



## Crafting a recipe for HR excellence, efficiency and employee engagement with ADP



**Jared Azzone**  
Human Resources Manager  
Tryon Distributing

Tryon Distributing is a North Carolina-based craft beer and fine wine distributor with statewide reach and a 38-year-long history. The folks at Tryon are committed to upholding their values to “do the right thing” and “have fun” all while delivering the best possible product to their customers and the most seamless experience to their employees.

### Business challenges

- Limited understanding of the full capabilities of existing ADP tools
- Desire to maximize system value and ROI through system realignment and optimization
- Need for enhanced HR processes, including employee and manager self-service
- Lengthy and complex hiring and onboarding processes, requiring manual, in-person paperwork

By partnering with ADP, implementing Workforce Now® and engaging the ADP Professional Services team, Jared Azzone, the HR manager at Tryon Distributing, has revolutionized the company’s HR processes, empowering their employees and HR team alike, and driving efficiency and employee engagement to new heights.

### Engaging the experts for implementation and optimization

Implementing ADP’s Workforce Now was a crucial step for Tryon Distributing to address their HR and payroll needs, but the journey didn’t stop there. The real transformation began with the engagement of ADP’s Professional Services.

“We knew we were sitting on a goldmine, but had yet to take advantage of all of ADP Workforce Now’s capabilities. That’s when we had the ADP Professional Services team come in, dig into our processes and how we leveraged the platform. They introduced us to several Workforce Now best practices and got us operating much more efficiently,” reflects Azzone.

#### Quick Facts



**Company:**  
Tryon Distributing



**Headquarters:**  
Charlotte, North Carolina



**Industry:**  
Transportation  
Restaurant Services



**Employees:**  
275



**ADP Products:**  
ADP Workforce Now®  
ADP Professional Services



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The optimization process was driven even further forward when Azzone and his team engaged ADP Professional Services for a more targeted project: "The two-day on-site optimization project, conducted by the ADP Professional Services team, was amazing. It helped us review a number of things and become more efficient across all our processes," Azzone shares.

This deep dive not only resolved lingering issues, it also improved operational efficiency across the board. "The [ADP] team's commitment to helping us harness the full power of ADP's suite has translated into a clearer HR strategy, greater empowerment for our managers and employees and a more confident approach to tackling day-to-day challenges," says Azzone.

## Uncorking employee empowerment and savings

The shift towards empowering employees with self-service tools marks one of the most transformative outcomes of Tryon Distributing's adoption of ADP Workforce Now. The initiative has led to remarkable financial savings, quantified in a tangible ROI.

Azzone shares, "In 2023, we had about \$2,500 worth of ROI in the form of savings. That was all from implementing ADP Workforce Now and empowering our employees with self-service—they get to do it themselves, they own their own information, and it's super secure with two-factor authentication. In 2024 we'll double that value in ROI."

This employee self-sufficiency fosters a culture of trust and responsibility, and directly contributes to the company's bottom line by streamlining operations and reducing the potential for errors.

## Tapping into streamlined recruitment and onboarding

"Before, our recruitment process would take 2-3 months before we could even get a new hire in the door. Now, with ADP's support, and the integrations with Indeed and ZipRecruiter, our recruitment process is down to 30 days," says Azzone. The improvements in Tryon's recruitment and onboarding processes signify ADP's impact on their operational effectiveness—cutting down the hiring timeline by a half or even a third.

Moreover, the Tryon onboarding experience has been revolutionized, offering a seamless transition for new hires, who are now enabled to complete necessary paperwork digitally before their first day. Azzone shares, "Onboarding is now totally seamless. ADP quite literally saves us 2-3 hours of work per new hire."

## Brewing future success, innovation and efficiency

As Tryon Distributing continues to evolve, the focus remains on leveraging technological advancements and strategic insights to further enhance their operations and employee satisfaction. With ADP by their side, Tryon Distributing is well-positioned to navigate the complexities and demands of the modern world of work, marking a path of HR innovation and efficiency.

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