



Finding international success with efficient global payroll

If you're expanding your international footprint, you need a payroll provider who can help you achieve payroll success on a global scale. Pia Saks, the global payroll manager for Connecticut-based Vanderbilt Global Services, knew the importance of creating payroll efficiencies internationally. It was a decades-old dream of hers to find a platform that could easily integrate Vanderbilt's U.S. system with those abroad, and with ADP Workforce Now with Global Payroll, Pia's dream was finally realized. Here's her story.

The challenges of a global landscape

Prior to implementing ADP Workforce Now with Global Payroll, we had a handful of employees in six countries outside the United States and each country had its own payroll system. One of the challenges we faced was the lack of a permanent establishment, or legal entity in each of those countries. There simply was no one system or platform that met our needs.

Transformation on a global scale

We want to expand our global presence. As we enter new countries, we need to increase the efficiency of our global payroll processing. One system per country is hardly efficient, so the more countries we add, the less efficient we became. We also wanted a platform that could integrate with our current U.S. system and one that our payroll administrators would be able to easily adapt to both here in the U.S. and abroad.

Vanderbilt had scheduled a meeting with ADP representatives to learn about some of the additional features available through ADP Workforce Now that we were not using. During that meeting, the sales rep mentioned ADP Workforce Now with Global Payroll. She believed that this was what we had been waiting for...for over ten years! We knew that this was a real game changer for Vanderbilt.



Pia Saks
Global Payroll Manager

Quick facts

-  **Company:** Vanderbilt Global Services
-  **Headquarters:** Norwalk, CT
-  **Industry:** Mining and manufacturing
-  **Employees:** 400
-  **Product:** ADP Workforce Now® with Global Payroll

Learn more about Vanderbilt
Global Services at
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Building support for a big change

My executives were aware of my aspirations for having one global system. Several were in attendance during our meeting with ADP and heard firsthand how ADP Workforce Now with Global Payroll could be the solution we wanted.

I put together an analysis of our current billing cost — because any CFO will tell you that price is a factor. I outlined our payroll structure at that time, including the countries, languages and foreign currencies. I also included a plan for improved cross-training which would be much easier with everyone using the same system. I reminded them that like so many of us, I don't speak every language of every country where Vanderbilt has employees. I don't speak Dutch, or Chinese or French so translating forms and compliance documents would be tricky and going back and forth with multiple providers is time consuming.

Why ADP

We did not look at any additional companies when deciding to implement a global system. We were already using ADP for some of our locations, such as China, the United Kingdom and Hong Kong and had a positive experience. We chose ADP Workforce Now with Global Payroll because after 45 years of being an ADP client, we have come to rely on ADP's expertise.

The integration itself was such a great experience. It is so well thought out by the implementation team and they really work with you.

Laying the groundwork for a successful implementation

The main thing you need to do is determine your company's needs. What services would streamline your processes? Are you looking for just a payroll processor, or do you need human resource and compliance assistance? What type of reporting are you interested in? Do you deal with multiple foreign currencies? Are your employees in various time zones?

You really need to make sure that when you're implementing a system that it will do what you need it to do. If you live in New England like I do and need a four-wheel drive vehicle to get through the winter, you don't want to buy a rear-wheel-drive convertible sports car. It may look pretty, but it's just not going to fit your needs.

You need to consider what is driving your search for a global platform.



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Rolling out ADP Workforce Now with Global Payroll

The first country that we implemented was Japan, mainly because it was new for us. We had no experience dealing with registrations or employer requirements. It did not make sense for me as the payroll manager to implement a system for a new country in our footprint to later bring them onto ADP Workforce Now with Global Payroll.

Once Japan was up and running, we made the decision to roll out additional countries based on our fiscal calendars. So, for us, it was Austria, Belgium, Canada and China that were all then implemented as of January 1st. From there, we implemented the U.K. and Hong Kong after their fiscal years closed in March and April. Spreading the countries out really helped alleviate the strain of trying to implement seven countries at one time.

Partnering throughout implementation

I have to say, our implementation team was just absolutely fantastic. They were really great to work with. The tasks were all clearly broken out by the responsible party, so we knew which tasks were going to be assigned to ADP's team and the ones assigned to the Vanderbilt team. Templates were provided so that all we had to do was fill in the company and the employee information.

The global payroll system has a document portal, so all of our files were easily uploaded to this secure website. In addition to that, we also had weekly calls so there was always constant communication and status updates. It was a great way to make sure that everybody remained on the same page.

Integrating ADP Workforce Now with Global Payroll

The integration itself was such a great experience. It is so well thought out by the implementation team and they really work with you. First, they're going to set up a timeline for you. And then you're going to have your kick-off call just like you do with every other implementation for ADP or any other system that you're putting in together.

During the implementation, you'll receive things like comparison reports that will compare the data that's in your Workforce Now system with Global Payroll. And those reports are really easy to follow. It shows a line from the Workforce Now data, a line for the Global Payroll information and then simply asks, true or false, does that data match up perfectly for synchronization?

Improved efficiencies and flexibility across Vanderbilt

Putting all our countries on one platform has reduced the necessary processing time for both our pay runs and our billing. The Global Payroll dashboard makes it easy to see where each country is in the monthly processing schedule and what our deadlines are. Having one bill that includes both the costs in the local currency and then converted to USD.



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