

The Customer

Elizabeth Arden

Industry

Retail/Wholesale

Number of Employees

1,000

Key Benefits

- * Ability to manage HR/payroll processes from anywhere via the Internet
- * HR/payroll system and employee database secured in a state-of-the-art data center
- * World-class disaster recovery and business continuity protection

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Louis Nault
Director of Finance
Elizabeth Arden



Company Profile:

Elizabeth Arden is a global beauty products company with an extensive portfolio of prestige beauty brands sold in over 90 countries. The company distributes and markets prestige fragrances, skin care, and cosmetic products. Elizabeth Arden sells products to retailers, department stores, as well as independent fragrance, cosmetic, gift, and other stores.

The Challenges:

In October 2005, Elizabeth Arden’s headquarters in Miami, Florida was hit by Hurricane Wilma, leaving the area incapacitated, roads littered with debris, and powerlines downed. The region’s lack of electricity and potable water forced the office to close.

The Solution:

Because Elizabeth Arden could securely log into UltiPro from a Web browser, members of the company’s employee management and payroll teams were able to easily manage HR and payroll processes off-site—enabling wages to be paid without disruption and providing staff members emergency contact information for communicating with employees.

Even though its headquarters was without power for eight days, the company never missed a payroll or had any employee database issues. Service was never interrupted because the vendor-hosted solution was housed off-site in Ultimate Software’s hardened data center where essential information is protected from fires, natural disasters, power outages, sabotage, or theft.

With Software-as-a-Service (SaaS), employee records are protected by the latest advances in security, which include several layers of built-in application and database protection. Documents are backed up regularly and frequently checked for viruses using secure-network connections to ensure the privacy and integrity of the data.

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When organizations make the transition to UltiPro’s SaaS model, they find they have far greater control over processes, more comprehensive functionality, and real-time access to the most current employee data and trends via the Web.

For companies like Elizabeth Arden that switch from an on-site, in-house solution to SaaS, the benefits can be even greater. Not only do they enjoy greater functionality and improved reporting opportunities, they are relieved of the burden of supporting and maintaining an HRMS.

Plus, with UltiPro’s SaaS delivery, these companies have the assurance of knowing that industry best practices for security are followed. Ultimate safeguards the confidential employee data systems and processes for hundreds of corporations—some with thousands of members all networked across global locations.

Ultimate Software is committed to protecting SaaS assets from all threats, whether internal or external, and was the first HR/payroll SaaS provider awarded the ISO/IEC 27001:2005 certification. This global industry standard, created by the International Organization for Standardization and the International Electrotechnical Commission, validates organizations that have implemented a sound and secure management system for information security.

Ultimate also conducts Network Penetration Testing (NPT) annually. These tests, conducted by third-party auditors, assess the security of the SaaS network by testing and identifying potential vulnerabilities.

A full-time staff of security personnel, many accredited as Certified Information Security Professionals (CISSP), manages Ultimate’s security. CISSP indicates rigorous industry testing and signifies a more elevated skill set that ensures information-security, business continuity, and related best practices.