

**Brookfield** Global Relocation Services



# Success *Stories* <sup>SM</sup>

## Process Improvements with Cost Savings

### Industry: Energy

### Client Profile

Global provider of oil and gas discovery, exploration and refinement with over 59,000 employees in more than 100 countries

### History

In December of 2006, Brookfield GRS acquired the business of a major oil and gas company and, subsequently, given minimal time by the terminated supplier to transition current in-process files. With six weeks notice, Brookfield GRS stepped in and created a unique project plan to address the issue.

The plan included a 21 day phased ramp up and a dedicated temporary conversion team to manage the transition of more than 3000 files from the previous provider. As part of the transition, each file was audited for status and employee location and assigned to a transition team member for management. Additionally, a separate and permanent team was established to onboard new file initiations for the client.

Brookfield GRS reviewed all then-current processes and procedures and identified and implemented best practices. The client's previous provider maintained payroll and tax feeds with another company who performed quarterly reconciliations between the client's payroll records and the provider's tax system. The client's previous service provider also contracted with the same company used for payroll and tax feeds to oversee the year-end true-up calculations for all U.S. domestic transferring employees at an additional cost to the client.

### Solution

Brookfield GRS' Client Accounting team identified that the use of another company for payroll, tax feeds and true-ups as unnecessary; creating additional tasks with additional costs to the client. Brookfield GRS has taken over all of these processes and is now reconciling with the client's payroll department on a monthly basis.

Utilizing ReloAdvantage, Brookfield GRS is able to perform the true-ups in-house and has absorbed the task of providing year end packages to all of the client's U.S. transferring employees, providing a time and cost-savings to the client's payroll department.

### Benefits

- Significant payroll cost savings per quarter
- Immediate identification of discrepancies between benefits delivered and client's internal tax and payroll feeds.
- Alignment of Brookfield GRS' payroll feed with client's payroll department
- Realized additional cost savings of \$15,000 per year by Brookfield GRS taking over tax true-up function and eliminating service provider duplication.

**To learn how Brookfield Global Relocation Services can help your company, please contact us at 1-800-589-7858.**