

CASE STUDY THEME

Consolidation of multiple payroll and HRIS systems and combining several acquired entities into unified carrier, benefit and enrollment platform. 60 day implementation and launched all carrier files before effective date.

Industry: National Home Health Care

of Employees: 30,000

BUSINESS CHALLENGE

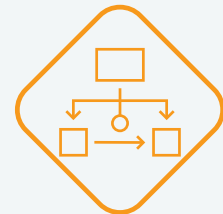
Due to Aveanna's accelerated growth and success, our challenge was to consolidate, streamline and automate their benefits package within a few months' time, and launch a full open enrollment to capture personal data, benefit elections, dependents and beneficiaries for all **30,000 employees** - and successfully connect to all provider and payroll systems prior to January 1st.

- 3,000 home office employees
- 27,000 field providers with variable hours
- 30,000 total employees
- Consolidated 25+ different providers, benefit plans and employee classifications
- 4 different HRIS systems (Workday, ADP, Exponent HR and Paychex)
 - Data challenges due to decentralization and rapid growth
- New organizational and culture dynamics (new payroll, new emails, new EE ID's, new benefits, new ID cards, new providers, etc.)

SOLUTION DELIVERED

- WBD loaded 87 different data files to reconcile eligibility, demographic data and apply dynamic EE classifications and associative benefit logic.
- WBD completed historical ACA variable hours tracking for 27,000 employees over the past 12 months to determine eligibility for the 2018 enrollment.
- Within 6 weeks' time, WBD sorted through over **1.8 million lines of data** to reconcile employee records, benefit logic and eligibility status!

IMPACT CREATED



All carrier test files were approved on **1st** testing round



5,600 employees enrolled telephonically via WBD Call Center



24,400 employees enrolled online via WBD ben-admin platform