

# What ADP TotalSource® Clients are Saying



## NEW LIMECO, LLC

**Industry:** Wholesale Trade – Nondurable Goods

**Type of Business:** Grows, packs and ships avocados, mangos, limes and a variety of other tropical fruits

**Location:** Princeton, Florida

**Number of Employees:** 70

**ADP TotalSource Client:** Since 2001

**Why ADP TotalSource?** “ADP TotalSource gave us the HR, benefits, payroll and risk expertise that positioned us for growth – we simply didn’t have enough internal expertise to get where we wanted to be. In particular, their Risk Management experts have helped us tremendously with our OSHA compliance and made New Limeco a safer place to work.”

# Seeing the Workplace Safety Forest for the Trees – with Help From ADP TotalSource

In the daily rush of making deadlines and getting work done, companies sometimes fail to notice workplace hazards that can potentially lead to employee injury. Or, in the words of Don Edgar, Operations Manager for New Limeco, a South Florida tropical-fruit grower and packer, “We were so caught up in our internal operational issues and constraints that we couldn’t see the forest for the trees when it came to injury prevention.”

#### BACKGROUND:

New Limeco originally signed with ADP TotalSource in 2001. Previously the company had handled HR in-house, with help from an outside insurance broker.

#### CHALLENGE: LACK OF INTERNAL HR EXPERTISE TO MANAGE GROWTH SOLUTION: ADP’S HUMAN RESOURCES BUSINESS PARTNER AND HR TEAM

“At the point when we decided to go with ADP TotalSource, we were in the midst of a reorganization after having been purchased. We got to the point where we realized that we needed stronger capabilities in dealing with HR, benefits and payroll. We didn’t have enough internal expertise to position the company for growth” Edgar explains.

New Limeco chose ADP TotalSource precisely because ADP offers the kind of broad-based HR solution the company was seeking. “For example, we wanted to be able to offer a good benefits plan to our employees, and without ADP the whole process would have been much more cumbersome,” Edgar says.

#### CHALLENGE: A HIGH RATE OF WORKPLACE INJURIES SOLUTION: A THOROUGH REVIEW OF WORKPLACE SAFETY PRACTICES AND IMPLEMENTATION OF COMPREHENSIVE SAFETY TRAINING

New Limeco ended 2007 with a higher-than-normal rate of back-strain injuries. Luis Torres, the ADP TotalSource Risk Manager, alerted Edgar that immediate action was needed to avoid potentially costly consequences to New Limeco’s workers’ compensation plan.

As Edgar explains, “it’s in the nature of New Limeco’s business that a lot of our work is manual labor – stacking 50- to 55-pound boxes of fruit on pallets to prepare them for shipping. Our worksite is an extremely busy place and in the process of trying to meet deadlines we got so focused on the work that we lost sight of the way we were doing the work.”

“Torres and I reviewed our operations in detail, and he helped us spot some specific situations where we were doing things in a way that increased the likelihood of injuries. Torres also helped us develop a comprehensive safety training program for all employees, and he helped me make the case for the new program with senior management. It wasn’t anything especially technical – just some simple ergonomic fixes in our packing and loading procedures – but it’s made a huge difference.”

#### CHALLENGE: BEING PREPARED FOR OSHA INSPECTIONS SOLUTION: EXPERTS TO HANDLE OSHA 300 LOGS, REPORTS AND RECORDKEEPING

How big a difference ADP’s risk management and safety expertise has made to New Limeco became apparent earlier this year, when OSHA paid a visit to the company to follow up on the 2007 report. “They looked at our OSHA 300 log and reports and went around our worksite and were impressed with both the recordkeeping and the housekeeping,” Edgar says.

A follow-up consultation with a University of South Florida Safety and Health Compliance specialist found that New Limeco remains highly motivated to continue strengthening its safety program. The company is now pursuing SHARP certification, given to small businesses that operate exemplary safety and health management programs.

#### “ADP’s Risk Management experts have made New Limeco a safer place to work.”

“Torres has a real passion for what he does, and whenever we need him, whether it’s to perform hazard communications or forklift training or update our safety manual, he’s there,” Edgar concludes. “Having Torres and ADP TotalSource has helped us get through those compliance challenges and achieve our goals – and it makes my job so much easier.”

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