

Peerless Steel Forges Best-Practice Model for Payroll and Time and Labor Management with Solutions from ADP

Company Background

Peerless Steel Company has been a major distributor of carbon, alloy and tool steel products since 1946. The privately-held firm, with its headquarters and distribution center in Troy, Michigan, operates steel cutting and other facilities in Saginaw and Grandville. The company serves customers in Michigan, Indiana, and Ohio with its own fleet of delivery vehicles, and other customers throughout North America via common carrier. Peerless Steel employs approximately 135 employees.

The Challenge – Engage a Best-Practice Approach for Payroll

Best Practices Deliver the Best Solutions

Administrative functions at Peerless Steel were heavily steeped in manual methods and paper-based processes. “When I got here I found that the systems, including payroll, were mostly manual,” recalls Jeff Zydeck, Peerless Steel’s chief financial officer. “Errors were being made. So we evaluated the problems and decided on a new vision. All of our new systems would share one guiding principle – they had to be driven by *best practices*.”

The Challenge – Use Best-Practices to Minimize Compliance Risks

Opting for Automated Best-Practice Solutions from a Leading Provider

The affect of error-prone manual processes is exponentially magnified when mistakes involve regulatory compliance. The potential for fines and penalties for late or incorrect filings siphons bottom-line profits in the worst way – simply because they could easily be avoided. “A service provider with a best-practice solution for filing unemployment and payroll taxes not only would enable you to reduce the administrative burden but also the risk of noncompliance,” says Zydeck.

The Solution – ADP’s Payroll, Tax Filing, Time & Labor Management

In its quest to support each of its business functions with best-practice solutions and a *virtual close* – the ability to close financial books within an hour’s notice – Peerless Steel chose ADP’s automated solutions for payroll, payroll tax filing, and time and labor management.

“ADP’s solutions – payroll, payroll tax filing, and time and labor management – do all the heavy lifting for you. After looking at the product offerings that are out there, we came to the conclusion that ADP’s products and services are truly based on best practices because they were the only solutions that would give us the ability to achieve a virtual close,” says Zydeck. “With ADP, error-free payroll is the norm, not the exception – and I’ve never seen them make a mistake when it comes to regulatory compliance”

Peerless Steel realizes significant benefits that increase administrative efficiency and financial visibility:

Reduce avoidable overtime: An ADP Web-based time and attendance system gives you greater control over your labor costs. With real-time access to up-to-the-minute labor reports, you can identify employees who are approaching their maximum hours, and adjust scheduling and staff coverage to avoid overtime. Some companies have reduced their overtime by as much as 60% with ADP’s help.*

Improve labor planning and scheduling:

ADP’s time and labor scheduling tools are enabling employers to monitor employee utilization and ensure cost-effective coverage to meet business demands.



“Before ADP, it took one person three days to do payroll each week. Now it takes under an hour ... ADP is simply a superior way to do payroll and achieve compliance.”

Jeff Zydeck
Chief Financial Officer
Peerless Steel
Troy, Michigan



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**
- **Improve Tax and Regulatory Compliance**

ADP. The business behind business.

Streamline and automate workflow

processes: ADP offers industry-leading payroll management solutions that can help you gain greater control over this major cost center. Many companies find that they are able to increase efficiency and reduce indirect costs for payroll and HR-related processes up to 50% with ADP's help.*

Reduce administrative time spent on ensuring fair and consistent application of pay policies and work rules:

ADP's time and labor management solutions are customized to fit your pay policies and work rules exactly. That way, your people, managers, and administrators can focus on your business.

Minimize tax liability and maximize tax savings:

For more than 55 years, ADP has been helping employers mitigate their compliance risks. More than 500,000 companies currently use ADP tax and compliance services to assure their operations comply with regulatory and tax codes, while decreasing the administrative burden on their staffs.

Real Success

ADP Provides the Client with Fast and Secure Access to Information

"You use ADP to do things that you don't want an internal staff to get involved with, and to give yourself access to information for decision-making," says Zydeck. "ADP doesn't just record employee time, do our payroll, and file our payroll taxes. They give us access to actionable information to monitor and manage our labor costs and manage employee administration."

Return on Investment

"Before ADP, it took one person three days to do payroll each week. Now it takes under an hour," says Zydeck. He adds that even more savings reside in what ADP's solutions enable Peerless Steel to avoid – such as the cost of payroll re-runs to noncompliance penalties.

"We began with ADP 10 years ago. Back then we recognized ADP as 'the best' – and today they still are," concludes Zydeck. "I think ADP's clients ride their coattails in a way, because as ADP continually improves their products and services and keeps up with all the associated regulatory changes, we benefit from all their knowledge and their work. ADP is simply a superior way to do payroll and achieve compliance."

*ADP PricewaterhouseCoopers Study, 2004.



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