

G4S Wackenhut

Experiencing Overall Business Benefits by Leveraging UltiPro® for HCM



Company Profile:

G4S Wackenhut is the leading provider of security and security-related solutions in the U.S. With operations across the country, G4S Wackenhut delivers quality security, training, consulting and investigative services.

G4S Wackenhut is the employer of choice to more than 38,000 men and women, many of whom have served in the military or have had law enforcement careers.

The Challenges:

Expanding to hundreds of locations in the past few years, G4S Wackenhut had outgrown the in-house application it had been using before UltiPro.

The company sought a scalable human capital management (HCM) solution that could manage complex HR/payroll practices for a global workforce and that could easily integrate with its other internal business applications.

The Solution:

G4S Wackenhut selected UltiPro and quickly completed its activation in January 2009.

"We only needed about 60% of the funds that we had budgeted for the rollout of UltiPro because the activation went so well," said Repps Galusha, director of information technology for G4S Wackenhut.

"We have many complexities with multiple unions, over 300 accrual plans, 400 benefit plans, and a global workforce requiring tax calculations for expatriates, so our successful deployment speaks volumes about Ultimate and UltiPro. In a matter of weeks, we were already experiencing noticeable benefits."

Some of the benefits that larger businesses like Wackenhut report with UltiPro are the time savings and improved data accuracy with processing thousands of benefits changes throughout the year for employees and their employees' families—a task that previously required hours of data entry. Before UltiPro, Wackenhut had difficulty transferring benefits changes to the many providers they work with.

Ultimate
SOFTWARE
People first.

The Customer

Wackenhut Services, Inc.

Industry

Business Services

Number of Employees

8,000

Key Benefits

- Management of complex payroll, including 300 accrual plans, 400 benefit plans, and a global workforce
- Seamless integration with third-party providers
- Estimated minimum annual savings of \$150,000

Today, UltiPro integrates with Wackenhut's benefits providers and other internal systems—saving significant time and resulting in better data integrity—because UltiPro's integration with third-party providers eliminated manual retyping or manipulation of information.

"Many people we employ come to our organization after we have contracted with their union. For example, they may already have their own health or dental plan that we need to integrate with quickly," said Galusha.

"UltiPro delivers an automatic transfer of information to these providers without duplicate data entry or spreadsheets—speeding things up for everyone."

With UltiPro's self-service for employees, Wackenhut has begun reducing paper consumption throughout its organization and is quickly delivering information to associates using the Web, including those stationed outside of the U.S.

"We have approximately 900 workers in Iraq and Afghanistan who can access their personal HR/payroll details over the Internet. Even though they are thousands of miles away, they can view their secure information at any time," said Galusha.

"We're in the process of using more and more of UltiPro's online tools across the organization. Ultimate Software's solution has resulted in more than \$150,000 per year in hard-cost savings and even more in soft-cost savings."



"UltPro has resulted in more than \$150,000 per year in hard-cost savings and even more in soft-cost savings."

Repps Galusha
Director of Information Technology
Wackenhut Services, Inc.

CALL US: 1.800.432.1729
www.ultimatesoftware.com