case study

AP ANCHOR POINT
MANAGEMENT GROUP

From Payroll Chaos to Compliance Confidence

Client: Anchor Point Management Group

Company Size: Grew from 1,200 to 16,000 employees

Challenge: Consolidating 7–10 years of payroll and HR data across five payroll systems to meet compliance and audit requirements

Objectives

As Anchor Point grew from 1,200 to 16,000 employees, its HR and payroll infrastructure became increasingly complex. Over the years, the company had operated in five different payroll systems, creating fragmented data and document storage across platforms.

What was Needed

To meet compliance requirements, Anchor Point needed access to 7–10 years of historical payroll and HR records—both data and documents—in a **single, reliable system.**

RESNAV SOLUTIONS

"If we had to do this ourselves, we would have had to hire an army of temps. It was wonderful to outsource it. ResNav saved us so much time and money."

DAVID HAWTHORNE
Chief People Officer at Anchor Point Management Group

Real Pain

Before partnering with ResNav, retrieving historical records was described as "a nightmare."

- HR audits required manual searching across multiple systems.
- Annual 401(k) audits and time record audits demanded significant effort.
- Litigation and discovery requests were stressful and time-consuming.
- Employee document requests (including W-2s) required unnecessary administrative work.

With regular HR audits happening in real time and potential litigation risk always present, waiting until the last minute to pull records was not an option.

Solution: One Centralized System

Anchor Point partnered with ResNav to consolidate historical payroll and HR data from five systems into a single, secure archive.

Through an automated extraction process—handling approximately one million documents—ResNav brought everything together into one searchable platform.

The result?   "ResNav was and is a lifesaver."

Benefits: A Compliance Solution

Instead of scrambling across multiple legacy systems, Anchor Point now has:

- A single source of truth for payroll and HR history
- Streamlined audit preparation
- Immediate access to discovery and litigation documents
- Faster response times for employee record requests
- Simplified annual 401(k) and time record audits

ResNav became more than a storage solution—it became a compliance infrastructure.

Measurable Impact

While the benefits were operational and strategic, the outcomes were tangible:

- Significant time savings by eliminating manual retrieval across systems
- Reduced administrative burden for HR teams
- Faster response to audits and legal discovery requests
- Improved compliance posture
- Greater organizational confidence during growth

Perhaps most importantly, **HR partners are now able to spend less time on administrative record retrieval and more time supporting employees**—something Anchor Point deeply values.

"I know we'll likely switch payroll again somewhere in the future and I know I have a place in ResNav to always store my history.

From a cost perspective, the team, and the client experience, it was positive and great. Really affordable for what we got. The ease is phenomenal."

David Hawthorne

Chief People Officer at Anchor Point Management Group