

Case Study

AREVA Inc.

Total Compensation Statements for 4,500 in Eight Weeks

Bethesda, MD

Energy, Nuclear &
Renewables



The Challenge:

AREVA Inc. recognized the importance of Total Compensation Statements (TCS) as part of its long-term benefits strategy to retain a greater number of employees. HR Benefits Manager, Darlene Lomax, was tasked with implementing a new TCS template in eight weeks. Although Lomax had 30 years of HR benefits experience, she had never overseen a TCS project. In addition, this new project would overlap with Open Enrollment, one of the busiest times of year for her team.

The Solution:

An information systems professional within AREVA recommended ihouse as an option.

ihouse became a top contender based on its extensive experience with TCS, its existing relationship with their current vendor and its ability to do most of the data collection that Lomax thought her staff would have to do. Given her aggressive timetable and other HR priorities, Lomax was eager to keep her HR resources focused on their main responsibilities. "ihouse was the clear winner based on price, value and experience," Lomax explained.

During implementation, ihouse extracted the necessary data and presented a sample report for Lomax to review. She was impressed by the results. The AREVA project team included Lomax as the project lead and other internal experts representing HR technology, compensation, communications and solution analysis. This team provided input to ihouse as it worked through several iterations to produce TCS templates for AREVA that were accurate, easy to understand and consistent with corporate branding.

Next, AREVA presented the new TCS templates to a focus group of 150 employees from around the company. Not one had a single error and many employees commented about how easy to understand the statements were.

Based on the positive response, AREVA had ihouse run the whole set of TCS templates. The statements were produced, reviewed and mailed to employees nine weeks after Lomax started the TCS project, just one week over the initial milestone and a time frame that included two federal holidays and 10 extra days dedicated to the focus group.

The Result:

AREVA employees loved their individual TCS. Lomax called it "an eye-opening experience" for employees to see the total value of all of the benefits that they receive in addition to their paychecks.

AREVA also expects the TCS to help the company improve employee retention, which was one of its key HR goals. Many of AREVA's employees are engineers who are in very high demand in the market. Finding and keeping top talent is important because the talent population is not very large. "The data in our Total Compensation Statements will give our employees something else to think about before they consider leaving for another opportunity," said Lomax.

From a time and resource perspective, ihouse provided a great savings to AREVA.

“Throughout the project, ihouse was very responsive and provided excellent communication,” Lomax said. “No matter what kind of change we sent, ihouse turned it around in no time at all. It was just amazing.”

—Darlene Lomax, HR Benefits
Manager, AREVA