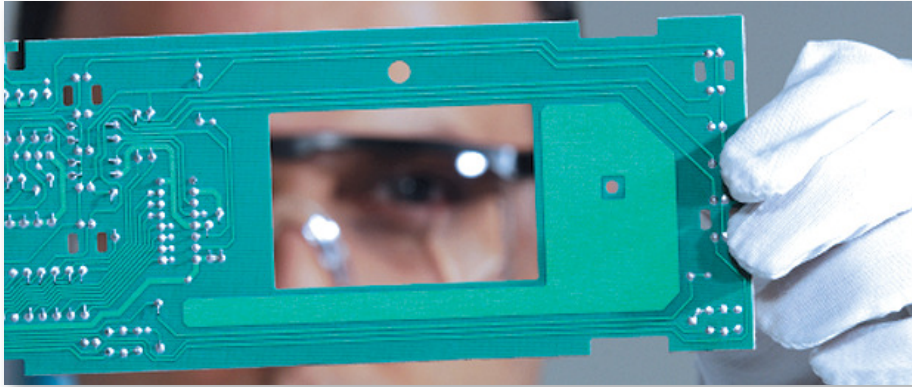


Laird Technologies

Enhances Global Employee Data Management with UltiPro



Company Profile:

Laird Technologies designs and manufactures customized, performance-critical products for wireless and other advanced electronics applications.

The company is a global market leader in the design and supply of electromagnetic interference shielding, thermal management products, specialty metal products, signal integrity components, and antenna solutions, as well as radio frequency modules and wireless remote controls and systems. Custom products are supplied to all sectors of the electronics industry.

Markets include handsets, telecommunications, data transfer and information technology, automotive, aerospace, defense, consumer, medical, mining, and railroad transportation. Laird Technologies employs more than 12,000 employees in 16 countries.

The Challenges:

After several acquisitions, Laird had accumulated 10 payroll service bureau accounts and federal employer identification numbers (FEINs). Operating in 14 countries, the company was also using disparate systems and databases to store HCM information in different formats—creating significant reporting and data integrity issues. The company was forced to staff up its HR team to manage the expanding workload.

The Solution:

To address this range of challenges and inefficiencies, Laird Technologies activated UltiPro in 2009, and then centralized employee information for 13,000 multinational employees, consolidated its HR and payroll processes for 1,000 U.S.-based employees, and reduced administrative staff.

According to Andy Schultze, HR systems manager for Laird Technologies, UltiPro has delivered many strategic and tactical advances across the business by centralizing data for the company's multinational employee population.

"We evaluated our business intelligence needs and identified about 40 core pieces of information that were necessary for our global workforce," Schultze said. "With UltiPro, we can now instantly see this data, and our reporting is easier, faster, and more accurate than we ever thought was possible."

Ultimate
SOFTWARE
People first.

The Customer

Laird Technologies

Industry

Technology/Services

Number of Employees

1,000

Key Benefits

- Merged 14 separate payroll accounts across the global enterprise into one system-of-record
- Delivered a centralized platform for greater HCM accuracy and reporting for a multinational workforce
- Created companywide value by reducing headcount and aligning HR actions with strategic initiatives

“Before UltiPro, we had to email our employees around the world, wait for spreadsheets, and then manually combine the data we received. This cumbersome process would take weeks. By the time all of the data was aggregated, it was often completely out of date.”

“Now with UltiPro’s flexible reporting capabilities, we can roll out executive dashboards that deliver strategic metrics on our global workforce in about 10 seconds. It’s a tremendous improvement.”

Since UltiPro enables Laird Technologies to set up separate business units and different FEINs, the company has merged 14 separate payroll accounts into one consolidated system-of-record.

“The single database with UltiPro is giving us greater accuracy, improved compliance reporting, and numerous efficiencies across our company,” said Schultze. “We like that Ultimate’s focus is solely on human capital management and that it understands the importance of comprehensive workforce metrics.”

“Previously, we had 10 different payroll service bureau accounts and 14 different payrolls in the U.S., which was both a tactical and strategic nightmare. Not only was this process a big waste of time and money, we still didn’t get the right information in order to think strategically about our HCM vision.”

Now with UltiPro, Laird no longer requires as many people to manage information, and HR associates can be redirected to more strategic positions and activities.

“Before UltiPro, we had payroll associates at most of our sites whose responsibilities were overwhelmingly tactical,” Schultze said.

“Today, we have reduced headcount by several FTEs through attrition. Our HR associates now can function strategically and provide face-to-face service to employees, which provides greater value to our business. UltiPro is a huge win for us. Everybody loves it.”



“With UltiPro’s flexible reporting capabilities, we can roll out executive dashboards that deliver strategic metrics on our global workforce in about 10 seconds. It’s a tremendous improvement.”

Andy Schultze
HR Systems Manager
Laird Technologies

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