



*Let us help you manage your benefits cost and risk.*

## Data Management

Data issues are the cause of many service-related problems faced by Human Resources and benefits departments and by third party administrators. Whether the issues involve missing or corrupted data, problems with data interfaces, or inefficient design of the data warehouse, plan sponsors face significant exposure in these areas:

- ❖ Incorrect estimated and final benefit calculations
- ❖ Errors in application of plan eligibility rules
- ❖ Increased transaction times for processing benefit payments
- ❖ Diversion of critical resources from strategic functions to administrative tasks such as data verification

Regardless of whether an organization's goal is to convert to a new pension administration system, convert to a third party administrator, or simply to mitigate risk, it is essential to have accurate and complete data. Bartlett O'Neill Consulting, Inc. will apply its proven methodologies to assist you by:

- ❖ Providing complete, correct, user-accessible benefits data
- ❖ Identifying and resolving problems with current processes and systems
- ❖ Preventing plan disqualification and DOL- or IRS- imposed fines

## Our Approach

### DATA VERIFICATION AND CORRECTION

- ❖ Perform data and system assessment to identify the key data-related issues
- ❖ Correct data issues that are identified
- ❖ Implement process / system improvements to ensure continued data integrity

### DATA INTERFACE ANALYSIS

- ❖ Identify and document data interfaces among various benefit administration entities
- ❖ Develop acceptable interface criteria in terms of content and timing
- ❖ Test interfaces for accuracy and completion
- ❖ Monitor interfaces to assure adherence to established benchmarks
- ❖ Design, create, test, and implement new interfaces or corrections / enhancements to existing interfaces

### DATA WAREHOUSING AND DESIGN

- ❖ Assist in the development of the benefits data warehousing design as it relates to the corporate IT strategy
- ❖ Recommend data warehousing solutions for HR / benefits data and how these solutions relate to existing and planned data management strategies