



# M&A Driven Reduction-in-Force Achieves Pharmaceutical CEO's Financial Commitment

## A Transition Manager Success Story

### Challenge

A Pharmaceutical Company (the Company) was planning a corporate merger. As part of the process, the CEO had committed that the merger would create over \$1 billion in cost savings in just two years, based on a 15% reduction in staff. However, the existing processes for workforce reductions were decentralized, manual, and error-prone with no clear governance. Additionally, decision-making required data from multiple HRIS systems that were not integrated for this purpose, and multiple business rules from employees' originating companies had to be considered. The Company needed a better way to manage a reduction-in-force of this magnitude.

### Solution

The Company implemented Transition Manager to automate their employee separation processes. The platform enabled the Company to integrate multiple HRIS systems through inbound and outbound data feeds to automate the full end-to-end process and make efficient decisions about staff retention and reductions without triggering compliance issues. In addition, the platform maintained a complete audit trail, including documentation that protected the Company from legal action. In total, the Company was able to merge 50,000 employees in three months.

### Result

As a result of implementing Transition Manager, the Company realized \$45M of cost savings through expedited off-payroll of a 16,000-employee reduction-in-force. In addition, they avoided an estimated \$1.2M in wrongful termination lawsuits, accounting for 16 possible incidents.