

OGLETREE DEAKINS



THE CHALLENGE

Ogletree provides legal services to employers across the United States, Canada, Mexico, and Europe. With more than 1800 employees in 52 offices, they provide legal support in the areas of traditional labor, employment litigation, workplace safety, employee benefits, and, immigration. The firm also develops and organizes training programs focused on employment issues and management principles. The firm was founded in 1977 and locates the majority of its administrative employees in Greenville, South Carolina.

The team at Ogletree needed a robust solution that could handle base salary increases and bonuses for multiple attorney and staff populations with a variety of international currencies. They had viewed, and in some cases tried, more generic solutions from other HRIS and talent management vendors, but decided that an offering from a dedicated compensation provider was the best option for their environment. The solution had to allow data imports and exports from the firm's existing HRIS system.

Ogletree's top reasons for choosing Curo were:

- Flexibility to allow administration of unique compensation plans and exceptions.
- Ability to handle multiple complex bonus programs.
- Expertise and experience in Compensation administration.
- Ability to Work with the firm's existing HRIS system.

THE SOLUTION

Curo's software was configured to reflect and accommodate Ogletree's requirements for its multiple employee populations. Curo was able to capture and manage the business rules required to support Ogletree's processes and launch multiple salary and bonus cycles on different schedules throughout the year.

The solution delivered to Ogletree contained a number of standard and customized reports and dashboards. The combination of the reporting and modelling functionality within the application, and the consolidation of all compensation-related data (market survey data, employee demographic information, and compensation history) enabled the Ogletree team to increase accuracy, calibrate budgets, and model forecasted costs throughout the review cycles.

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We are extremely pleased with our choice of Curo for our compensation administration system. Curo's flexibility and user-friendly interface has helped us streamline the painful administrative processes surrounding our multiple complex compensation cycles. The system has enabled better collaboration across our firm and has tremendously reduced the time and effort we previously spent on spreadsheets and manual procedures. Curo's support team worked closely with us throughout the implementation process; they have been phenomenal partners. Our management team couldn't be happier.

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Jan Haubenreich,
Compensation & HRIS
Ogletree, Deakins, Nash,
Smoak & Stewart, P.C.

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YEARS

The Human Resources and compensation teams at Ogletree truly value the expertise and experience of Curo's team – both in terms of delivery expertise and, critically, as professional compensation practitioners. This is central to the on-going success of this engagement, as Curo has been able to quickly and thoroughly understand the requirements of Ogletree, and to deliver a solution which meets their needs.

THE RESULTS

- Streamlined processes.
- A single and secure digital container for compensation data across the firm.
- A user-friendly “collaboration and distribution portal” that minimizes redundant data entry and eliminates cumbersome methods of sharing sensitive data.
- Configurations unique to Attorneys and Staff.
- Powerful and flexible reporting for both Human Resources and firm leaders.

In addition, Ogletree had a very tight timeline under which to implement the first bonus cycle. The firm received accelerated implementation services from Curo, and, to everyone's delight, the project was implemented on time. Feedback from managers and firm leaders has been extremely positive.



ABOUT CURO

Curo specializes in compensation solutions, delivering best of breed technology to companies to help both HR/Reward teams and Line Managers better manage their employee compensation challenges.

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