

ADP Outsourcing Provides A. Daigger & Company with Business Solutions that Support Uniformity with Ease and Flexibility

Company Background

Established in 1894, A. Daigger & Company, Inc. is a leading supplier of laboratory and scientific equipment and associated supplies to government, schools, and research institutions. In recent years, other corporate entities, including ETA/Cuisenaire and Learning Resources®, have joined the family -owned group of companies. Headquartered in Vernon Hills, Illinois, the group has approximately 400 employees.

The Challenge – Integrate HR, Benefits, and Payroll Administration Integrated Applications Greatly Enhance Administrative Efficiency

“Acquiring different companies presented us with challenges,” recalls Jennifer Neuman, A. Daigger & Company’s vice president of human resources. “For instance, while it was important for each acquired company to retain its own identity, it was just as important from a corporate perspective to select a standard solution for all companies to utilize for key business processes such as payroll, HR, and benefits administration.”

The Challenge – Implement a Better Time and Attendance Solution Automated Time Collection Provides High Accuracy and a Cost-Control Tool

“We were collecting and approving employee time the old-fashioned way – stamping time on time cards, adding up hours manually, and then entering it all into payroll,” Neuman explains. “With hundreds of employees, and several businesses, it was clearly not the optimum way to manage and monitor labor costs.”

The Challenge – Streamline and Standardize Recruiting Administration Sharing of Information Across the Enterprise Helps Recruit the Best Talent

“Applicant tracking was being managed by different systems at each business,” adds Neuman. “What we needed was a recruiting solution that enabled all our companies to share their applicant pool information – a single solution that would benefit all of our businesses.”

Solution – ADP’s Suite of Solutions for Employers

A. Daigger & Company, a long-time client of ADP’s payroll service, chose ADP’s HR/Benefits Solution to achieve its strategic goal of integrating its HR and benefits administration.

“ADP’s HR/Benefits Solution puts our data in one place. It gives us the uniformity we need and the flexibility we want,” says Neuman. “From the very beginning, a majority of our people were very receptive to the electronic solution. Our employees can just go online, research what they need, and make benefits changes without filling out a single piece of paper.”

Both open enrollment and new hire enrollment have become smooth and easy processes. “We direct our new hires to visit the site to enroll in the benefits program,” says Neuman. “This allows us to focus on educating new employees during new hire orientation, not fill out forms.”

The HR staff is spending less time managing nitty gritty administrative tasks. For example, says Neuman, “Before we began using HR/Benefits Solution from ADP, we had to enter benefits data into each insurance carrier’s site, which involved an enormous amount of our time.

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Laboratory Equipment & Supplies

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Jennifer Neuman
Vice President of Human Resources
A. Daigger & Company, Inc.
Vernon Hills, Illinois



ADP
The business
behind business[®]

About ADP

ADP is one of the world's largest providers of business outsourcing solutions. Leveraging nearly 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.

ADP's Major Accounts Division was created to address the unique business needs of mid-sized companies. We offer accurate, convenient, and reliable solutions that can help you to:

- **Control Benefits Costs**
- **Improve Employee Retention**
- **Reduce Labor Costs**
- **Improve Tax and Regulatory Compliance**

ADP. The business behind business.

Now we just feed the data electronically to our broker. It's a space age step for us." Recruiting activity administration is also improved. "With HR/B, all our managers have greater visibility and access to all talent pools, and information is shared easily. This has brought great synergy to our recruiting efforts. This would not be possible without HR/B."

ADP's solutions enable A. Daigger to achieve and maintain rules and standards – across their enterprise – that help to enhance business efficiency:

Create a central, shared repository of benefits structure and eligibility to accurately apply eligibility rules against data that is maintained in the HR database:

ADP automates benefits plan administration, incorporating eligibility rules and calculation formulas for cost and coverage. This helps to ensure only eligible employees and dependents are covered – and identifies any ineligible employees or dependents so they can be removed from costly benefits.

Automate background checking, screening, and qualifying: ADP's Screening and Selection Services helps clients more effectively screen and compare applicants, as well as perform more efficient background checks.

Reduce administrative hours associated with time and labor management: ADP's time and labor management solutions collect information electronically so you make better decisions with easy access to timely, accurate data.

Provide employees with the ability to make better decisions by providing access to comprehensive information on employment, benefits, and compensation information: ADP helps you provide your employees with a higher level of service by giving them direct access to their employee data, reducing the burden on your HR staff.

Eliminate the need for duplicate data entry into payroll, HR, and other external systems: ADP's integration between benefits enrollment and payroll deduction helps to eliminate duplicate data entry. It also reduces the hassle and costs of manually reporting data to your insurance carriers when it can be done more efficiently through Carrier Connection® options within ADP's systems.

Help ensure fair and consistent application of company policies: ADP helps apply company policies in a fair and consistent manner, as well as identify non-compliance – helping to ensure all employees are treated equitably and by the rules.

Real Success

More Time to Communicate with Employees

"ADP's HR/B provides the workflow process we need so HR can spend more time face-to-face talking with employees about real issues," says Neuman. "In place of collecting forms and providing answers to transaction-related questions that employees can get online, our HR staff is dealing with things that can impact our business, like employee retention."

Return on Investment

"ADP saves us time and money. In our case, we managed to lower our HR headcount by a full-time person-and-a-half," says Neuman, "and without HR/B we probably would have had to hire another full-time employee just to manage workflow. In addition, our benefits administrator who used to spend 40 hours a week just on benefits administration now spends three. Today she is now a Human Resources Generalist, with most of her time dedicated to retaining and taking care of our most valuable asset, our employees."



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