

Case Study

Since opening its doors in 1992, Atlanta-based Sciele Pharma has achieved success by placing the needs of patients first, improving health and quality of life, and implementing a business platform that promotes an entrepreneurial spirit, innovation, speed of execution, simplicity and teamwork.

Operating in a highly competitive industry, Sciele Pharma is focused on hiring top talent to promote their products. To attract this talent, Sciele Pharma provides exceptional benefits and retirement packages to its employees. With this as an important part of their recruiting process, Sciele Pharma sought a single resource to provide a variety of solutions to their growing employee benefits, retirement, and human capital needs.

Sciele Pharma selected Aon as their partner based on the future business needs and growth objectives of the corporation. Senior management indicated that Sciele Pharma expected to double in size within five years and needed a consulting firm they would not 'outgrow' and could provide strategy and solutions across the human capital spectrum. Aon Consulting completely re-structured and marketed Sciele Pharma's life and health benefits, resulting in significant savings to the corporation and increased employee satisfaction. Sciele Pharma also commissioned Aon to conduct a review of their existing retirement program. The 401(k) plan was re-designed, vendors and fund managers replaced, and an Employee Stock Ownership Plan (ESOP) introduced. These changes helped improve benefits efficiency and, in time, are expected to reduce turnover.

As Sciele Pharma grew, they wanted to ensure that the benefits they provided were communicated in a manner reflective of their culture and position within the marketplace, and that their employees were aware of, and valued, the investment they were making in their workforce. Aon Consulting worked closely with Sciele Pharma management to create a new company-wide communication vehicle and implemented an effective communication campaign including recruitment, new hire orientation and annual enrollment. Sciele Pharma also engaged the Risk Services division of Aon to handle their property and casualty coverage. Aon Risk Services reviewed Sciele Pharma's property and casualty coverages, then brokered new arrangements to obtain the best terms and conditions. It fully integrated Sciele Pharma's international exposures into the program and achieved a 15% overall reduction in program costs.

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