



Integrating payroll and benefits for costs savings and employee engagement

With over 1,000 employees worldwide, ease of payroll and benefits administration is a top priority for Anuvu, provider of entertainment connectivity for mobility markets including the airlines and maritime industries. We talked to Jeff Stevens, Total Rewards analyst for Anuvu, about how integrating ADP Workforce Now with Unum HR Connect® has made it easier for employees to access their payroll and benefits information in one place, while saving time and money in the process.

On integrating ADP Workforce Now and Unum HR Connect

We've been using ADP Workforce Now for payroll for years and that's been really useful for our U.S. and global population. Switching to Unum was part of our long-term strategy to move our benefits from a third-party administrator directly into ADP® to create a one-stop shop for our employees, where they can go in and see their payroll, but also see their benefits and take care of anything they need to in one place. The big win is a single sign-on for the employee and that they are able to understand what benefits they have and how they can use them.

Prior to the integration, an employee who wanted to sign in as a new hire or had a life event had separate usernames and a separate password. It required a lot of manual effort on my end to make sure the ADP data is uploaded into the third-party administrator and then back from the third-party administrator into ADP so that payroll deductions could be taken. So that's a significant part of our time savings right there.

On implementation

From my experience with implementations, the scary part is always how long the process will take, and then working out the bugs in the system once you're up and running. But if you take the time to do a proper implementation because you know it's going to improve processes and benefit employees, it's worth the investment because it removes some of these unknowns. In our case, it removes bad outdated data.

Jeff Stevens
Total Rewards Analyst



Quick facts

-  **Company:** Anuvu Operations LLC
-  **Headquarters:** Santa Ana, California
-  **Industry:** Technology Services
-  **Employees:** 1,000
-  **Product:** ADP Workforce Now®

Learn more about Anuvu Operations at
<https://www.anuvu.com/>



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Unum and ADP both worked really well together to get this implementation off the ground, which reduced our technical team's involvement. And honestly, there haven't really been any issues, which is great.

On easing the open enrollment process for employees

There's going to be more employee engagement with open enrollment now because employees won't have to go into a separate portal to see their benefits, which was confusing for many of them. With open enrollment now in the same spot as payroll, it saves employees time because they know the ADP system and it's easier to log in to review their benefits. Whereas with the previous provider, many employees wouldn't bother to review their benefits because they didn't know how to log into the other benefits system.

On time savings with payroll

Before Unum, there was no file feed from ADP to the benefits system. So, if an employee's salary or address changed on the payroll side, it would require me to go in and update its benefits. Integrating payroll and benefits removed all those lagging data point issues we had that could cause problems for our employees. It really is a self-auditing system now because the data that's in ADP is accurate and up to date and really what we hang our hat on. This is also a huge time savings for us.

On ease of billing processes

We no longer need to pull any reports and send them to Unum for self-bill like we had to with our previous provider. Unum's now pulling our enrollments and monthly reports right out of ADP and then billing us. Now, with the benefits all in one spot, this smooth-running machine eases the billing administration process.

On employer contributions

We want the employee to understand that with our employer-paid benefits, we are paying 100 percent of the funds. They don't have to contribute at all. So when they go into ADP to see their check, employees can see what Anuvu is putting toward their short-term disability payment and their basic life insurance. They can really understand that we're spending a good amount of money to protect them and their family should something happen.

On hiring and employee retention

The other day, I heard there are two jobs for every one person in our "great resignation" economy. One way to retain employees is through employer contributions. It could be the differentiator if employees can say, "Wow, this company puts \$500 towards my suite of benefits, including the Unum products, which is short-term disability, long-term disability and basic life. I feel protected, and I feel like this employer cares about me beyond simply doing my job."

Advice to other businesses

There's real value in these pre-established relationships that vendors like ADP and Unum have with one another because it means I don't need to engage my technical team to help or involve other parties. It all takes care of itself, and that's what we're looking for. They have an established process, and we don't have to recreate the wheel.

Switching to Unum was part of our long-term strategy to move our benefits from a third-party administrator directly into ADP to create a one-stop shop for our employees. The big win is a single sign-on for the employee and that they are able to understand what benefits they have and how they can use them.

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