



A more human resource.™



Sika North America



Managing a fast-paced acquisition strategy with ADP®

Sika North America likes to grow – quickly. In the past five years alone, it took on the payrolls for seven acquisitions, expanding its workforce from 868 to approximately 1,500. With workers spread across 45 states, keeping pace with payroll changes is a challenge.

Lisa Panagos, Payroll Manager at Sika North America, has one direct report to help her process three weekly and four semi-monthly multistate payrolls, which include union and nonunion employees.

“We grow by acquisition. It’s been a very reliable, successful strategy,” says Panagos, “but because of that, we don’t grow it slowly. It’s more like leaps and bounds. And because we grow by acquisition, our payroll complexity can change in unforeseen ways.”

She recalls, “We can go from one day to the next and find out we are acquiring a company that has a very strong union in place. For example, once I received notice on a Friday that we had to process about 40 new non-union people and their payroll on Monday.”

To handle payrolls more smoothly, Panagos created and implemented a new system for managing wage garnishments in June 2016. She collaborated extensively with Sika HR to manage HRIS and payroll transitions for the recent acquisitions. Panagos also developed a guide to manage the payroll element regarding future acquisitions.

Quick Facts

Company: Sika North America

Headquarters: Lyndhurst, NJ

Industry: Specialty chemical products supplier to construction and industrial markets (transportation, marine, and automotive sectors)

Number of Employees: 1,500

ADP Product: ADP Workforce Now®

Learn more about Sika at usa.sika.com

Business Challenges

- Keep pace with a fast-changing acquisition strategy.
- Ensure all 45 U.S. locations across the United States have a coordinated and smooth payroll strategy.
- Provide value-added reporting across the organization.



Solution: Change-driven complexity requires a robust, flexible payroll platform

As Sika North America’s payroll complexity increased, Panagos says her department required a more robust solution. In 2012 — less than a year after she arrived at the company, Sika migrated to ADP Workforce Now® to meet their more complex needs for payroll, time and labor management and paid time off (PTO).

Panagos worked closely with ADP® to develop and refine the Workforce Now implementation. Throughout the process, she delivered feedback — and ADP listened.

"At every step, ADP's customer service people were at the top of their game," she recalls. "And it helped that ADP moved to a very advanced testing process before actually moving things into the live environment."

Things went so well, in fact, that ADP asked if Sika would be a partner in developing future enhancements, because her company was "utilizing almost every inch, metaphorically speaking, of its payroll database," Panagos says. "There are very few ADP features in our system that we don't use."

"We're basically all systems go," she says of Sika's current ADP collaboration. "It's exciting to be part of the development process."



Looking to explore more ADP time-saving options

ADP offered Sika the chance to turn on a few of the newest features that Panagos found especially interesting at a recent demonstration.

Among the new features Panagos favors is a scheduling enhancement that enables her to add a payroll to her schedule without having to contact ADP. The feature enables her to enter data, and when she hits the "save" button, ADP has it — in real time.

Another feature is a simplified and integrated process linking time and attendance and payroll. Panagos says the more automated features give her an opportunity to engage one of her favorite on-the-job interests — reporting.

"I really enjoy being creative with reporting, and since I am very experienced with ADP, I'm fairly decent at it,"

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she says. "Having a more streamlined, timely process not only has allowed us to keep up with Sika's often blistering pace in terms of growth, it also has enabled those of us in payroll to add a lot more value to our organization generally."

Panagos, who describes the world of payroll as a "living beast" (all could be well in the morning and just when you thought everything was under control, things can go off the rails), says the ADP system is a difference-maker. The consistent reliability of the ADP payroll solution is a critical advantage.

Excellent customer service is what led her to be "an ADP loyalist," Panagos says. "What came out of our years with ADP is that we benefited from a world-class customer-service experience at every level." She added that when she speaks with other payroll professionals, she has "nothing but good things to say" about what other companies' future will be if "they would just come into this century [and adopt] the ADP latest products."

"I fully, actively recommend ADP. I am always telling other payroll professionals, 'You really have to talk to your company, to your CFO. It's worth whatever it costs.'"

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