



CUSTOMER SUCCESS STORY

PDS' Vista HRMS Provides Foundation for Equinix's Expanding Global Business

Equinix, Inc. (Nasdaq: EQUIX) is a leading global provider of network-neutral data centers and Internet exchange services. Founded in 1998, Equinix has 40 data centers located in 18 strategic markets across North America, Europe and Asia-Pacific.

Challenges

Growing to more than 1,000 employees in under 10 years, Equinix needed to streamline and automate its HR operations to satisfy its expanding global business. The company had numerous requirements for its new system and had to transition off its existing system quickly.

"We had to start thinking on a more global scale," said Debby Love-Sudduth, Equinix's HR automation consultant. "We were looking for a system that would serve as the primary data source for all of our company data, be easy to use, produce accurate reports, enhance global employee collaboration and could be implemented within our tight timeframe. PDS was able to implement Vista in less than 90 days, helping us simplify and automate our HR and benefit processes."

PDS' Vista HRMS

As a hosted solution, Vista offers the much needed scalability for a growing company. The system provides Equinix with complete access to its critical employee data, self-service access for managers and employees and comprehensive HRMS functionality in a secure environment and without requiring the support of an in-house IT department.

"What we like best about Vista is that we can easily customize the database for each of our different locations depending on their specific regional and global requirements, such as global processes and international salary structures," said Love-Sudduth. "We also love its reporting

capabilities. With Vista, all of the information is at our fingertips and we are guaranteed accurate reporting."

Additionally, PDS has created interfaces to Equinix's applicant tracking, organizational charting and Oracle systems, greatly enhancing the overall success of the Vista implementation. For example, as an applicant is hired they enter their own data into the applicant tracking system. When they are hired, the data is imported as a new hire record into Vista, ensuring accuracy and eliminating data entry requirements for new employees.

"With Vista, we are streamlining our processes and doing it at a much lower cost."

PDS has seamlessly integrated Vista and OrgPlus for Equinix as well. With the ability to import data from Vista into OrgPlus, Equinix is able to validate the accuracy of its organizational chart data and maintain the information in one place.

Vista's Value

"Having been involved in many HRMS implementations in the past, I was extremely impressed that Vista was up and running so quickly," said Love-Sudduth. Vista is not only intuitive, flexible and easy to use, but also is very comprehensive, especially in meeting our international requirements. We are now able to easily create customized reports, and we have more control of the system than with other solutions on the market. With Vista, we are streamlining our processes and doing it at a much lower cost."

"The PDS team has always been responsive and addressed any issues quickly," said Love-Sudduth. "They are great to work with and eager to continually improve the Vista HRMS and contribute to their clients' successes."