



Commvault — putting employees, everywhere, on the same payroll platform

Lisa Rosenblatt

Director of Accounting, Commvault

Quick facts



Company: Commvault



Headquarters: Tinton Falls, New Jersey, United States



Industry: Information technology/software



Employees: 3,000+ across 30 countries



Product: ADP Global Payroll

Learn more about Commvault at [commvault.com](https://www.commvault.com)



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With roots that go back to 1988 and a development group in the world-renowned Bell Labs, today Commvault is the global leader in delivering a best-in-class cyber resilience platform.

By bringing together data security, data protection, data intelligence and recovery on one platform — at the lowest total cost of ownership — Commvault is the gold standard in cyber resilience.

Essentially the company helps clients recover from, and prevail over, ransomware and other cyber risks and attacks.

Commvault now has a team of more than 3,000 people working in around 30 countries worldwide. These cover all regions, including the Americas, Europe, Middle East, Africa and the Asia-Pacific.

Boosting efficiency and growth drives payroll transformation

As Lisa Rosenblatt, Director of Accounting at Commvault, says, "Our payroll transformation story starts because we were operating in a number of countries and our processes were disjointed and manual."

"In addition, we were being asked to do more with less to meet company objectives. To help achieve those goals we really needed to automate payroll, to boost efficiency and make ourselves ready to support the future growth of the business."

"So, we decided to take a look at the market, what was available and consider what a better global, unified and automated solution might look like."

Choosing a truly global payroll solution

Commvault was already working with ADP® and were happy with the partnership. However, at that point the company's payroll lacked unification and automation — it still required a lot of manual input.

Lisa explains, "We found ADP's in-country payroll providers to be very experienced. They had the payroll and compliance knowledge and expertise we lacked."

"And based on our track record and positive working relationship with ADP, we decided to implement a platform of theirs — ADP Global Payroll. It delivers the kind of solution we needed to cover all the countries we operated in. The new ADP solution would provide one unified, automated and efficient payroll operation so everyone, in every country, would be on the same platform."

Making the business case for ADP Global Payroll

Lisa's team had to put together a business case for the ADP solution they proposed, to outline how it would help Commvault achieve its long-term strategic direction and objectives by delivering the automation, efficiencies and cost savings the organization required.

What's more, Lisa's proposal had to indicate how the new solution was going to position their payroll operations to support future growth.

Lisa adds, "I would say that, initially at least, the new ADP solution benefited the payroll team more than it did our employees; simply because our workforce continued to receive the excellent service it always expected from us."

"But the problems associated with our manual, hands-on payroll process were quickly alleviated by ADP's automated solution. This meant every task was so much more quickly, easily and accurately completed."

Payroll processing time reduced by half

"Of course, greater efficiency matters," Lisa continues, "but having a much happier payroll team was an added benefit of our implementation of ADP Global Payroll."

"Sure, we no longer had to keep track of everything manually or keep both paper and digital files, for example. But our team was also working less hours to do the same amount of work. In fact, they provided me with specific feedback that on the day we first transmitted all our payrolls via the ADP solution, we were able to cut the cycle time down by about half of what it usually took us."

"Because of that, they weren't having to stay late or work extra hours to run payroll and it made them extremely happy — it still does as we continue our transformation journey."

Where next for Commvault and ADP?

So far, ADP Global Payroll has enabled Commvault to automate their payroll process and deliver the greater automation, efficiency and cost and time savings the business demanded. Crucially, its implementation also ensures the company's employees get paid accurately and on time, every time.

Lisa continues, "The next step for us on our roadmap to payroll transformation is to implement ADP's insights and analytics products. It's a key focus for us and ADP working together in the coming year. Essentially, we want to be able to provide the business with more value-add information."

"After all, payroll expenditure is one of the largest, if not the largest, overhead for most companies, us included. So, we want to make sure we can provide very good payroll insight and analysis to our colleagues."

"Plus, we're always being asked for different ad hoc reports and we want to be able to consolidate these and provide better information than we're able to previously."

Compliance expertise delivers peace of mind

"Given what we do as a business," says Lisa, "data security concerns are always very high on our agenda. Which is another reason why we partnered with ADP in the first place. They take this subject very seriously."

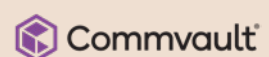
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Director of Accounting, Commvault



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She adds, "The other thing that's really important to us from a risk management perspective is compliance to the local laws in each country in which we operate. We're active in 30 countries and we can't be regulatory experts in every one of them. And that's where ADP really delivers because their people, either themselves or via their local providers, are experts. They hold and share all the required information needed to keep us compliant across a wide range of activities, from calculations to filings. It gives us real peace of mind."

A partnership built on the firm foundations of trust

Lisa says, "I view ADP as my partner and that relationship is built on trust. I rely on them to keep us compliant, ensure our payrolls are accurate — especially regarding tax calculations in the various jurisdictions we work in — deliver efficient processes and help drive our global payroll transformation."

"The result of our partnership is that everything we do is now automated and standardized into one process; so, we're basically processing payroll out of just two locations now."

"I also see payroll transformation as less of a destination and more of a journey — one of evolution and continuation. I look to ADP to keep us moving forward with new technologies and ideas to help us stay ahead in an ever-changing world."

—Lisa Rosenblatt, Director of Accounting

"For example, the next step on our roadmap is to automate the paycheck delivery process via one self-service platform where everyone can get the information they need, but specific to them and the country they work in."

"So," Lisa concludes, "I see our partnership with ADP continuing to deliver even more added value for the business, our employees and my team."

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