

BLUEKNIGHT
ENERGY PARTNERS

Blueknight Energy Partners

Blueknight Energy Partners operates storage facilities, terminals, trucking services and pipelines coast to coast. The company supports its partners in the gathering and movement of crude oil and asphalt, with strategically located receiving and distribution points in 26 states.

CHALLENGE

Blueknight needed to automate their bonus, long-term incentive and salary market adjustment processes for all employees. Their manual system, dependent on a variety of linked Excel spreadsheets, was time consuming and prone to errors. Manual editing frequently failed to recognize changes to formulas, leading to continual reworking and frustrating validation issues

Working closely with CWS, Blueknight identified a series of key requirements. The new solution needed to provide the ability to:

- Import data from Blueknight's existing human capital management platform, which offered weak, inflexible tools for managing employee compensation
- Integrate information from other platforms required for Blueknight's incentive
- Add complete performance and compensation histories for each employee
- Set budgets by business groups, distribute data to individuals and roll into managers' detailed summary views
- Support a defined approval workflow as well as custom calculations and business rules

SOLUTION

Blueknight chose CWS Software's *talentComp* solution to manage their new compensation processes, based on the platform's ability to meet all of the requirements outlined. The secure, web-based *talentComp* salary and compensation management system offered all the features necessary to standardize the company's compensation review processes while adhering to the organization's specific business rules.



“The system and calculations are easy to use, clean, and right every time!”

OUTCOME

CWS Software tailored the *talentComp* solution to meet the specific needs of the Blueknight human resources and management teams and eliminated their need for manual spreadsheets. An easy-to-use, intuitive interface streamlined what was previously a grueling compensation review cycle.

Perhaps most important, Blueknight felt that they were always on the same page as the CWS team. Leadership felt that, “CWS customer service is off the charts,” and “The system and calculations are easy to use, clean and right every time.”

In addition, Blueknight was impressed by the turnaround on requests for last-minute changes.

Since the initial implementation, Blueknight has adjusted calculations and compensation types each year to reflect their evolving business needs.

“CWS’ customer service is
off the charts”

The *talentComp* solution for Blueknight Energy Partners:

- Secure, manager self-service compensation review approval workflow
- Simultaneous multi-user access
- Custom formula and calculation management
- Bonus pool summary rollup, with job-based sub-totals
- Ability to allow for non-standard employee compensation exceptions
- Accurate, secure historical employee data storage
- Instant access and download of compensation information
- Increased manager efficiency
- The elimination of time-consuming, error prone spreadsheets



CWS IS COMMITTED TO ONE THING: STREAMLINING HR RESPONSIBILITIES

Because we are so tightly focused on human resources, CWS Software consistently impresses our clients with HR software solutions that are intuitive, customizable and relevant.

We specialize in turning manual processes and spreadsheets into streamlined, web-based tools.



THE BETTER WAY TO MANAGE ALL TYPES OF COMPENSATION: TALENTCOMP

TalentComp is a highly specialized compensation management solution that simplifies the administration of complex variable pay programs including Merit Increases, Bonus Programs, Salary Adjustments, Long Term Incentive Programs and Equity/Stock Awards. TalentComp is tailored to your budget, business rules and workflow, and easily reconfigured as your business evolves.