

# Nice N Easy Grocery Shoppes

Takes HCM to Strategic Levels with SaaS Delivery



## Company Profile:

Founded in 1980, Nice N Easy Grocery Shoppes is a convenience store chain with more than 80 locations throughout the state of New York.

## The Challenges:

Before switching to UltiPro, Nice N Easy Grocery was using a payroll service bureau that delivered only basic payroll services and locked the retailer into tight deadlines, extra fees, and inadequate reporting capability.

In 1995, the company selected Ultimate Software's UltiPro solution, and then unified its HR and payroll processes for improved efficiencies, savings, and strategic value. Over the years, the company grew and so did its HR/payroll complexities. Without purchasing updated hardware and creating additional burden on its IT resources, the company's HR team could not add the Web-based functionality to build efficiencies and improve strategic reporting and decision-making.

## The Solution:

After using UltiPro with excellent results for many years, Nice N Easy decided to take advantage of Ultimate Software's SaaS delivery in 2007—retaining all the benefits of an on-premise system while gaining state-of-the-art security, more convenience, and greater flexibility. Advancing to SaaS eliminated the maintenance responsibilities associated with UltiPro for Nice N Easy.

"Our IT staff is required to support other important applications that impact our core business, so IT was very pleased to turn over the maintenance of UltiPro to Ultimate Software's unique expertise," said Jeff Ginn, director of human resources for Nice N Easy Grocery Shoppes.

"Sensitive employee data has been moved from our internal servers to Ultimate Software's secure location. Moving to cloud-based UltiPro has removed the weight of HCM responsibilities from our shoulders."

Because data is stored in Ultimate's state-of-the-art data center, Nice N Easy can leverage the newest technologies, including hardware, software, updates, and upgrades. If executives had not made the decision to transition to SaaS, the company would have had to acquire new servers to achieve the same level of software enhancements.



## The Customer

Nice N Easy Grocery Shoppes

## Industry

Retail

## Number of Employees

650

## Key Benefits

- Eliminated in-house IT responsibilities for supporting its HCM solution
- Gained more functionality for talent management through SaaS delivery
- Transformed HR to a more strategic role within the company

“By switching to SaaS, we have added value to our business by adopting strategic HR functionality, such as UltiPro’s features for recruitment, onboarding, and performance management,” said Ginn.

“With the new functionality, our HR team has gone from merely administering paperwork to taking deliberate action to recruiting and retaining the best talent.”

With UltiPro’s feature for performance management, the company’s HR team uses UltiPro’s competency matrix to identify behaviors for each job that are then weighted and used for performance reviews and salary increases.

By standardizing the metrics of success across the company for the same job, Ginn can ensure consistency and align employee goals with company goals.

“UltiPro delivered through SaaS is helping our HR team and company leadership thoughtfully make changes to strengthen the effectiveness of our staff and improve the employee experience,” said Ginn.

“With UltiPro, we can evaluate employees uniformly by core competencies, conduct peer or self-appraisals, and manage the process in much less time than it took us to administer paper evaluations. We can more easily identify high-performers and create employee development plans.”

Nice N Easy’s HR team now has more time to focus on strategic initiatives because it is free from tactical activities that do not add real business value. The company also has one comprehensive HCM solution that delivers cross-organizational reporting for talent management, budgeting, and labor forecasting.

“With UltiPro and SaaS delivery, we can deliver much more strategic and impactful contributions the company,” said Ginn. “And my team now has the Web-based tools and analytics to manage our workforce as effectively as possible.”



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Director of Human Resources  
Nice N Easy Grocery Shoppes

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