



TRANSFORMING EFFICIENCY: HOW SRS DISTRIBUTION OPTIMIZED GROWTH WITH ADP®

Quick facts

Company: SRS Distribution Inc.
a The Home Depot Company

Payroll system: Workday®

Industry: Distribution

Established: 2008

Associates: 12,500

Locations: 700+ in 46 states
Headquarters: McKinney, Texas

ADP products:

ADP SmartCompliance® for
Employment Verification,
ADP SmartCompliance®
for Payroll Tax and ADP
SmartCompliance® for
Wage Garnishments,
ADP SmartCompliance®
for Health Compliance,
ADP for Wisely®

Website: srsdistribution.com

Candice Story

Director, Payroll and
Compliance



Always Designing
for People®

SRS is one of the nation's leading roofing materials and building product distributors. The company focuses on providing its customers with the best service, creating an excellent culture for its team members and giving back to the communities it serves.

When Candice Story, Director of Payroll and Compliance, first started working for SRS, the company had 4,000 employees. Over a period of just four years, SRS saw rapid growth, expanding to over 12,500 employees across 46 states. SRS aggressively acquires new businesses, so it needed the proper integrations and systems in place to quickly onboard new employees in new states.

"Acquisitions are at the heart of our growth strategy," Candice said. "With each acquisition, we need to set up states and companies quickly. It's a fast-paced environment that demands efficiency."

To support this aggressive growth trajectory, SRS needed a solution to handle the complexities of onboarding, compliance and seamless integration without disrupting daily operations.

Business challenges

- Trying to quickly set up new states and companies while ensuring compliance, accuracy and efficiency in their payroll and HR operations.
- With the previous vendor, extracting data for taxes, garnishments and health compliance was time-consuming and labor-intensive.
- Internal teams struggled with disjointed processes and lacked access to real-time data, further complicating reconciliations and day-to-day operations.

Inefficient processes stifled continued growth

Before partnering with ADP, SRS relied on a legacy system that struggled to meet the demands of its ever-expanding operations. Extracting data for taxes, garnishments or health compliance could be labor-intensive and required workarounds, such as exporting data to an Access database to convert into an Excel format.

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—Candice Story,
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"Our prior vendor made it really hard to get data out of the system," Candice explained. "We needed to ensure our accounting and HR teams could access real-time information without delays or complicated processes. It just wasn't happening with our old system."

Additionally, internal teams were concerned about maintaining compliance and streamlining complex workflows while onboarding thousands of new employees annually.

Seamless implementation, even with a Q3 "go live"

Although no one thought it was a good idea to go live with ADP in Q3 due to the time in our fiscal year, SRS decided to do it anyway, and it was a great success.

"It was the most seamless process," Candice said. "ADP had already built the integrations we needed. Our HRIS team was amazed — we handed them a template, and everything was ready to go."

ADP addressed SRS's challenges with ADP SmartCompliance solutions that delivered instant access to critical data, from payroll taxes to wage garnishments, without manual interventions. ADP's solutions also provided enhanced reporting capabilities that delivered year-to-date reports and reconciliations in real time, alleviating many of the accounting team's concerns. The garnishment services and processing with access management empowered teams to be more proactive and allowed employees to access self-service answers to many of their questions.

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Empowering teams with proactive processes

With ADP SmartCompliance systems in place, SRS saw immediate improvements across operations.

"Our accounting team was initially nervous about transitioning, but they were blown away when we showed them the reports," Candice said. "The reports were not only the same as we had before ADP — they were better. Plus, they had direct access to everything they needed."

This accessibility extended to other areas, including onboarding and compliance. SRS now equips new hires with detailed instructions to access verification of employment and garnishment information, significantly reducing HR service calls.

"Our HR services team is getting far fewer calls because ADP has taken on tier-one escalation for us. It's been a game-changer," Candice added.

The ability to oversee and manage data independently also transformed how SRS handled compliance and audits. "With ADP, we can be proactive. We're not waiting until the end of the quarter to find errors or issues. Everything is seamless."

"One of our biggest wins is that everything works so seamlessly with Workday. As soon as payroll is done, garnishments and taxes sync automatically. It's effortless."

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Poised for continued growth with operational efficiency

With ADP's robust ADP SmartCompliance solutions, SRS can manage rapid growth without sacrificing operational efficiency. Templates and integrations now allow SRS to rapidly set up new companies and states for every new acquisition.

Automating tasks and processes have replaced manual processes, allowing internal teams to focus on more strategic pursuits. Access to real-time data empowers internal teams to proactively reconcile and make informed decisions.

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For SRS Distribution, ADP is a partner in navigating rapid growth and operational complexity. By addressing their previous provider's limitations and delivering scalable solutions, ADP empowered SRS to stay ahead of the curve.

"ADP has allowed us to focus on what we do best — growing our business," Candice said. "They've taken the complexity out of compliance and operations, and it's been a game-changer for us."