R. T. Vanderbilt Company, Inc.
INDUSTRIAL MINERALS AND CHEMICALS

R.T. Vanderbilt's Pay-Related Administration Is Faster, Easier, and Ready for the Future with ADP Workforce Now®

BUSINESS IMPACT

DO MORE WITH LESS

ATTRACT AND KEEP GREAT EMPLOYEES

HELP MINIMIZE COMPLIANCE RISK*

COMPANY BACKGROUND

R.T. Vanderbilt Company, Inc. sells more than 60 categories of minerals and chemicals, comprising over 800 products, to customers in a dozen major industries. It operates chemical manufacturing plants in Connecticut and Kentucky, and mining and minerals processing facilities in New York, North Carolina, South Carolina, Nevada, Arizona, California, and Kentucky. Headquartered in Norwalk, Connecticut, R.T. Vanderbilt employs approximately 400 workers in the United States.

THE CHALLENGE: Minimize Administrative Time and Tasks

Deploy an Automated and Integrated Time and Attendance Solution

"Before ADP, we had a variety of employee time collection systems. They varied from location to location," recalls Pia Saks, Corporate Payroll Manager of the R.T. Vanderbilt Company. "A majority of our sites were using manual punch clocks. One was using Excel spreadsheets. All of them generated a lot of unnecessary administrative time, took supervisors away from their core duties, did not give us a timely reporting capability, and were just simply prone to human error at all the touch points."

THE CHALLENGE: Utilize One Database for All Employee Records

Web-Based Solution Improves Reliability of HR, Payroll, and Benefits Information

"We also had separate systems of information for payroll, HR, and benefits administration. That put us at a big disadvantage because changes meant updating multiple databases," she explains. "Our choice was to spend the time and money to develop an interface that may or may not work as well as we'd like, or implement an outsourced solution that would place all of our employee information into one easy-to-update database that feeds our payroll, HR, and benefits functions with reliable data."

THE CHALLENGE: Improve Access to Real-Time Data for Senior Decision-Makers

General Managers Need "Live" Data to Make Rapid, Well-Informed Decisions

"When you have a highly manual time and attendance environment, most management reports unfortunately are more of an historical record than a management tool," says Saks. "We needed a solution that would help us to quickly perform essential tasks, like breaking out and analyzing our labor costs. We concluded that the right automated system and reporting tools would present us with plenty of valuable, accurate information."

THE SOLUTION: ADP's Workforce Now

R.T. Vanderbilt automated and integrated its core employee administrative capabilities with ADP Workforce Now® – ADP's hosted solution for HR, time and attendance, payroll, and benefits administration.

"With ADP Workforce Now, we have more control and visibility than ever before in the areas of payroll, HR, benefits, and time collection," Saks notes. "Our general managers are *thrilled*. For the first time, they have the ability to review information – located in one system – which they have never been able to see in the past, but can now easily access. Our supervisors have role-based access to help with things like tracking overtime and scheduling shifts. We have seen a significant reduction in the time it takes us to collect employee hours, review pay data, and process our payrolls. Also, ADP provides a special level of dedicated support to quickly help us work through problems and issues."

Specifically, ADP Workforce Now provides R.T. Vanderbilt with ready access to a team of ADP specialists across the HR spectrum, paired with *integrated tools and technology* that grows to support changing payroll, time and attendance, HR, and benefits administration requirements. Through an

ADP
The business behind business®

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>
> *Pia Saks, Corporate Payroll Manager*
> *R.T. Vanderbilt Company*
> *Norwalk, Connecticut*

About ADP

ADP is one of the world's largest providers of business outsourcing solutions. Leveraging over 60 years of experience, ADP offers a wide range of HR, payroll, tax, and benefits administration solutions from a single source. ADP's easy-to-use, cost-effective solutions for employers provide superior value to companies of all sizes and types. And you can count on ADP for unparalleled compliance support and the most qualified and accessible client service in our industry.

efficient *Web-based portal environment*, it provides a single point of online access to the information that the organization, its managers, and employees need.

ADP's hosted workforce management solution simplifies a number of complicated and complex requirements for R.T. Vanderbilt. Concludes Saks, "Going the hosted route with ADP Workforce Now is one of the best business decisions we made. ADP even handles updates and maintenance for us."

ADP Workforce Now enables employers to adapt to changing business and regulatory requirements, control employer-related costs, and minimize compliance risks.

Do More With Less
- Eliminate task redundancies by entering data once while securely sharing it with executives, employees, and managers who need it.
- Reduce staff-related hours associated with the management of payroll, HR and benefits administration, and time and labor management.
- Enable decision-makers to evaluate, plan, and strategize using real-time data.

Attract and Keep Great Employees
- Increase employee satisfaction and productivity with accurate and reliable pay data.
- Administer tax-saving opportunities such as 401(k), Flexible Spending Accounts, and Section 125 Premium Only Plans.

Help Minimize the Risk of Noncompliance*
- Protect employee data through restricted, role-based access.
- Help minimize regulatory noncompliance and potential legal action with fair and consistent application of company policies and work rules, using an integrated rules-based system.
- Provide accurate and timely filing of payroll-related tax payments to federal and state agencies.

REAL SUCCESS
Increased Reporting Capability Is a Key Benefit for R.T. Vanderbilt
"A major benefit of ADP Workforce Now is that it gives you such a great variety of reporting power," says Saks. "We use between 150 and 175 different reports that cover all kinds of stuff – from check views and quarterly workforce breakouts to union dues and healthcare savings accounts. Reporting is one of the areas where we saw the tremendous value of Workforce Now. In one instance, ADP's specialists helped us create a Health Savings Account (HSA) report with goal amounts and year-to-date deductions. This helps us to see who is getting close to their annual limits, calculating goal amounts set by the IRS. This is very valuable."

Return on Investment
"ADP has helped us to minimize our overtime costs. It has also helped reduce payroll administration time, across the board, by at least 50 percent," says Saks. However, just as important as hard- and soft-dollar savings is the ongoing peace of mind of having a scalable solution in place to help tackle problems and issues that tomorrow is sure to bring. Saks offers an example that is sure to impact most employers in the near future – federal healthcare legislation. "I think the federal healthcare law will probably have some impact on payroll and HR information – data collection, new reports, and things like that. This is another good reason, I think, to have access to the expertise that is part of the ADP Workforce Now solution."

For more information: 1.800.CALL.ADP www.adp.com