

VIDEOLOGY • PUPPET, INC. • THE TAUBMAN COMPANY

EXPEDITE INTERNATIONAL GROWTH, STREAMLINE GLOBAL PAYROLL PROCESSES, AND UNIFY GLOBAL EMPLOYEE RECORDS



INDUSTRY

Advertising, Business Services, Real Estate



KEY BENEFITS

- Access international payroll data within UltiPro
- Rely on Celergo as knowledge base for international regulatory payroll-related elements
- Use Celergo to manage the year-end taxes for employees in each country

““ We realized that the opportunity to work with Ultimate and Celergo to manage and pay our global workforce made sense for our operations and growth,” said Bonnie McLean, manager of HRIT and operations at Taubman. “Previously, there may have been data inconsistencies due to the lag time between a new hire coming online and our HQ-based finance team capturing that information. We saw the efficiencies in having UltiPro as one global hub with a payroll provider to serve our HR teams in Hong Kong, Korea, and China, so they could manage data directly, ensuring compliance.””

-Bonnie McLean,
Manager of HRIT and Operations
THE TAUBMAN COMPANY

VIDEOLOGY

Videology was founded in 2007 and has grown into one of the world’s leading video advertising platforms.

CHALLENGE

Prior to UltiPro, Videology managed its global payroll through an international consulting firm that contracted with independent accountants in each country. By working only with accountants, this vendor failed to offer Videology the expertise of experienced payroll administrators, and the manual, spreadsheet-driven process lacked the convenience and efficiency of the cloud. Videology sought a solution that could accelerate its global expansion, going live with UltiPro in July 2013.

SOLUTION

Today, Videology is using UltiPro and its payroll connector to strategic partner Celergo, a leading provider of global payroll services, to manage its own global payroll without consulting firms.

RESULTS

“Prior to leveraging UltiPro and Celergo, we found it so cumbersome and challenging to handle HR transactions and process payroll outside the US,” said Rachel Walter, senior vice

president of human resources for Videology. "And our employees were not able to view their HR and payroll records. Now, we are able to not only access our international payroll data within UltiPro, but also rely on Celergo as our knowledge base for international regulatory payroll-related elements. Celergo's team speaks the local language, advises us on the local laws, and gives us options for managing complex payroll and tax issues. Even in areas that aren't specifically payroll-related, such as government reporting or audits, Celergo makes the effort to alert us and proactively address potential issues. If needed, Celergo's representatives can represent us locally, which makes a big difference."

PUPPET, INC.

Puppet, Inc. provides companies with a platform to automatically deliver, update, monitor, and secure their distributed applications and global infrastructure.

CHALLENGE

Prior to UltiPro, the company used an accountant-driven international payroll service, which Puppet found very costly in addition to falling short of the company's needs.

SOLUTION

Puppet went live with UltiPro in November 2014 and is using the UltiPro/Celergo connector for payroll in Australia, Great Britain, Northern Ireland, Germany, the Czech Republic, and the Netherlands.

RESULTS

"Today, we maintain one, global system of record for all our employees," said Kathy Anderson, payroll specialist at Puppet. "All reports are driven

out of UltiPro for pay by country, and I don't have to deal individually with each country's payroll carrier. In addition, Celergo manages the year-end taxes for our employees in each country, such as the P11 and P60 tax forms in Great Britain."

THE TAUBMAN COMPANY

Founded in 1950, Taubman is headquartered in Bloomfield Hills, Michigan, and is engaged in the ownership, management, and leasing of 22 shopping centers in the United States and Asia.

CHALLENGE

An Ultimate customer since 1998, the company launched Taubman Asia in 2005 with a Hong Kong headquarters in order to expand its operations into China and South Korea.

SOLUTION

Taubman began leveraging Ultimate's partnership with Celergo in January 2015.

RESULTS

"We realized that the opportunity to work with Ultimate and Celergo to manage and pay our global workforce made sense for our operations and growth," said Bonnie McLean, manager of HRIT and operations at Taubman. "Previously, there may have been data inconsistencies due to the lag time between a new hire coming online and our HQ-based finance team capturing that information. We saw the efficiencies in having UltiPro as one global hub with a payroll provider to serve our HR teams in Hong Kong, Korea, and China, so they could manage data directly, ensuring compliance."