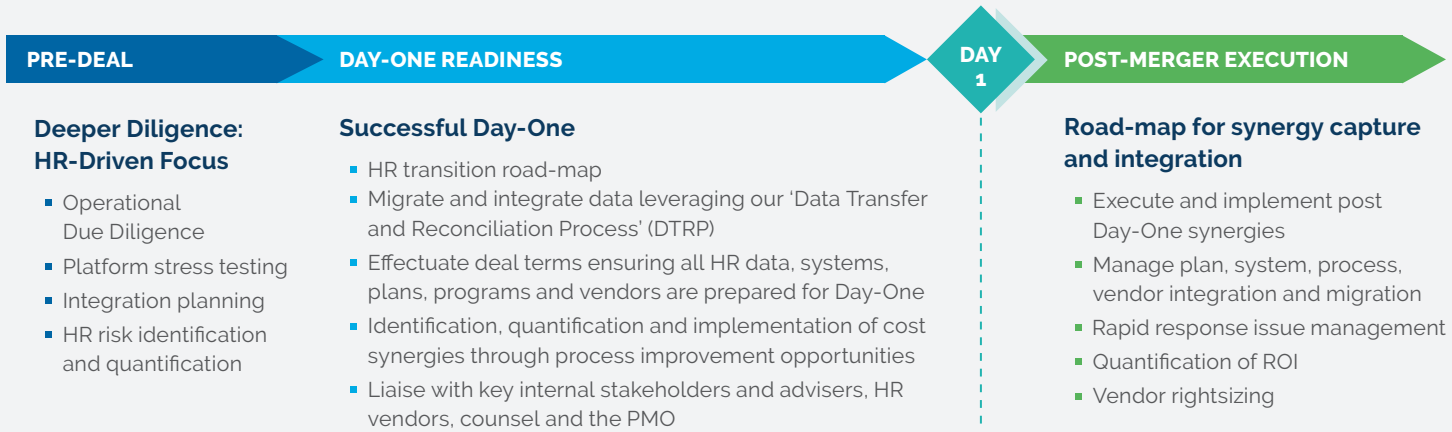


# YOUR OPERATING PARTNER FOR HR OPERATIONS™

Supporting the HR workstream throughout the M&A lifecycle encompassing pre-deal due diligence, Day-One readiness and post Day-One synergies.

## DEAL LIFE CYCLE



## HARMONIZATION

Optimum works with clients as their Operating Partner for HR Operations™ — leveraging the aggregate purchasing power of their portfolio to unlock value along the HR workstream through harmonization



### Saves Costs

Economies of scale and aggregated purchasing power create value



### Saves Time

Streamlined processes, fewer meetings, single customer support team etc.



### Enhances Programs

Delivering programs that were historically not available to standalone entities



### Improves Compliance

Consolidated reporting and streamlined compliance

Private Equity/Family Office/Holding Companies are in a unique position to leverage the aggregate purchasing power of their portfolio to capture value and drive margin expansion through HR Harmonization across their holdings.

*"We looked at 60 or 70 different operations we had... where a certain amount of centralization can save real money. We found inefficiencies."*

— Warren Buffett, Berkshire Hathaway 2021 Annual Meeting

## CASE STUDIES

### Medical/RX Harmonization

#### SITUATION:

Private equity with 8 portfolio companies and 5,700 employees enrolled in benefits across multiple vendors.

#### SOLUTION:

Optimatum supported the client in leveraging the aggregate purchasing power of its portfolio to create and capture value through harmonization within the HR workstream.

After effectuating the entire harmonization process, Optimatum continued to manage the harmonized program to ensure continued optimization, proactive compliance, financial and operational efficiencies.

#### RESULTS:

- Savings of \$6.3M/year of Medical and Pharmacy spend
- Continued value capture through harmonizing additional benefits; expected savings of \$1.5M

### RX Harmonization

#### SITUATION:

Five portfolio companies with ~20,000 employees seeking to realize synergies through harmonization of pharmacy benefits.

#### SOLUTION:

Optimatum provided stewardship during the RFP process, expedited contract negotiation approval, managed the implementation, and provided ongoing guidance to management.

#### RESULTS:

- \$50M Rx savings over 3 Years, additional \$12M projected 2023-2025
- Saved an additional 16% annually by harmonizing their Life and Disability benefits

### Employer Sponsored Healthcare Harmonization

#### SITUATION:

US conglomerate of 14 affiliates with 3,500 enrolled in benefits seeks to create value through a harmonized employer sponsored healthcare program.

#### SOLUTION:

Optimatum managed the end-to-end implementation, ensured Day-One readiness and provided continued post Day-One compliance and clinical support.

#### RESULTS:

- \$5M annual savings plus additional process improvements of ~\$1.5M annually
- Streamlined operations and compliance through creation of a shared service center

### Payroll Harmonization

#### SITUATION:

Client with 10 decentralized operating entities and 21 disparate instances of payroll creating operational inefficiencies and exorbitant fees.

#### SOLUTION:

Optimatum managed the consolidation process, realigned operational inefficiencies and contract terms.

#### RESULTS:

- Savings of ~\$500K over 3 years
- Establishment of shared service center enabled entities to reallocate internal resources
- Rightsized vendor relationship to address the client's needs

## End-to-End Deal Lifecycle

#### DEAL OVERVIEW:

Doubling in size, absorbing globally complex employee compliment.

Deal terms 18 months "comparable in the aggregate" for all HR programs of the acquired entity;

- 21 vendors successfully integrated for Day-One with frequent closing date timeframes fluctuations requiring fluidity in managing employer of record and control group issues

#### DELIVERY EXECUTION:

Optimatum delivered an integrated solution across all aspects of the HR workstream, encompassing H&W, retirement, payroll and HRIS.

- Replicated and implemented all HR/benefit programs
- Executed our DTRP process (for all HRIS, Payroll and Benefits Data).
- Transfer and consolidation of retirement programs, plans and assets
- Managed complex compliance process
  - Effective partnering with counsel and advisors
  - On-sight monitoring enabled expedited real-time issue resolution
- Successful Day-One ultimately managing 525 unique tasks

## ABOUT OPTIMATUM

Optimatum is a vendor management firm that focuses exclusively on the HR supply chain with turnkey solutions that improve the financial, operating performance, transparency and accountability of HR programs while still maintaining existing vendor relationships.

Our support of the HR workstream during the M&A lifecycle encompasses operational due diligence, Day-One readiness and post Day-One synergies. We assist sponsors in leveraging the aggregate purchasing power of their portfolio to capture value and drive margin expansion.

#### Get in touch:

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