

General Investment & Development Companies

Saves \$200,000 per Year with SaaS Delivery



Company Profile:

The General Investment & Development Companies, founded in 1960, are privately held, diversified companies with substantial interests in both residential apartment properties and other commercial real estate assets.

GID, a vertically integrated real estate operating company, is headquartered in Boston, Massachusetts, and its various affiliates operate across the U.S. and in various emerging markets throughout the world.

The Challenges:

With a business plan oriented to growth by acquisition, GID's HR staff realized that a payroll service bureau could not provide the Web access, end-to-end functionality, and cohesive reporting the company needed to better manage growth.

With the company focused on expansion by acquisition, GID went live on UltiPro with Software-as-a-Service (SaaS) delivery in January 2004.

The Solution:

With UltiPro's self-service functionality, GID's growing employee population can quickly access UltiPro through the Internet to view year-to-date payroll information, make their own direct deposit changes, and enroll in benefits programs—all without assistance from the HR department.

"Our reduction in costs from using UltiPro with SaaS is more than \$200,000 each year," said Kathy Milligan, vice president of human resources at GID. "Plus everyone in my department is functioning more productively and strategically since we activated UltiPro."

Lisa Civittolo, HR supervisor at GID, agrees.

"UltiPro shaved days off of the open enrollment process for our team, not to mention significant dollars. We used to forward the enrollment forms to our 50 locations via overnight mail, wait for them to be sent back, and then manually input the data for our benefits providers," she said.

Ultimate
SOFTWARE
People first.

The Customer

General Investment & Development
Companies

Industry

Services

Number of Employees

700

Key Benefits

- A reduction in monthly fees by \$200,000 per year
- More time to focus on high-level projects and compliance reporting
- Employee empowerment through Web self-service

“Now with UltiPro, we send out an email, our workforce logs in at their convenience to update their own information, and we electronically extract the files for benefits providers from UltiPro. It’s a huge time and cost savings for us.”

GID’s reporting processes have been streamlined as well. Since activating UltiPro, the HR and payroll departments can dedicate their efforts on a range of strategic initiatives, like maintaining low turnover, developing employee surveys, simplifying governmental compliance, and providing day-to-day reporting.

Remote managers can obtain reports over the Web regarding their employees’ compensation, performance appraisals, and open positions.

“Whether we need an accrual report or a list of deductions by employee, we can quickly get our hands on it with UltiPro,” said Jane Brevich, business systems manager at GID.

“We used to create many reports for managers, but now they can get that information for themselves, making managers more self-sufficient and freeing up time for our HR and payroll staff to focus on strategic tasks.”



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Kathy Milligan
Vice President of Human Resources
General Investment and Development

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