

Pivot is an industry-leading information technology services and solutions provider to many of the world's most successful companies, including members of the *Fortune 1000*, as well as governments and educational institutions.

## Pivot Technology Solutions Uses UltiPro to Manage Global Workforce

### TOP CHALLENGE

The Toronto, Canada-based company has a significant presence in the United States, including in California, Georgia, and Texas, and employees in Ireland who oversee Pivot's hardware-purchasing system for customers.

### Solutions

Finance department has visibility into entire enterprise, and so it can create detailed financial reports related to global labor costs.

HR can quickly and accurately answer a question from an employee contacting them from anywhere in the world.



### KEY BENEFITS

-  Used UltiPro as single source for employee data globally
-  Rolled out UltiPro Recruiting and UltiPro Onboarding worldwide so new hires are added electronically
-  Took advantage of delivered functionality in UltiPro to promote HR best practices worldwide

### Results

UltiPro gives Pivot a crucial solution to track all of its people, in spite of the company's dispersed workforce within each country.

UltiPro's Total Compensation tab has replaced an expensive outside vendor that Pivot used previously to give employees a snapshot of their benefits compensation.

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“We are driving value on multiple levels by using UltiPro as our single source for employee data globally.”

**KIM LARRIMORE, HRIS/PAYROLL MANAGER**

## Solutions

The company launched UltiPro in 2012, and optimized its use of solution to facilitate the company's global growth.

"We are driving value on multiple levels by using UltiPro as our single source for employee data globally," said Kim Larrimore, HRIS/payroll manager

at Pivot. "Our Finance department has visibility into our entire enterprise, and we can create detailed financial reports related to global labor costs without having to merge separate data files. From an HR perspective, we have one system for all employee records, so we can quickly and accurately answer a question from an employee contacting us from

anywhere in the world. In addition, we recently rolled out UltiPro Recruiting and UltiPro Onboarding worldwide so new hires are added electronically to the solution, regardless of location. For employees, everyone has the same people-centric, user-friendly experience—to access their HR information, view pay data, and manage benefits."

## Results

According to Larrimore, UltiPro's unifying experience is especially critical for Pivot, not only because of the company's international presence, but also because of the way workers are spread geographically within each country.

"We couldn't survive without UltiPro because we have such a dispersed workforce that often works remotely," said Larrimore. "In addition to our office locations, many of our employees work from home or at a client site. For example, we have groups of employees who are contracted to work onsite as our

client's help desk. UltiPro gives us a crucial solution to track all of our people."

Larrimore also noted that the delivered functionality in UltiPro enables Pivot to promote HR best practices worldwide.

"I am amazed by the tremendous functionality included in the solution," said Larrimore. "UltiPro's Total Compensation tab has replaced an expensive outside vendor that we used previously to give our employees a snapshot of their benefits compensation.

The Document Acknowledgment tool is a favorite of our Compliance team. And the Org Chart feature helps illuminate our very complicated structure and makes it easy to see who reports up to different functional leaders and the different business units. UltiPro delivers great value."

**SCHEDULE A DEMO**

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