

ECI's Empower Software Provides Complete HRIS Integration for Intat Precision's Diversified Workforce



Headquarters: Rushville, Indiana
Employees: 320

Primary Business: Global manufacturer of OEM cast and machine precision castings.

HR Technology Challenge: Integration with existing Time & Attendance system with capability to calculate items such as deduction arrearages and labor costing.

Client Profile:

Intat Precision, Inc. was established in 1988 as a global manufacturer of OEM cast and machine precision castings serving the automotive industry. Located in Rushville, Indiana, Intat is a ISO14001 and ISO9001 registered company that has experienced tremendous growth to become a leader in the global manufacturing marketplace. The company currently has 320 employees in one location housing 26 departments.

The Challenges:

As an automotive industry supplier, Intat Precision had several calculations for pay rates for both union employees and Japanese employees working in the Indiana facility. The new system needed to integrate with their existing Time & Attendance system and have the capability to calculate items such as deduction arrearages and labor costing.



The company's union relationship necessitated automatic pay increases and bonuses based on employee longevity, as well as disciplinary action tracking and alerts. The company also employs Japanese workers, requiring unique earnings calculations for Tax purposes.

Additional goals of the new system included:

- Time savings in calculating Time & Attendance
- Employee Benefits enrollment and tracking
- Integration with G/L accounting codes
- Workers compensation reporting
- Custom 401k interface
- Specialized security roles for system administrators

The Solution:

Intat Precision selected ECI's Empower product not only because of the extensive product features, but also the fact that ECI offered a more customized approach to the implementation process to meet the client's needs.

"Our experience has been so positive with ECI's Empower that we are eager to see the added benefits..."

*~Rob Unterborn, Accounting Manager,
Intat Precision, Inc.*



ECI established an individual project manager and a conversion staff early in the process, and provided a detailed implementation plan setting expectations for both Intat Precision and ECI stakeholders. The superior vision of the product's technology and functionality allows Intat Precision to continue to grow and add additional products and services, integrating seamlessly into the Empower solution.

“Stepping” into new Products:

At the time of Intat Precision's project assessment, ECI was offering a product unique to the payroll industry, Step-in-Grade. Step-in-Grade was developed to ease implementation with Union-specific needs that Intat was handling manually such as longevity based pay increases and annual pay rate increases resulting from cost of living increases or contract negotiations. Intat became an early adopter of Step-in-Grade, resulting in several hours saved weekly on processing pay increases alone. The Empower Software was also able to integrate these systems with the existing time and attendance system.

One Good Turn Deserves Another:

Intat Precision went live with Empower in January of 2007 just three months after choosing ECI. ECI demonstrated capabilities and customized reporting that met the unique needs of the client and were able to configure many features to achieve complete accounting, benefit and payroll integration.

After several years of utilizing ECI's Empower Software, Intat recently decided to more fully implement the system into their company. Replacing their previous Time and Attendance system is ECI's system, ADI. This addition will more fully take advantage of all of the features available with the ECI Empower software and allow for even greater reporting capabilities.

Rob Unterborn, Accounting Manager at Intat Precision stated “Our experience has been so positive with ECI's Empower that we are eager to see the added benefits that implementing their Time & Attendance system into payroll will bring.”

Highlights:

ECI had the ability to streamline Intat Precision's original business issues due to the flexibility of their system. With rapidly advancing technology and full systems integration, Intat will continue to see benefits from Empower well into the future with the addition of the ADI Time & Attendance feature. Because the client had a combination of unique needs relative to union and international associates, ECI's customization met the original objectives and is adaptable to further business expansion.

About ECI Empower

Electronic Commerce, Inc. (ECI) provides web based solutions to Payroll Processing and Human Resource Administrators under a SAS70 Level II audited SaaS environment. ECI's single-source solution, Empower, utilizes web based technology that automates workflows and provides HR administrative users with one fully integrated solution to streamline tasks. Some of Empower's areas of focus are Payroll Processing/HR, Self Service, Benefits Administration & Online Enrollment, Time & Labor Management, Applicant Tracking & Recruitment, Point-and-Click Reporting, Onboarding, and Performance Management.

While ECI has earned several awards recognizing outstanding business achievements including the 2006 Inc. 500, 2007, 2008, 2009 and 2010 Inc. 5000, the company is most proud of its 97% client retention rate which is a reflection of ECI's commitment to excellence in service, technology, and value. Call 800-320-9530 or visit www.ecipay.com for more information.

ECI
2810 Dexter Drive
Elkhart, IN 46514
(574) 970-4400 or
Toll Free (800) 320-9530
Fax (574) 970-4439
www.ecipay.com

Intat Precision, Inc
2148 N. State Road 3
Rushville, IN 46173
(765) 932-5323
Fax (765) 932-3032
www.intat.com