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Products/Services:
Employeease offers a spectrum of choices for using its award-winning HR and benefits applications. A customer can use Employeease's applications, have Employeease use the applications on their behalf, or a blend of both. Employeease outsourcing solutions include employee call center, carrier billing, invoice reconciliation, enrollment support, fulfillment services, COBRA, HIPAA and flexible spending account administration. The company's applications include full-featured HRIS, benefits administration, employee self-service, manager self-service, leave management, performance management, recruitment and connectivity to internal systems, benefit providers and other service providers.

HRMS flexibility unlocks secret to success

By Bruce Shutan
Flexibility is critical in the complex world of human resource management systems — an HRMS mantra that has worked well for Employeease, Inc., the leading provider of on-demand HR and benefits administration solutions whose applications have won numerous industry awards.

The service provider's innovative mix of Web-based solutions and outsourcing options "gives employers the power to choose the right mix of internal automation and external outsourcing to meet their unique needs," notes Mike Seckler, vice president of marketing and sales and a co-founder of Employeease.

Thus far, this approach has delivered proven results to scores of enthusiastic corporate customers that have improved human resource information systems (HRIS) as well as benefits and compensation administration and management.

Tracking history

One noteworthy HRIS success story involves McCarter &

growth. "We do a lot of statistical analysis about where we've been and where we're going," explains Hager, who hopes for a deeper examination of staffing issues as the law firm's employee head count continues to rise.

The firm now employs 857 people, including summer interns and seasonal staffers in seven locations with offices in New York and Philadelphia, up from about 500 in 2000. Hager wouldn't be surprised if the number reaches 1,000 in a few years.

Another advantage to the Employeease platform is that it provides easy access to information about 1,486 current and former employees dating back to 1993. Considering the law firm receives several calls weekly seeking employment verifications, state bar exams, as well as references for mortgages or credit applications, this ability translates to responsiveness and customer service on the part of the HR department.

Hager has been able to raise her profile in the firm by documenting a \$650,000 annual return on their

here trying to fix our [old] HR system when it would crash or wasn't strong enough to carry the data. Now our IT professionals can devote more time to working on issues that affect our clients' needs."

Global perspective

Witness Systems, a suburban Atlanta software company, came to Employeease in pursuit of a paperless solution that was cost-effective, easy to use and convenient for approximately 500 employees in 12 different countries. The company's international presence, coupled with a recent growth spurt, meant there was also a pressing need to track salaries and bonus schedules in various currencies from a centralized data source.

A true test of the Employeease platform unfolded between February and March 2003 when HR Manager Robyn Smith announced an aggressive implementation schedule that left just six weeks to get the system up and running at a time when the company faced serious growing pains.

Atrium, Inc., in Dallas, the largest manufacturer of aluminum and vinyl window and patio doors in the United States, which grew from 900 employees to 5,600 across 40 locations following a series of acquisitions in six years.

When the company handed over benefits-administration chores to Employeease in May 2004, it had been managing an avalanche of paperwork for more than 50 benefit plans and legacy processes — not to mention triple-digit turnover. But it didn't take long for progress to take hold. In the first month of providing services, Employeease handled 599 e-mails, 501 enrollments and 239 termination transactions.

"We would need four or five additional full-time benefits professionals to handle the workload Employeease manages," explains D. "Gus" Agostinelli, Sr., Atrium's vice president of human resources. His staff is now free to focus on strategic projects such as lowering benefit costs, consolidating insurance carriers and improving employee communication.

Smart growth

One final example of a winning formula developed on the benefits and comp side involves MAPICS, Inc., in Atlanta, which has assisted about 10,000 customer sites for manufacturers in more than 70 countries, had been using disparate systems and spreadsheets to manage HR and benefits data before Employeease took over these tasks in October 2000. HR staffers easily devoted 80% of their time to benefits administration, while accurate and updated employee information was difficult to obtain.

"We wanted our HR team to focus on people issues instead of data problems," explains Sandra Hofmann, the company's CIO/CPO. MAPICS has since saved \$1 million on employee leave management alone and has seen its employee population double without needing to hire additional HR staffers.

Bruce Shutan, former managing editor of Employee Benefit News, is a freelance writer based in Los Angeles.



HRMS

corporate profile

Scope of Business:

Employeease has more than 1,000 customers, and it continues to see its business grow as it experienced 27 consecutive quarters of revenue growth.

Approach to HRMS:

Employeease®, Inc. (<http://www.employeease.com>) provides an innovative and proven mix of Web-based solutions and outsourcing options for HR and benefits professionals. The company gives organizations the power to choose how to best manage HR and benefits processes. By focusing on people, not paper, more than 1,000 organizations improve service to employees and managers and positively impact their bottom line using Employeease.

English in Newark, N.J., the Garden State's oldest and largest law firm whose history dates back to 1865. Since the work of most is based on billable hours — from attorneys and paralegals to patent agents — it's imperative that tasks be accomplished in a timely manner. As they say in the legal profession: time is money.

When HR Director Pat Hager enlisted the help of Employeease, the aim was to implement a secure and flexible self-service platform that could track job, salary and status history, as well as house all HR and benefits information in one place.

One key corporate objective was for HR to keep pace with the organization's rapid

Employeease investment, which proved to be more than double an initial conservative estimate largely traced to a 70% reduction in HR time related to administrative tasks, 55% decline in open-enrollment hand-holding and 50% cut in the processing of new-hire and termination paperwork.

It's also worth noting that \$16,000 in annual savings resulted from the elimination of at least seven hours per month that IT department staffers were spending on HR systems maintenance and upgrades.

"Right now we do not use the IT department for anything involving the HR database," Hager happily reports. "Prior to that, we had a lot of contact. IT was always up

"Not only were we having to upgrade and get all the data into the system," Smith reports, "we also were embarking on our first online open enrollment and doubled the organization's size through a major acquisition — all in the same month.

Employeease enabled Witness Systems to customize and build out historical data, quickly upload reports and verify the accuracy of information. Moreover, annual enrollment was cut to just five days from three weeks and now can be closely tracked to ensure the process is completed in a timely manner.

Lighter workload

Benefits and compensation issues topped the to-do list for

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