



## The Client – a major chemical company

Client is the world's largest paint manufacturer, as well as a leading global chemical manufacturer. The company's chemical operations produce pulp and paper chemicals, base chemicals, and functional chemicals like flame-retardants and lubricant additives. Its coatings group makes paints, inks, and automotive finishes. Its pharmaceuticals operations produce female hormone products, including contraceptives and fertility drugs; over-the-counter drugs; and veterinary medicines. Client's fibers segment, which it is spinning off, makes industrial and textile fibers and materials for roofing and flooring. Client has operations in more than 60 countries.

## Client's Objectives

Client implemented CSS Horizon basic functionality for Human Resources, Base Benefits and Payroll Interface in early 1998. Although they are running their main processes in CSS, there are many other processes that are still being processed on other systems. Their goal was to increase the functionality in CSS and convert these systems into CSS to take advantage of a single system solution. One of these processes to be migrated was Pension Administration, which was currently being run on Systems 2000 software. This was requiring double entry of employee information and also did not interface into their existing CSS system. Client wanted to migrate the retiree information from S2K to CSS and provide administrative capabilities of their retiree information.

## CTI's Role

CTI provided a Project Manager, 2 functional and 3 technical resources to provide the implementation of their Pension needs. The retiree database consisting of 6000 retirees was converted into CSS using SQR's and COBOL programs. Following a thorough analysis of their existing HR and Payroll configuration, we were able to integrate the Pension population without any disruption to their existing systems. This also involved designing and developing several complex batch processes that calculated changes to the pension programs. Checkpoints were reviewed and signed off at critical points during the project to verify the delivered functionality. Along with a complete training and production turnover plan, the Retiree Administration system became an integrated function in the CSS Horizon system.

## Real Results

CTI designed, developed and implemented a complete, functional Retiree Administration project on time and within budget on a fixed bid basis. Client and CTI teamed together to provide the input and decision making necessary to make the project a success.