

What ADP TotalSource® Clients are Saying



TECHNOLOGY VISION GROUP

Industry: Managing Consulting Services

Type of Business: Provides conferences, web-based platforms and related global networking venues for the biotechnology and life sciences industries

Location: Santa Cruz, California

Number of Employees: 16

ADP TotalSource Client: Since 2009

Why ADP TotalSource? “ADP TotalSource has given us an integrated HR platform with one central focus, intuitive technology and great back-end support.”

Reengineering for Growth with ADP TotalSource

For small companies competing in a cutting edge global industry, the ability to respond swiftly to new opportunities and scale up quickly to meet market demand are critical to strategic success. Such is the case with Technology Vision Group (TVG), which provides biotechnology and life sciences professionals the connections, venues, platforms and access to forge strategic alliances and move their own businesses forward.

BACKGROUND:

With just 16 full-time employees, TVG commands a global network of partnerships and alliances dedicated to helping their clients get business done quickly, efficiently and profitably. So when TVG found itself in the midst of a major internal restructuring and needed to rethink the way they handled HR, they called on ADP TotalSource for solutions. As Victor Quiroz, TVG's Director of Operations and Human Resources explains, "we were transitioning from a more traditional organic growth model to one that emphasized scalability. At the time, I managed both Operations and HR, and I needed to be able to focus on Operations."

CHALLENGE: MANAGING MULTIPLE HR VENDORS

SOLUTION: ADP'S HUMAN RESOURCES BUSINESS PARTNER AND HR TEAM

Prior to signing with ADP TotalSource, TVG used a mix of in-house staff and external vendors to manage HR. "We had different vendors for benefits, 401(k), employer liability insurance and so on," says Victor. "Dealing with multiple vendors often meant lots of cross-talk and inefficiency. Our goal was a true one-stop shop where all our HR functions were integrated in one platform so we could focus on operations and strategy."

With ADP TotalSource, Victor works with a small team of HR professionals led by Rand Irikat, TVG's assigned Human Resource Business Partner. "Along with the enhanced technology, the customer service has been great," Victor says. "It's good to know I can pick up the phone to talk to ADP TotalSource on a particular issue while the back-end, day-to-day issues are taken care of. ADP TotalSource delivers a true one-stop shop."

Converting a company's payroll system, employee files, benefits and related areas to a Professional Employer Organization (PEO) can take some time. In TVG's case, in addition to ADP TotalSource, they use ADP's ezLaborManager Time and Attendance system and participate in ADP's 401(k) Retirement Savings Plan. During the implementation ADP TotalSource worked closely with Victor to ensure TVG's business, HR and compliance needs were addressed. The result according to Victor is a "pretty seamless integration."

CHALLENGE: ATTRACTING AND RETAINING TOP TALENT

SOLUTION: MORE CHOICE, GREATER AFFORDABILITY IN HEALTH BENEFITS

With such a small core team, it's essential to TVG's long-term strategic success that the firm is able to attract and retain top talent. Among the key draws: a "rich" employee benefits plan. "Before ADP TotalSource, we offered a single benefit plan with one medical provider. Now, we're able to offer our employees a choice of three medical providers – and so far at a lower cost than was the case before."

CHALLENGE: ENSURING COMPLIANCE AND REDUCING LIABILITY

SOLUTION: ACCESS TO EMPLOYMENT EXPERTS AND COMPLIANCE SUPPORT

The ADP TotalSource co-employment model provides TVG with an additional layer of protection "Previously we purchased liability coverage from an insurance broker, but that's as far as it went. Now, as ADP TotalSource brings all our employees under their federal tax ID for payroll purposes, they are also assuming some of the liability exposure. Plus, we now have experts on call to help us handle specific employee issues as they come up."

Victor cites as an example a recently employee termination that Rand Irikat helped with. "She guided us through the compliance issues and was able to provide a timely resolution to the situation." He adds that down the road, as TVG contemplates expanding its operations to different states, ADP TotalSource stands ready to guide TVG through the compliance issues unique to each state.

"It's good to know that ADP TotalSource is there for us."

As TVG enters its second year with ADP TotalSource, Victor looks forward to continuing – and enhancing – the relationship. "ADP TotalSource really does provide us with a one stop shop, which is exactly what we need. It's good to know that ADP TotalSource is there for us."

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