

# Comm-Works saves with “C4 Savings”

Employees save Comm-Works over \$1M in just 7 months.



## Background

Comm-Works is the leading North American provider of technology and infrastructure services and solutions for large corporations and government agencies. Comm-Works simplifies the complexities of the design, deployment, and on-going support of its customers' voice and data systems to reduce operational expenses, improve cycle times, increase operational efficiencies and decrease time to market. They are headquartered in Minneapolis, MN with branch offices located in Indianapolis, IN; Mooresville, NC; Mount Laurel, NJ; and Washington DC.

## The Challenge

The company wanted to design and implement an efficient cost control strategy to save money and reduce costs in a difficult economic climate.

## The Business Goal

The goal was to incent and motivate Comm-Works employees to save \$1 million dollars in one year. This would result in lower operational costs and contribute to the financial stability of the company while increasing employee

morale. They also wanted to align employees to one of their key corporate objectives - 'touching the bottom line through sales and cost savings'.

## The Solution

Comm-Works partnered with I Love Rewards to launch “C4 Savings” – an online, points-based cost savings program. The program motivates employees to save the company money by rewarding them for such activities as negotiating contracts, getting better pricing from suppliers and reducing travel expenses and shipping costs.

Employees are awarded a percentage of their savings back in points, which they can redeem for brand name products of their choice. All Comm-Works employees have their own “C4 Savings” online account where they can view and redeem their points at any time. Program administrators can track the company's overall cost-savings and identify top savers in the company.

## Results

- In just seven months, Comm-Works surpassed their goal of saving \$1 million. Total dollars saved based on approved

claims from October 2008 to May 2009 is \$1,010,797.

- “C4 Savings” was so successful it expanded into two other locations.

- The number of savings submissions made by employees greatly increased, demonstrating employee engagement.

## Employees drive corporate cost-savings

Your employees are the best source for cost-savings initiatives because they are at the front line of your business – they see how much is spent, what it's spent on and how they can negotiate or reduce the cost. By rewarding employees for performing cost-savings activities, you motivate them to repeat the positive behaviour and continue to look for greater opportunities to save.

Give your employees the opportunity to directly contribute the company's bottom line.

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