

The Customer

AthletiCo

Industry

Healthcare Services

Number of Employees

1,100

Key Benefits

- * Enhanced service to employees with online self-service
- * Lowered overall recruitment and hiring costs
- * Improved time to hire

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Kathy Yates
Payroll Manager
AthletiCo

**Company Profile:**

AthletiCo is a Chicago-based provider of outpatient, orthopedic rehabilitation in an office setting. Using the skills of physical, occupational, and massage therapists, as well as athletic trainers and certified strength and conditioning specialists, AthletiCo promotes the prevention, care, and rehabilitation of orthopedic, sports, work, and occupational injuries. AthletiCo has advanced its services to include massage, fitness, and performance enhancement.

The Challenges:

Before implementing UltiPro in Fall 2007, AthletiCo was using a business process outsourcer. Company leadership realized that the organization needed the power of recruitment-through-retirement functionality without the responsibility of managing the software. To better handle planned growth while controlling costs, AthletiCo chose Software-as-a-Service delivery because of its inclusive IT services and UltiPro for its breadth of feature sets—creating companywide efficiencies and adding value to a range of human capital management processes, such as talent acquisition.

The Solution:

With UltiPro Recruitment, AthletiCo has transformed its hiring and applicant tracking procedures from a burdensome manual process to an automated process that uses built-in workflow.

UltiPro Recruitment enables managers, recruiters, and HR staff to track and oversee the entire process online—reducing the length of the recruiting cycle, saving significant time, and minimizing overall costs for recruitment and hiring. The human resources team can quickly screen qualified candidates and route online applications to hiring managers and other decision-makers involved in the process. Each person also can make comments during the process that the others can view.

“With UltiPro Recruitment, we can post and fill vacancies faster than ever, and our HR staff is free from devoting time to tasks like cutting and pasting candidate resume details in e-mails for managers,” said Kathy Yates, payroll manager for AthletiCo.

“We have six people to handle the entire gamut of human resources, payroll, and benefits for approximately 1,000 employees in dozens of locations. By using UltiPro to streamline manual processes like recruitment, everyone benefits.”

AthletiCo also has freed its HR/payroll team from the paper-intensive process for benefits open enrollment. Employees now are completing their open enrollment online, and new hires are using the solution to make their individual benefits choices as soon as they join the organization.

“When it’s conducted manually, benefits enrollment is one of the most tactical and time-consuming processes since it involves a lot of data entry,” said Yates. “With UltiPro, employees make their own updates from home or office, and we can automatically generate a file for the benefit providers without having to decipher hand-written forms.”

UltiPro’s feature sets empower employees to view and modify their own personal information and let managers access and update specifics about their teams. Changes can be routed to approvers or to those who just need to be “in the know.” According to Yates, Web self-service is proving to be very valuable, especially when employees are preparing their taxes and planning for the year ahead.

“We have had such positive feedback from our employees about UltiPro’s self-service. They can see everything important to them, and they love it,” said Yates. “When we chose UltiPro, we wanted a solution with functionality that would take us into the next level technologically. We’ve achieved that and look forward to growth with Ultimate Software as our HR business partner.”