

# Better SOX compliance starts with better data

How Raven Bay helped its client be SOX compliant 24/7, 365 days through data analytics

## Overview

The United States Sarbanes-Oxley Act (SOX) enforces companies who purchase assets in the US to comply with data rules and regulations, specific to, but not exclusive to Human Resources data.

Our client, after purchasing a US asset needed to become US SOX Compliant in a short timeframe (<2 months), as the previous manual practice proved inefficient and was prone to errors.

They were required to comply to the daily / weekly / monthly reports with Human Resource data. These reports needed to be accurate and signed-off by managers and then made available for auditors.



**Industry: Energy**  
**Location: Calgary, AB**  
**Size: 1,500+**

## The Challenge

SOX requires companies to protect and track their data and changes to the data, focusing specifically on human resource (HR) data.

To be SOX compliant, our client needed to introduce and prove that checks are in place for changes to the employee's payroll data as well as personal data (address, salary, etc.).

The timeframe for this was tight as the dealing was less than 2 months.

***"Managers have improved internal processes, and the internal control testing has become more cost-effective over time as a result of SOX Compliance"***

Forbes<sup>1</sup>

**100%** Automated Auditing

**\$135k+** Yearly Operational Savings

**Fully** SOX Compliant

## The Solution

The solutions that were provided are three separate descriptive analytics reports which display the changes made to employee data by employees in Human Resources in the Enterprise Resource Planning tool.

Raven Bay directly engaged with stakeholders to understand the needs for compliance and through an agile approach, developed and delivered automated analytics that exceeded the client's needs in a tight timeframe by providing additional functionality and insights

## The Result

Raven Bay delivered three high quality analytics reports that provided our client with compliance certainty and:

- **Timely & secure updating of sensitive reports**
- **Eliminated the middle man: increased data security as data comes straight from the source**
- **Allow for additional insight into data previously unknown**

### About Raven Bay

As a full-service management consulting and analytics firm able to deliver solutions in both the business & technical realms utilizing the same set of resources; thereby shortening delivery timelines and providing more holistic solutions for our clients. Our proven methodologies & hands-on experience enabling organizations to achieve the benefits of an effective analytics program through this offering also accelerate the development & value realization of the unique Governance Model we will create for you.