



**EPI-USE assists global company to standardize time and attendance processes and saves the company millions annually**

## Case Study: Major US Manufacturer

This client is one of the world's leading manufacturers and distributors of tissue, pulp, packaging, building products and related chemicals.

Starting in 2018, EPI-USE partnered with the manufacturer to provide strategic direction, support, and technical services to optimize time and attendance business practices at close to 200 locations across the United States, affecting 23,000 employees. The project vision was threefold: provide meaningful and actionable overtime and absenteeism analytics in real-time, improve the consumer experience, and improve time to value while increasing scalability.

### Project Scope

- Upgraded from a legacy version of Kronos Workforce Central™ to Version 8.1
- Standardization of configuration and business practices
- Kronos functionality expanded to include Advanced Scheduling and Absence Management
- Completion of comprehensive labor analytic tools that identify unplanned overtime labor costs, providing real time actionable analytics to supervisors
- Mobile functionality
- FMLA daily interface created between FMLA vendor and Kronos



### Quick Facts

**Headquarters:** Atlanta, GA

**Industry:** Paper and Pulp

**Employee Count:** 35,000

**Plants:** 179 plants across the USA

**Systems Replaced:** Multiple including paper based processes

"I couldn't have asked for a better partner on this project. The EPI-USE team was so knowledgeable and experienced with solutions that you (the EPI-USE team) made implementing Advanced Scheduler a breeze" - **Client Project Stakeholder**

### Key Wins

- Upgraded to most recent release version
- \$12.3MM saved annually from Labor Optimization
- 111 attendance policies were standardized to five
- 170 different functional roles in Kronos were reduced to 10 standard role configurations based on job function rather than job title
- Over half of all legacy paycodes were consolidated or retired
- Added functionality provided autonomy and visibility to employees to view schedules and request time off



### About EPI-USE

EPI-USE is part of groupelephant.com, which employs more than 3,000 people in 33 countries. Best known as the world's largest and most experienced independent SAP HR/Payroll specialist, designing, building and implementing Cloud-based, hybrid and on-premises HR/Payroll systems for large, complex multinational corporations, EPI-USE has recently emerged as a leader in deploying SAP's S/4 HANA Finance applications across several industries, with the proprietary 'S/4 FastTrack' program designed for Higher Education institutions in the USA.

To find out more about EPI-USE's solutions and services, please visit [www.epiuse.com](http://www.epiuse.com) or contact us at [info@epiuse.com](mailto:info@epiuse.com).

### Beyond Corporate Purpose: Elephants, Rhinos & People ('ERP')

Our Group operates under a hybrid business model in terms of which we fund and run an in-house nonprofit, so that we go 'Beyond Corporate Purpose' in our day-to-day activities. Rather than implementing a traditional corporate social responsibility program and simply donating funds to charities, with 'Beyond Corporate Purpose' we operate a professionalized, institutional nonprofit delivery capability, the primary focus of which is the protection and conservation of Elephants and Rhinos in the wild, through an unusual strategy based on the economic upliftment of impoverished rural People in areas adjacent to the threatened species, or another definition of 'ERP', if you will.



Should we be successful in winning this engagement, we will channel 1% (one percent) of our net revenues deriving therefrom, to ERP projects. You would be able to choose from a range of projects towards which the funds would be directed, and our ERP staff will provide you with ongoing monitoring and evaluation, and reporting, at your election. Please note that the monies do not constitute an elective add-on to our fees, but would rather be taken out of our revenues.

Please visit [www.erp.ngo](http://www.erp.ngo) for examples of our current initiatives and interventions.