

Business Impact Improve Employee Retention

Peachtree Settlement Funding and ADP Work Together to Enhance Sophistication of Growing Firm

Company Background

Peachtree Settlement Funding assists individuals in achieving their financial goals and unrealized expectations by purchasing the total or a portion of structured settlements, lottery payments and life insurance policies. By bringing a heightened level of professionalism and institutional financing to the 'cash flow' market, Peachtree has established itself as the clear leader in the marketplace.

Founded in 1996, Peachtree Settlement Funding is the nation's leading specialty factoring company and is experiencing rapid growth across its businesses.

The Challenge – To Attract and Retain Employees As Company Grows Rapidly Uniting diverse systems for a professional workplace

When Jeffrey Weiner, PHR, joined Peachtree as Director of Human Resources, "Each department was doing its own thing, with its own policies and procedures. We needed to get everyone onto the same page." Plus, from January to September 2005, Peachtree's headcount grew from 180 to 240.

The individual business areas currently are decentralized, but in January 2006 all areas will move to new office space that will unite them. With ADP, Peachtree was able to build uniform rules into its applications. "If we have one system universally across the company, we'd better have the same rules," says Weiner.

Peachtree also faces significant competition for "getting the best and brightest employees" in a tight south Florida market. Says Weiner, "When employees come in, they see ADP's name. It shows employees we have a highly organized, structured work culture."

The Solution – Leverage Automation to Enable HR Team to Operate Strategically

Peachtree COO Antony Mitchell drives the company's commitment to finding the right technologies. This commitment enables a strong strategic focus. "We want to be working smarter, not just harder," says Weiner. "We automate administration. We use people to grow the business and maximize potential."

Streamline and automate workflow processes:

ADP's payroll management and benefits administration solutions can help companies gain greater control over these cost centers. Many companies find that they are able to increase efficiency and reduce indirect costs for payroll and HR-related processes by as much as 50% with ADP's help.*

Reduce IT support required for automating administration:

ADP's suite of Web-hosted solutions enables companies to manage their employer responsibilities at Internet speed – rapidly, confidently, and with improved accuracy – backed by ADP's world-class service and support. Fully hosted by ADP, there is no software to install or costly hardware to maintain, so company IT staff can spend their time on client-focused initiatives.

Ensure fair and consistent application of company policies:

ADP's solution helps Peachtree apply company policies in a fair and consistent manner and aids Peachtree in identifying non-compliance. This helps ensure that all employees are treated equitably, which may improve morale and job satisfaction.

*ADP Price Waterhouse Study, 2004



"Working with ADP provides a level of sophistication that you don't always find in smaller companies. ADP understands HR. We leverage their technology and best practices. They didn't get to be ADP without doing something right. They've seen situations we've never thought of."

Jeffrey Weiner
Director of Human Resources
Peachtree Settlement Funding



About ADP

ADP has more than 50 years of experience providing employers with business solutions such as Payroll, HR and Benefits Administration. ADP solutions focus on making businesses more productive by reducing costs, increasing productivity and, most importantly, standing ready to grow with your business. With the widest range of powerful, cost-effective solutions, only ADP can offer your business the flexibility it demands to grow and prosper – whether you have one employee or hundreds of thousands. And you can count on ADP for unparalleled compliance support and the most qualified and accessible customer 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**
- **Ensure Tax and Regulatory Compliance**

ADP. The business behind business.

Real Success

ADP Provides Specific Expertise So HR Can Do Its Primary Work

"As head of HR, I'm a support person," says Weiner. "My job is to make the managers' lives easier. By using technology to take care of administrative activities, HR can be more focused on talent, training, career/succession planning, rewards and recognition. The name ADP alone has a huge level of recognition. Employees and managers are not going to question the quality."

ROI Equals Two Months, HR Focus Equals Strategy

Peachtree realized the return on its initial investment in only two months' time. Plus, the payroll preparation process has been reduced from three to five days to "something like 30 minutes," according to Weiner. "It's almost a joke." Previously, gathering timesheets and re-entering data took two to three days, plus another day for the payroll person.

To enable Peachtree to realize system benefits quickly, ADP provided an accelerated implementation of only eight weeks. Weiner estimates that improved systems have eliminated 20 questions a week from employees to the HR staff.

"Now we're thinking six months ahead, rather than what's wrong with Sally's time sheet or who needs a copy of their pay stub," says Weiner.

Weiner and his staff have been able to build an online recruiting system and can now address:

- Metrics
- College recruiting
- Reward systems
- Improving/adding to benefits programs
- Meeting with employees
- Performing department surveys.

Lots of Information

"The amount of information available to employees has increased tenfold," says Weiner. "Just eTIME alone gives us lots of information." Peachtree and the ADP team customized the Time and Labor Management Solution to meet Peachtree's needs. Employees can look up their own information and run their own reports by pay period. "It's one less thing to call HR about."

ADP's Time and Labor Management Solution allows Weiner to work with business CFOs to "identify people working these crazy hours. Then we can properly staff so that they don't burn out and quit," says Weiner. Managers "have the information right on their desktop. They're not waiting for information. For employees, the information is always there for them and they know it."

Getting to the Next Level with ADP Solutions

According to Weiner, "ADP offers the perfect solutions across the board – for payroll, 401(k), expense management, and time and labor management. Working with ADP made sense."

The question to ask, says Weiner, is, "Will this system get me to the next level? Over the next six months, a year, is it customizable? Will people be there to support me?"

ADP's people "are a big part of why it's successful," notes Weiner. "They mapped out the old system and designed the next. Many ADP people have gotten their PHR certifications, which shows their level of commitment to HR. They're always going the extra mile."

For Weiner, the bottom line is simple: "They don't bring you problems. They find you solutions – even multiple solutions."



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