

Case Study:

Renaissance Specialty Veneer Products, Inc.



Industry: Manufacturing
Location: Indiana
Employees: 25

ADP Time and Attendance and Payroll Solutions are a Cut Above the Rest for Renaissance Specialty Veneer Products

Renaissance Specialty Veneer Products, Inc. (RSVP), located in Columbus, Indiana, is a wholesale provider of best quality, face-grade veneer from North and South America, Europe, Asia, and Africa.

Featuring superior customer service, dependability, and quality pricing, RSVP aspires to be a one-stop source for veneer products. Superior artisanship is a key element of the company's value proposition. The professionals on RSVP's team have over 120 years of combined experience in the veneer industry.

Founded in 2004, RSVP has 25 employees, including full- and part-time, salaried, and hourly. Payroll frequency is biweekly for hourly employees and monthly for salaried employees.

From Paper Time Cards to an Electronic Hand Scan Device

"Prior to ADP, we used paper time cards, which led to all sorts of headaches and hassles – tracking them down come payroll day, being sure they were accurate, and checking for accuracy and honesty as far as time in and time out," says Cami Clift, RSVP's Human Resources Manager. "Then there are some people who just don't write neatly, so some entries were hard to understand."

Business success at RSVP drove the need for a time and attendance solution that was not only automated but scalable – a solution that could seamlessly and with little

Objectives for RSVP:

- Replace a manual system, based on paper time cards, with an automated, Web-based time and labor management system
- Select a time and attendance solution that easily integrates with the payroll solution
- Gain access to time and attendance and related information in real-time
- Deploy a scalable, accurate, and dependable time collection and workforce management solution

ADP's Solutions:

- ezLaborManager®
- EasyPayNetSM Web-based Payroll Service

"With ADP, we have peace of mind knowing that our time and attendance and labor management is all under one roof, and it's simple and easy to use."

"By using ADP, I save time, which in essence saves us money. I can tell you that what used to take two days to do now takes me about half a morning, if that."

**Cami Clift, Human Resources Manager
Renaissance Specialty Veneer Products, Inc. (RSVP)**

effort accommodate new employees in the system. “We were growing and we really needed something that could help us keep track of time and attendance more efficiently than it was being done,” Clift recalls. “Now we use the ADP hand scanner timeclock, and it has been a godsend because it’s just so simple for our employees to use, and it’s easy for me to collect our time and attendance information.”

ADP’s Web-based Solutions Help to Heighten Efficiency and Employee Service

ADP’s solution for RSVP includes Web-based ezLaborManager® for time and labor management and ADP’s EasyPayNetSM Web-based payroll, which seamlessly integrates with the time and attendance application. ADP replaced RSVP’s manual, error-prone system of paper time cards with a biometric time – clock that quickly, efficiently, and accurately collects employee clock ins and outs using an image of the employee’s hand. The process takes virtually seconds to complete.

The ADP solutions used by RSVP work hand-in-glove to deliver a positive experience for Clift and her employees. “With these solutions, I can more accurately track time and attendance and payroll and have the ability to do things like recognize employees for perfect attendance on a monthly basis,” she adds. Clift also has the capability to help employees with other requests. “For example,” she points out, “if employees ask for pay stub information from previous paychecks, I can go in and immediately access a report that shows what they’ve made year to date and provide them with that information on the spot.”

Prior to the ADP system, it took time and effort to cull through manual time cards to obtain that level of information. In addition, ezLaborManager feeds ADP payroll with other useful information, such as paid time off for vacation, holidays, and sick days.

“Now it is so much easier, not nearly as cumbersome, to keep track of things. I have so much more room, because I don’t have to keep everything on paper,” she notes.

Automated Time and Attendance Solution Means Better Control

RSVP benefits from more than accurate information for payroll processing. Access to real-time labor information also provides business owners with a huge management advantage – greater control over labor costs.

“ADP’s time and labor management has just been tremendous,” remarks Clift. “It’s more than about the ease of collecting time. I have the ability to access the system on an hourly basis, if I need to, to see if people are here, if they’ve left, and if for any reason there would be a change in their time for the day.”

Control over payroll-related costs also includes control over payroll-related compliance issues. For example, ADP’s solutions make it easier to comply with the latest rules governing overtime calculation, helping clients to avoid honest mistakes that can create employee dissatisfaction, distrust, and even labor issues.

Measuring Return on Investment

At RSVP, time savings is the key metric associated with using ADP. “By using ADP, I save time, which in essence saves us money,” says Clift. “I can tell you that what used to take two days to do now takes me about half a morning, if that.”

ADP’s solutions offer strategic opportunities to change business processing and provide long-term benefits for RSVP and other employers every day. “With ADP,” Clift concludes, “we have peace of mind knowing that our time and attendance and labor management is all under one roof, and it’s simple and easy to use. If you have a question, an ADP person is only a phone call away.”

Renaissance Specialty Veneer Products is among the more than 600,000 employers of every size worldwide that use one or more solutions from ADP to increase the efficiency of their business.