



IN THE BUSINESS OF YOUR SUCCESS®

What ADP Resource® clients are saying



DIGITAL PRINTING TECHNOLOGY

Xeikon America competes with larger corporations by leveraging the support expertise of ADP Resource®

Headquartered in Itasca, Illinois, Xeikon America is an innovator and pioneer in digital-printing technology. The company designs, develops, and delivers Web-fed digital color presses for labels and packaging applications, document printing, as well as commercial printing. These presses utilize LED-array-based dry toner electrophotography, open workflow software, and application-specific toners. Xeikon also manufactures computer-to-plate (CtP) solutions for the commercial printing market, as well as the flexographic market.

With a lean head count of about 60 employees, Xeikon America competes against much larger corporations in the high-tech, digital-printing market. "We're talking Hewlett-Packard, Xerox, Canon and others," says Michael V. Ring, president of Xeikon America. "We have the talent and technology to go toe-to-toe with our multibillion-dollar competitors." As a client of ADP Resource® – ADP's Administrative Services Offering (ASO) – the Illinois-based company also has access to the high level of human resource (HR) expertise it takes to manage and retain top industry talent that puts them in line with their larger competitors.

"In HR, plainly, we didn't know what we didn't know..."

When Ring became president of Xeikon America, HR management quickly became an area of executive interest. "We handled HR administration in-house, but did not have a full-time HR person," he recalls. "In HR, plainly, we didn't know what we didn't know. However, we did clearly realize that we had to improve the quality of our HR function."

SNAPSHOT

Client:

Xeikon America
Itasca, Illinois

Description:

Provider of digital printing technology products

Workforce:

About 60 – across multiple U.S. states

Website:

www.xeikon.com



A satisfied user of ADP's payroll services, Xeikon America chose ADP Resource to provide assistance with HR administration, time and attendance, risk management, as well as other employment-related administrative and compliance requirements. Ring was impressed with the seamless implementation and the introduction of ADP's automated solutions, that helped reduce transaction times for employees and their managers. He was even more impressed with the applied knowledge of his ADP Resource HR Business Partner (HRBP).

HRBP anticipates and helps resolve problems

An HR Business Partner has access to the resources of a team of professionals for extensive assistance with a broad range of functional expertise – from payroll and HR transaction processing to risk and compliance issues.

"Our HR Business Partner from ADP Resource has helped us put discipline back into our HR function. One of the first things she did was review our I-9 forms and then gave me the news that they needed work to be fully compliant," Ring recalls. "She also found some issues that I inherited, which could have caused some compliance problems with various state laws. We would never have found these types of problems without our HRBP's help."

Ring says that the HRBP has become like a member of his leadership team. "She attends key regular staff meetings and is the person we turn to when an HR question or issue comes up. Now, I don't worry about HR anymore. I'm confident that we can stand tall through just about anything, including a Department of Labor (DOL) audit. That confidence translates into more time for me to develop new customers, plan new strategies, and do more of the things that a company leader does."

As other compliance requirements arise, like new Affordable Care Act (ACA) regulations, Ring again expresses his confidence in ADP Resource to provide the assistance his company needs. "With more than 50 full-time employees, we will need to comply with the employer mandate provisions," says Ring. "We are looking to ADP to keep us informed and provide the tools that will help us comply as the law continues to unfold."

"Our HR Business Partner from ADP Resource has helped us put discipline back into our HR function."

Immediate savings, long-term value, doing more with less

"When we brought in ADP Resource, we experienced immediate cash savings by reducing head count by one person," says Ring. "Then we saw those initial savings turn into long-term value. We were averting risk and potential penalties by tightening up our HR administration. At the same time, we were creating a valued work experience for our employees."

Ring adds, "For us to realize the skills, services and value that ADP Resource provides, I would have to hire three or four additional full-time employees – which would be unrealistic for a 60-person company," says Ring. "The point is, we now have the support capabilities from ADP Resource that are typically found in a company many times our size."

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Why ADP Resource – instead of a competitor or going it alone?

Ring says that ADP Resource provides Xeikon America with many sound reasons to be a client. They include, among others:

Automated Time and Attendance – "ADP's solution replaced an extremely archaic, fraught-with-error, paper-based system that we had been managing internally. We now have an automated time-and-labor management solution that integrates with our ADP payroll, requires minimal administrative effort, and consistently provides an accurate accounting of employee time."

Risk Management – "When you're running a business, minimizing risk – particularly when it comes to compliance – is something you always think about. Ever since we began with ADP Resource, I definitely have a lot fewer worries in this area. Our HR Business Partner does a tremendous job keeping us on the right side of compliance matters. Now we're working at reducing risk, proactively, not just trying to manage issues."

Retirement Savings Benefit – "ADP does the 'back-office' admin and accounting for our 401(k) Plan. From a management viewpoint, I appreciate the fact that our 401(k) easily integrates with ADP payroll. I like how easy it is to show our employees that we really care for them by making it easier to save for their retirement years."

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