



# Reclaim Licenses and Storage from Employee Turnover

## Veritas Alta™ SaaS Protection

### Introduction

#### License and Storage Costs from Employee Turnover

We often hear from our customers that they're spending a fortune on Microsoft 365 licenses and storage for employees that have left the organization. These companies are looking to reclaim the storage and reuse the licenses, but also want to retain the former employee's data—or need to for compliance reasons.

Effectively managing former employees' data, including inactive Microsoft 365 Outlook mailboxes, OneDrive for Business accounts, and Teams conversations and files can be a challenge for an organization. This is especially true for larger businesses that experience a high amount of employee turnover.

Some of these challenges include:

- Strain on an organization's IT department
- Rising privacy risk
- Costly consumption of Microsoft 365 licenses
- Challenging eDiscovery response capability

You can mitigate these challenges by implementing automated, intelligent solutions designed to securely store, index, search, and recover critical data associated with former employees.

#### Save Money by Intelligently Managing Licenses and Data Associated with Former Employees

Veritas Alta SaaS Protection intelligently automates and manages the storage of employees' Microsoft 365 data to a separate centralized and secure cloud storage location in Microsoft Azure. This backup copy of the data is protected on immutable and highly secure storage. This allows you to retain that data from inactive accounts and reprovision the licenses (assign them to new users) quickly and inexpensively.

### Policy-Based Data Management

#### Automatically Archive Former Employee Data

Managing former employees' licenses and data can pose a significant logistical problem. IT administrators often must back up the data manually and then delete the accounts to reclaim licenses—a problem that scales dramatically for larger organizations. Veritas Alta SaaS Protection can automate these manual operations using its policy-based data management engine. You can easily create policies to find departing employees and backup their data. After that, if desired, the engine can automatically delete this data from the source repository.

The automation process requires administrators to set an extended Active Directory (AD) attribute to identify these leavers, which Veritas Alta SaaS Protection then uses to create the group of users for this backup and deletion policy.



Figure 1. Store former employees' data to a centralized and secure cloud storage location

## Access Former Employee Data for eDiscovery and Compliance Management

After Veritas Alta SaaS Protection applies its policies within an organization, it stores data from departed employees securely in the customer's private tenant (hosted in Microsoft Azure). Veritas Alta SaaS Protection creates a full index of the data and stores it so that it is easily accessible for eDiscovery searches and compliance management operations.

## Easily Restore Data for Returning Employees

For returning employees, you can use Veritas Alta SaaS Protection to easily restore their data back into their new accounts.

## Benefits

Implementing Veritas Alta SaaS Protection and applying policies designed to streamline the management of former employees' data provides key benefits, including:

- Reducing unwarranted licensing costs and potential data loss due to inactive licenses
- Delivering a centralized, secure, low-cost, low-risk platform for data storage of former employees
- Retaining data for easy access by administrators and legal teams
- Reducing risk of non-compliance with data privacy laws by having a search and recovery solution for former employee data

## Example Scenario

Large enterprises with high employee turnover can realize dramatic cost savings by using Veritas Alta SaaS Protection to streamline the management of former employees' data and Microsoft 365 user licenses. Here's an example of what the processes look like without the Veritas Alta SaaS Protection solution:

- A large enterprise with 5,000 users experiences an employee turnover rate of approximately 10% annually—that's 500 employees
- It takes a systems administrator approximately four hours to manage and monitor the process of moving data from a former employee to a shared mailbox
- For 500 users, this amounts to approximately 2,000 hours
- The average hourly rate for system administrators ranges from \$30 to \$38, with the average hourly pay of \$33
- For 2,000 hours of work, this is approximately \$66,000
- On average, 20% of the users will need an Exchange Online Plan 2 license for data exceeding the allocation (50GB per user) in shared mailboxes
- Shared mailboxes cost \$8/100GB; for 500 users, this is approximately \$4,000

With the right policy automation configured in Veritas Alta SaaS Protection, none of the above costs apply, giving the enterprise a total savings of approximately \$70,000 (\$66,000 + \$4,000) annually.

## Summary

### Save Money by Intelligently Managing Licenses and Data Associated with Former Employees

Veritas Alta SaaS Protection intelligently automates and manages inactive or former employees' data, migrating it to a centralized and secure cloud storage location, ensuring that the data is protected with immutability and security. This enables organizations to retain, dispose of, or reprovision the licenses and storage.

## Learn More

For more information on getting started with Veritas Alta SaaS Protection, visit the [Veritas Alta SaaS Protection website](#) or contact [Veritas Sales](#) directly. We look forward to helping you see just how much money you could save by using Veritas Alta SaaS Protection to streamline the management of data from former employees.

## About Veritas

Veritas Technologies is a leader in multi-cloud data management. Over 80,000 customers—including 95 percent of the Fortune 100—rely on Veritas to help ensure the protection, recoverability, and compliance of their data. Veritas has a reputation for reliability at scale, which delivers the resilience its customers need against the disruptions threatened by cyberattacks, like ransomware. No other vendor is able to match the ability of Veritas to execute, with support for 800+ data sources, 100+ operating systems, 1,400+ storage targets, and 60+ clouds through a single, unified approach. Powered by Cloud Scale Technology, Veritas is delivering today on its strategy for Autonomous Data Management that reduces operational overhead while delivering greater value. Learn more at [www.veritas.com](http://www.veritas.com). Follow us on Twitter at [@veritastechllc](https://twitter.com/veritastechllc).

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