

## **CASE STUDY: Full Integration on One Platform**

**Company:** Sovereign Security

**Situation:** Sovereign Security, a company with multi-state operations and 350

employees headquarter in Philadelphia, was seeking an HR solution that allowed the majority of the HR department's function to be handled externally. With so many external options, there was concern that moving HR operations outside of the company would increase the burden of managing multiple outside vendors. In addition, it was important that the company stay compliant.

*"The HR solution that was provided by Javers Group and ADP has allowed us the ease to work with one point of contact instead of multiple vendors, which ultimately helps the company run more efficiently,"*

**- Bill Pearson, Executive Vice President, Sovereign Security**

**Strategy:** The company engaged Javers Group to conduct a comprehensive assessment of the current HR functions. The assessment determined that a combined ADP/Javers Group platform would reduce cost, increase the number of HR resources and keep the company compliant. Once implemented, the company utilized ADP technology and services and Javers Group benefits, which were

available to the company fully integrated and all on one platform. This allowed Sovereign Security to have one point of contact for all HR-related inquires and a dedicated account manager for all HR functions, eliminating the need for managing multiple vendors.

**Results:** The Javers Group/ADP platform has saved Sovereign Security \$95,000, streamlined the HR process and kept the company compliant.

**Future:** Implemented in the first quarter of 2010, Sovereign Systems continues to function on the combined Javers Group/ADP platform.