



CUSTOMER SUCCESS STORY

CUSTOMER

Corrugated Services LP

INDUSTRY

Paper Products Manufacturing

LOCATION

Forney, Texas

Number of Locations

12

Number of Employees

300+

SYSTEM

Sage Abra HRMS

Modules in Operation

- Abra HR
- Abra Payroll
- Abra Train
- Abra Attendance
- Abra Benefits Enrollment
- Abra Alerts

Sage Abra HRMS Provides Corrugated Services An Out-Of-The-Box Solution

Corrugated Services LP turns old corrugated containers into recycled paper. This well-established company prides itself on using 100 percent recycled material in its manufacturing operations.

Another source of pride at Corrugated Services is the generous benefits package offered to employees. After one year of employment, the company provides health insurance to workers and their families—free of charge. As Corrugated Services grew to more than 300 employees, the old system of managing human resources and benefits using a collection of spreadsheets became unmanageable.

“We had more than a dozen different spreadsheets to track employee health, dental, and life insurance, plus manage their dependent information and deduction amounts. It required a lot of data entry and it was too easy for us to overlook something important,” explains Kristi Schmidlap, human resource manager at Corrugated Services.

Perfect Package

Corrugated Services made the decision to



invest in a human resource management solution. The solution selected was Sage Abra HRMS. “Sage Abra HRMS is a comprehensive solution, incorporating benefits, payroll, attendance, and training in a dedicated purpose-built system. It does what it does very, very well,” says Schmidlap.

Using Sage Abra, Schmidlap says the company has been able to eliminate the use of those spreadsheets, and easily save a half-day’s work every week.

Accuracy Improves

Sage Abra HRMS includes built-in checks and balances to ensure the precision of important data. Staff is able to quickly

CHALLENGE

Corrugated Services’ significant growth overwhelmed the old system of spreadsheets used to record and track employee benefit and HR data.

SOLUTION

Sage Abra HRMS manages all aspects of the company’s payroll, attendance, HR, and benefits enrollment.

RESULTS

At least four work-hours are saved every week, accuracy is improved, employees can access their benefit information anytime, and OSHA audits are simplified.

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—Kristi Schmidlap, SPHR
Human Resources Manager
Corrugated Services LP

ABOUT SAGE SOFTWARE

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compare the premiums collected for dental insurance, for example, with the insurance company's bill, catching potential errors or omissions. "We've seen our overall accuracy and thoroughness improve with Sage Abra HRMS," reports Schmidlap.

The payroll department also enjoys the efficiencies of Sage Abra HRMS. Current insurance premiums and benefit pay flow to Abra Payroll during each pay cycle, eliminating the transfer of spreadsheets between the departments and the associated potential for error.

Abra HR removes much of the manual entry and tracking from the benefits enrollment process. After one year of employment, the software stops deducting premiums for those employees who have elected to participate in the company's free standard health insurance plan. When an employee's probationary period ends after 90 days, an automated e-mail alert reminds HR staff to ensure that the employee's benefit information has been entered.

Flexible and powerful security layers within Sage Abra HRMS allow Corrugated Services to provide appropriate access to the employees needing access, while still protecting confidential data.

Abra Train Satisfies The Auditors

The Abra Train module helps organize and track the various training courses required. The Occupational Safety and Health Administration (OSHA) requires that each worker receive safety training annually. In the past, Corrugated Services kept three-ring binders for each class. The binders held the course materials and a list of persons who attended the class. When OSHA auditors visited asking for proof of attendance for a particular required course, staff would have to dig through the binders and tally the lists to prove course attendance. With Abra Train, staff can print a report quickly showing precisely who attended which courses and when.

Open Enrollment All Wrapped Up

Schmidlap reports that with the Abra Benefits Enrollment module, the company's annual benefit enrollment process is vastly simplified. "It's not uncommon for us to change carriers each year. Before, we would have to print and send each carrier the 300-plus forms for the employees. Now we print a simple census report and e-mail it to the carrier. It's easier on us—and them."

During open enrollment, Schmidlap prints a benefit statement for each employee, showing their current benefit elections. Even if there are no employee-requested changes, Schmidlap says it is a worthwhile process, since the statements show employees the value of the benefits they are receiving. "For many of us, insurance has been free for so long we begin to take it for granted. Those statements clearly show the cost of that insurance that the company pays. It's a great reminder of how good we have it!"

24-Hour Self Service

The manufacturing floor is in operation 24 hours a day. Employees working non-traditional hours previously found it difficult to get their benefits or pay-related questions answered. Corrugated Services is currently implementing Abra Benefits Enrollment, which will provide an online benefits portal accessible anytime. From the portal, employees can view available vacation and sick time, update their address or dependent information, even print their pay stub—whether it be at three in the afternoon or three in the morning. Schmidlap and her staff will receive e-mail notifications of any changes an employee makes to their personal information, so the HR department always stays in the loop.

Schmidlap concludes, "Sage Abra HRMS helps us honor our commitments to our employees, and let's us do it in the most efficient way possible."

888 Executive Center Drive West • St. Petersburg, FL 33702 • 800-424-9392 • www.sagesoftware.com

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