

# Medica Case Study

## How Medica Replaced Spreadsheets with HRSoft.



INDUSTRY  
Health Insurance

NUMBER OF EMPLOYEES  
2,400

0

System-driven errors during comp cycles

**"I have worked with a lot of HR vendors over 30 years and no one compares to the support we have received from HRSoft."**

*Senior Compensation Consultant, Medica*

## The Challenge

Like many organizations, Medica initially relied on spreadsheets to manage their annual compensation planning process. This approach brought familiar pain points: **manual errors, version control issues, and data that became outdated almost immediately**. The process was frustrating for users and lacked the structure and visibility needed for a smooth merit, promotion, and market adjustment cycle.

Compounding the issue, the overall cycle was lengthy. The process lacked flexibility, and **leaders didn't have a centralized way to view budgets or key employee data during planning**.

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## The Solution

Since implementing HRSoft (prior to the Senior Compensation Consultant's tenure at Medica), the process has become more efficient year over year.

- The **system is simple for leaders to navigate**. One leader noted they could print out a job aid and follow it successfully from start to finish.
- Managers have access to performance ratings, hire dates, comp ratios, job levels, and more — all in one place.
- The ability for administrators to toggle reports on or off was a very helpful feature.
- The Sr Compensation Consultant appreciated that **budget dollars follow the employee, making it easier to manage allocations across teams when employees move during the process**.

After configuring the tool, the annual compensation cycles have become smoother and more predictable. "[HRSoft's Compensation Management] is a very powerful tool that will help you manage the annual merit, promotion, and market adjustment process easily."

The Senior Compensation Consultant also praised HRSoft's exceptional customer service, calling it the best they've experienced in over 30 years of working with HR vendors.

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