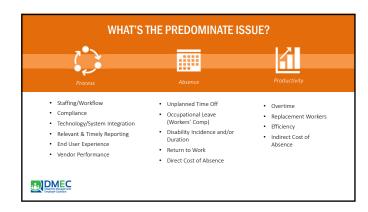
WELCOME & INTRODUCTIONS



Patty Borst National Practice Leader, Disability and Absence Management The Partners Group









PROCESS DATA Leave and ADA Management Process Pay Process HRIS/HCM Integration DMEC Disability Management Englisher Coalition **ABSENCE DATA** Payroll and/or Time and Attendance Leave of Absence Tracking Data (State and Federal) Sick Pay, Extended Illness, or Other Pay LTD (Long-Term Disability) Claims Industry Benchmarks Workforce Demographic Profile DMEC PRODUCTIVITY DATA Indirect Cost of Absence Replacement Workers Overtime Efficiency

DMEC

THE SOLUTION AND INVESTMENT

LIKELY MORE THAN ONE SOLUTION

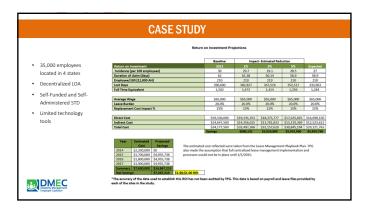
- Insource with SaaS
- System Integration
- New or Change in Outsourced Vendor
- Staffing / Reorganizatio
- Enhanced Benefits
- Compliance or Legal Support
- Training of Managers and Supervisors
- Communication Tools





PITCHING THE INVESTMENT/SOLUTION Translating it into Their Currency		
HUMAN RESOURCES		
Employee Experience Recruiting and Retention Training Culture	ProfitExpensesOutcomesShareholder Value	Workforce Productivity Automation Security System Integration
DMEC CONTROL C		

CASE STUDY		
EMPLOYER PROFILE •	35,000 Employees - 19 locations / 4 states Decentralized LOA and ADA by location	
BUSINESS PROBLEM -	Decentralized model creating compliance risk Direct costs appeared to be escalating but little reporting available	
BUILDING THE DATA STORY	Discovery conducted at all sites documented interviews Direct cost of absence data collected from 4 larger locations to estimate the costs for the whole population	
SOLUTION & INVESTMENT	Create a shared services central administration model in the corporate office	
ROI MODEL FOR CFO	Created a Baseline and Illustrated reduction in costs within a range of outcomes Provide investment costs to build a shared service center, staffing, facilities, and technology Illustrated RDI over four years	
DMEC Duability Management Employer Coalition		





QUESTIONS/COMMENTS? Patty Borst National Practice Leader, Disability and Absence Management The Partners Group Contact Patty at phorst@tpgrp.com