



HR innovation brings together a multi-generational workforce



Chris Gregg
Controller,
Valley Cabinet

With four showrooms, a manufacturing facility and 300 employees spread across three states, Valley Cabinet is the largest custom cabinetry manufacturer in the northern United States.

Shortly after beginning his role as Controller in 2023, Chris Gregg recognized an opportunity to improve Valley Cabinet's payroll and HR processes. With prior ADP Workforce Now experience, Gregg was confident he would tie together disparate systems, and just like his company's custom cabinetry, this solution would feel tailored to the needs of his leadership team and Valley Cabinet's multi-generational workforce.

Business challenges

- Lack of self-serve options for employees created more work for payroll and HR
- In-house, manual processes were time-consuming for both employees and HR team
- Leadership and managers expressed concern about switching from their home-grown system to a new HR and payroll solution.

With ADP Workforce Now, Valley Cabinet not only streamlined daily payroll and HR operations, but did it at a pace that ensured both the HR team and the employees were comfortable with the changes. Better technology and automated processes gave more control to managers and employees and created time-savings, efficiencies and improved employee engagement.

Quick Facts



Company:
Valley Cabinet



Headquarters:
De Pere, Wisconsin



Industry:
Manufacturing



Employees:
300



ADP Products:
ADP Workforce Now®



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A solid HR solution that's as sturdy as the products they build

When Gregg arrived at Valley Cabinet, he was met with a need for more connected data and efficient processes due to the use of an in-house, homegrown HR and payroll system. Payroll and HR practitioners were running blind, often tied down with time-consuming tasks, like responding to employee administrative concerns, instead of focusing on the businesses' core HR functions.

Having used ADP with a previous employer, Gregg knew there was a better way to streamline operations, and he quickly pushed for that change.

Throughout the trouble-free implementation and thereafter, Gregg's familiarity with ADP allowed him to play an essential role in getting teams up to speed and proficient with the new system. Moreover, he found it easy to roll out features at just the right pace enabling employees to feel comfortable in adopting the change. As a result, it didn't take long for Valley Cabinet's geographically diverse HR teams to quickly embrace new volumes of data and employees benefit from being able to access important HR information on their own.

"The integration between all of our systems has been crucial. ADP Workforce Now is not only a secure repository for personal information, but the source of truth for all of our HR and payroll data. We're no longer searching through multiple systems or combing through printed out reports. Everything is easy to find, analyze and report on."

Better time and attendance visibility from any location

Since implementing ADP, one of the most significant improvements has been the improved visibility available to employees. With Valley Cabinet's in-house system, managers could not access timecards and PTO requests. If managers and employees had questions, they would escalate their concerns to an already bogged-down HR department.

ADP Workforce Now provides Valley Cabinet's employees more visibility into their schedules, tax documents, clock punches and vacation requests. The time and attendance module tracks hours, identifies anomalies and notifies managers if they need to follow up. Employees appreciate seeing their available vacation days and requesting time through the mobile app - a process that once required both manager and HR's involvement. According to Gregg, the enhanced visibility employees have now has been instrumental in freeing up time for the HR team—and they didn't have to increase the headcount to do it!

"With so many time and vacation related requests coming in daily, our HR staff couldn't keep up. But now, with ADP, supervisors approve time-off requests and correct timecards. This has freed up HR to deliver employee training and engagement - a strategic priority that was typically unfulfilled, and repeatedly carried over from one strategic plan to the next."



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Ensuring that each employee's HR process fits perfectly

Valley Cabinet proudly employs several generations of workers—from high schoolers to seniors over the age of 65. With such a wide array of work preferences, ADP Workforce Now's user experience meets employees at their technology comfort level. Whether employees prefer self-service or face-to-face interaction, Valley Cabinet provides the workplace experience they want.

"We are mindful of meeting employee needs and giving them the choice to work with the level of technology they are most comfortable with. With ADP, HR kiosks are set up on the shop floor as well in each facility's HR office. This helps accommodate our employees who prefer clocking in and out, or checking PTO balances and tax documents alongside an HR expert. Whether on the shop floor, in the HR office, or at home on one's mobile device, ADP Workforce Now puts the information employees ask for right into their hands."

Automatic and accurate compliance done right

With employees in Wisconsin, Illinois and Minnesota, Valley Cabinet is acutely aware of the effort it takes to keep track of changing tax laws. Gregg notes:

"It's nice to have the tax withholdings and filings done automatically. We were on top of it before, but the process is much easier. With ADP, we know that the payroll will be done right, regardless of which state our employees are working in."

ADP also removed other manual processes, such as setting social security limits. And what was once a complicated export into an in-house general ledger entry system is now an automatic, accurate process that is flawlessly performed on time every time.

Building a better onboarding process

Though Valley Cabinet is currently implementing recruiting and onboarding modules, Gregg is already looking ahead. Access to ZipRecruiter's far-reaching candidate network will help drive future hiring initiatives. And with ADP Workforce Now's robust onboarding process, an employee's introduction to the Valley Cabinet family will be filled with meeting team members rather than filling out paperwork.

"I'm excited that we'll be able to highlight the values and family aspect of being a part of Valley Cabinet on Day One. Why spend time filling out paperwork when that can all be done ahead of time?"



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