
From: MICHAEL A URIBE

Sent: Friday, August 1, 2025 11:49 AM

To:

Praveen Pawar <Praveen.X.Pawar@kp.org>

Subject: ATB Alteryx Enhancements update: Back log fulfilled

Hello leaders,

I wanted to share an amazing accomplishment and gratitude for our shared team supporting the ATB program.

As of this week, our combined teams closed out a 3 year back log of Compensation Consultant requested enhancements. These represent advanced functionality used in both the calculation of complex ATB rates and a series of Market/Union specific requirements needed to meet Union / KP agreements.

This work was made possible by the hard work of our Systems team, IT Partners / Offshore Alteryx team, Comp COE & Consultants coming together to identify needs, partner in solutioning and deploying in time for use in the current 2025 ATB cycle. As a result, we now have 90% of all unions processing thru Alteryx with the remaining 10% out of scope due to union specific constraints.

Each team member has been a critical contributor to our success, and I'd like to specifically recognize:

- **Erin:** Countless hours in partnership with Comp Consulting, COE & Alteryx teams have led to clear guidance on all aspects of this effort. Additionally, Erin's technical skills in testing and solutioning in partnership with IT & Consulting expedited overall completion.
- **Debasis:** Leadership within KP & our offshore team provided a clear path towards back log fulfillment. Expert prioritization and optimization of Alteryx design resulting in faster system performance & more robust functionality.
- **Parag & Praveen:** Exceptional partnership with Debasis and in partnership consistently addressed client requirements and testing activities. This support model allowed for expedited triage and solutioning.
- **Nick & COE leads:** Seamless partnership in broader ATB program management. Consistently planning for optimal client and systems engagement to ensure readiness in advance of this high volume and impacting program.
- **Leadership:** Great appreciation for the consistent solutioning and providing the Alteryx support model that has allowed for this success.

We continue to examine technical and business process improvements in our commitment to ongoing improvement and will be discussing further optimizations in August. Please join me in congratulating a high performing team on these contributions to our shared KP mission of accurate and timely ATB program and broader union relations!

Thank you,
Michael

Michael Uribe

Sr. Manager, Compensation Systems

Out of Office Notice : Aug 4th – 8th

Total Rewards
COMPENSATION
