Taking Employment Tax to Task in a Multi-ERP Environment

Integrated with Lawson and Infinium

infor

Quick facts:

Company: Seminole Gaming, HardRock Support Services

Industry: Casino/Hospitality/Food/Restaurant

Number of Employees: 15,000

Product: ADP SmartCompliance® Employment Tax and W-2 Management modules

Learn more about Seminole Gamings at
http://www.seminolecasinos.com

*Making sure that 15,000 employees in 30 states get paid correctly and on time to keep them happy with the services his payroll team provides is a big job for **Steven Baumann** and his staff of 10. In addition, as **Payroll Controller for Seminole Gaming, Hard Rock Support Services**, Steven is also responsible for ensuring the timely payment of all federal, state and local payroll taxes to the correct agencies. Staying compliant with all of that could be challenging, but Steven found a better way by integrating ADP SmartCompliance® with the company's two Infor (Infinium and Lawson) payroll platforms. Here's what he had to say when we spoke with him recently:*

Dealing With the Challenges of Multi-State Tax Compliance

The biggest challenge we faced prior to bringing in ADP® was staying in compliance. Making sure all the payroll tax notices were dealt with correctly and timely. Making sure that all of our Form 941s were completed correctly. Dealing with all the different states and localities. Making sure the W-2s went out correctly. Dealing with that whole process, and on a timely basis.

We were doing all this in house, and it was a challenge making sure that all the mailing was done, coordinating with the mailroom and IT to make sure we had all the resources that we needed, and also making sure that we kept track of the timelines for reporting all the different state localities and 941s.

ADP Provided Easy-to-Use, Plug-and-Play Functionality

ADP was able to provide us with a plug-and-play solution for our Infinium ERP system. So basically the solution worked right out of the box, just as we were told it would. ADP's project management resources are excellent. They're always available, and no matter what types of needs we have, they're always eager and ready to help. So they made the transition extremely easy, and they also make all of our upgrades and all of our other transitions extremely easy. A lot of the competition didn't really have an integration available. They would have had to develop it and going through that pain was not something I wanted to deal with.

ADP
Always Designing for People™

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Steven Baumann
Payroll Controller, Seminole Gaming,
Hard Rock Support Services

Simplified and Easy Reporting

ADP provides a one-stop shop to find everything you need for your reporting, your prior 941s and your returns. You don't have to try to hunt for them. The solution is pretty intuitive and easy to use. If you receive any type of tax notices in the mail, it's easy to upload them and send them to ADP for research. And then we don't have to sit on the phone with the IRS and take up knitting as a hobby. And with the ADP SmartCompliance W-2 Management module, we can now give the employees better access to receive their W-2s other than just by paper through the mail. They can get them online now, which is awesome. ADP who just really simplified our whole process.

ADP Smartcompliance is ERP Agnostic, So It was Painless to Integrate Another Platform

The most impactful benefit we've realized by using ADP SmartCompliance is the ease with which we were able to bring on the Hard Rock Café locations. They have about 4,000 to 5,000 employees across the country in all the Cafés. They were on a different payroll system. The casino payroll has always been on Infinium. And the Café payroll is currently on Lawson. So we have two ERPs and ADP SmartCompliance integrates with both.

I also think it was great that once we consolidated the two companies into one, where each company had a separate rep, ADP put all of our locations under one rep, which I think is great. So instead of having to reach out to two different people, I have only one contact.

And the big bonus? Even though we have one Employee Identification Number (EIN) with files coming from two systems, ADP is able to consolidate tax deposits and filings for us through ADP SmartCompliance.

Maintaining Headcount With the Ability to Provide Value-Added Service

As a result of working with ADP, not only have we been able to hold the line on headcount, we've also been able to change up the staffing to have them perform more value-added services, rather than just pushing papers around and licking envelopes.

Our staff has become more of a business partner to the properties — so now we can go out to the properties, do extra training with the timekeeper staff to try to make the process better, and we can answer questions for teambmembers on site rather than just on the phone. So it frees up our time to give better service to our customers as well as better service to the overall company by not growing the staff as the company grows. Otherwise, we would have to exponentially grow the payroll staff as the population grows. This actually capped it so we don't have to do that.

On Recommending ADP SmartCompliance to Others

ADP makes your life easy – it's just that simple. They're a really good service provider. Whatever you need, they work with you, and they get it done. And they're always just one phone call or one email away.

About ADP SmartCompliance
ADP SmartCompliance is a cloud-based platform of outsourced services that integrates with many leading payroll, HR and financial systems to help you maintain HCM-related compliance, mitigate risk associated with noncompliance, improve efficiencies and drive operational growth. Its unified capabilities can help handle your health care, employment tax, tax credits, wage payments, employment verification, unemployment claims, W-2 management and wage garnishments needs. Your information is organized in one place to be concise and actionable.

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