

Everest is a publicly traded global leader in reinsurance with over 40 years of experience and nearly \$17B in market capitalization.



Insurance
Workforce Planning &
Allocation Modeling

Business Challenge

- **Disconnected HR System [WF]** - Manual legacy processes of separated Workforce planning was time-consuming, manual and carried inherent risk
- **International Scaling [Allocation]** - Current processes do not include transaction currency and international allocations
- **Oversized Models [Allocation]** - Determine areas for size optimization and efficiency

Solutions

- **Workday Integration [WF]** - Creation of new model for HR Planning that aligns with the metrics and data native to Workday, allowing the ability to assign new TBHs for approval
- **Process Automation [Both]** - Reduce the manual effort and risk related to the current processes, resulting in more time to analyze data and a shift to more value-added work
- **Dual Sided Planning [Both]** - Drive logic in the system to enable a bottoms up planning process with the ability to input high-level overrides

Impact

- **Streamlined Workforce Planning [WF]** - End users are now able to make planning adjustments in Workday that automatically flow to Anaplan's centralized system, minimizing inaccuracies and saving time
- **Currency Integration [Allocation]** - Planning can now be done in transactional currency and translated to USD for uniform reporting