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Welcov Healthcare Chooses an Integrated ADP Vantage HCM Solution to Provide a More Human Resource to 3,500 Employees in 55 Locations

ROSELAND, NJ -- (Marketwired) -- 12/14/15 -- ADP (NASDAQ: ADP)

- | *Upgrades recruitment, benefits, time management, tax, and payroll functions.*
- | *Implements innovative policies, processes and procedures.*
- | *Provides consumer-grade self-service to employees for efficiency and convenience.*

Welcov[®] Healthcare's business is people -- providing them genuine quality care and innovative services. Through its 55 U.S. facilities in six states, they use a holistic approach to focus on the needs of thousands of clients and residents every day. This commitment to an integrated, human touch is what recently prompted the company to choose [ADP Vantage HCM®](#) to manage the recruitment, human resources, benefits, time management, tax, and payroll needs of its 3,500 employees.

Welcov employees are especially pleased with the convenience and efficiency of the new system.

"Our associates immediately saw the benefits of the consumer-grade, self-service aspects of ADP's solution," said Angela Fink, vice president of Human Resources for Welcov Healthcare. "They now can manage their benefits elections, premiums and deductions; view their pay statements online; see their wage and time cards; make edits to W4 claims and exemptions, and benefit from the convenience of direct deposit. It's quite a culture change for the organization and the reaction has been extremely positive."

Upgrading its human resources and payroll solutions had become a necessity. As a business built on several acquisitions since 1997, Welcov was experiencing the day-to-day challenges of managing employee services using multiple human resources platforms and payroll systems.

"We had two human resources platforms, four different payroll systems, and inconsistent processes across the company," said Fink. "That's why it was important to find a company that we could trust and that would be able to expand our systems as we continue to grow. We felt the biggest driver behind our choice to use ADP was the ability to fully integrate benefits, recruitment, time and attendance, as well as outsource payroll and tax processing. We also have 24X7 scheduling needs, so the advanced scheduler in ADP Vantage HCM was appealing. It showed that ADP's technology and the company's expertise were a step above its competition."

Welcov Healthcare recently shared more details about its experiences with ADP and its use of ADP solutions in a [video](#).

ADP, for its part, appreciates the trust that Welcov Healthcare has placed in the company.

"Welcov's emphasis on the human experience resonates with ADP's relentless focus on the human side of work," said Dave Imbrogno, president of HR, Payroll and Talent Solutions at ADP. "We're gratified to see that ADP's expertise in helping clients build better workforces complements and bolsters Welcov's mission to build communities focused on meeting people's needs."

The lack of integration and labor-intensive manual, paper-based processes drove Welcov to investigate options that would enable them to consolidate policies, processes and procedures.

"The human resource function at Welcov has to provide our associates the opportunity to do what they do best -- care for our patients and our residents," Fink said. "We needed an integrated system to provide our leaders with visibility into information, give employees the ability to view their own information, and accommodate our growth."

Before Welcov implemented ADP's human capital management solution, HR at Welcov was admittedly "broken," Fink explained. By consolidating functions into one system, Welcov was able to devise standard practices for several HR activities.

"ADP helped us develop company-wide standard practices that improve the way we process an employee's exempt status or overtime, for example," Fink said. "The solution also gives HR directors the ability to see the entire scope of HR systems that

touch employees. In addition, the ability to run reports at any time using different criteria -- by state, region or line of business -- has resulted in huge time savings."

Fink added that the partnership Welcov developed with its ADP implementation team made the "go-live" date for the solution a "non-event."

"The ADP implementation team we worked with is by far the best one we've ever worked with," Fink said. "It was especially beneficial to go through the entire implementation process and transition into service with the same team members from start to finish. This is very unusual in HR system implementations and it was very important to us."

About ADP (NASDAQ: ADP)

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About Welcov Healthcare

Welcov Healthcare, with roots dating back to 1997, serves thousands of clients in 55 long-term care, short-term care, and assisted living facilities and home health agencies throughout Minnesota, South Dakota, Montana, Iowa, Nebraska and Wyoming. The company originally was founded as Mission Healthcare with its first community in Grand Rapids, Minnesota, and later acquired more than a dozen long-term care and assisted living facilities in Minnesota, South Dakota and Wyoming. In December 2012, Mission Healthcare expanded to include 22 long-term care centers, 11 assisted living facilities and 6 home health agencies in the Northern Rocky Mountain and North-Central Plains regions. Today, Welcov Healthcare serves thousands of residents and offers transitional care, ventilator care, memory care and a variety of other specialty services across its multiple facilities.

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