



## Vitamin Supplement Manufacturer Automates HR Processes by Connecting its HR Data with ADP®

When Macie Benjelloun joined International Vitamin Corporation (IVC) in March of 2018, she faced HR challenges on several fronts. Coming to IVC, Benjelloun's objective was to modernize several key HR-related processes - moving away from paper - in a cost-effective way to save time and money.

Benjelloun, HRIS & Compensation Manager at IVC, the vitamin supplement manufacturer based in Irvine, Calif., was up for the task. She already had built an impressive two-decade career in HRIS implementation, benefit administration, compensation structure, policy development, team direction, and training and audit. In that span, Benjelloun had history of adding value, saving more than \$750,000 by automating and streamlining HR.

IVC's workforce, more than one thousand employees, is distributed across its Irvine HQ and five manufacturing facilities nationwide. According to Benjelloun, manufacturing companies typically have a very diverse set of employees with various learning levels, stages of life and even, in many instances, languages. When she thought about tackling data automation, she had to consider not only the HR team that would benefit from streamlining their process, but also the employees that would be interacting with the HR solutions put in place.

"The amount of time we had to spend documenting all our transactional changes without automation had a price tag," she says. "And the data never goes in clean. So that was more unnecessary time wasted and money spent."

Within the past year, Benjelloun considered several solutions to accomplish her ultimate goal. She turned to [ADP Marketplace](#) for solutions that would automatically connect to their ADP Workforce Now® platform to quickly give her much-needed seamless data automation. IVC discovered pre-built integrations for some of the systems it was already using, including: The [iCIMS Connector for ADP Workforce Now®](#) to connect with their recruiting and applicant tracking system; The [ADP® HR Connector for SAP Concur](#) to easily connect with their existing time and expense management system; as well, they could add on a salary data analytics solution from [PayScale](#) to ensure they were competitively paying employees. This meant that IVC could automatically and easily connect most of their existing HR solutions to ADP with little to no work.

**Name:** International Vitamin Corp.

**Industry:** Manufacturing

**Employees:** 1,000+

**Location:** Irvine, CA

**ADP Marketplace Partner:**

iCIMS, SAP Concur, PayScale.

**Learn more about our partners:**

iCIMS:

<https://marketplace.adp.com/icimsconnector>

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"At IVC, the goal is to move from paper to automating our HR processes," she says. "So far, ADP Marketplace has played a key role in helping us reach that objective."

The iCIMS Connector significantly helped IVC streamline and increase their hiring efficiency with automatic updates for new hires, rehires and transfers right into ADP Workforce Now.

"From a technological perspective, ease of use is critical," Benjelloun says, adding that effortlessly connecting iCIMS data to ADP makes reaching out to different age groups - Millennials, Gen Z, Gen Y - much more accessible and easy.

"It allows for different avenues of people to apply for jobs, and as a growing company, we're trying to leverage that as much as possible," she says.

IVC found similar benefits from connecting its SAP Concur system to ADP. Their team no longer had to manually enter the same employee data into multiple systems, deal with messy file imports and exports or resolve data entry errors.

Benjelloun says the ADP Marketplace apps caused IVC power users at first to wonder what they would do with the new-found time afforded them. That's easy, she says. Primarily, ADP Marketplace solutions give HR staff the power to strategically focus on their business partners, rather than be limited to being "transactional paper pushers." And since time truly is money, Benjelloun says IVC has probably saved at least \$60,000 by transforming from a manual to an automated process with the three ADP Marketplace apps that they implemented.

She explains that when you are building a culture and deciding how you're going to roll out communications - what she would call HR operations, the day-to-day transactional stuff - you need to know your audience.

"It can become increasingly challenging when you have HR systems and platforms that don't allow for that, she says, adding that it also is increasingly difficult because you need people that are going to be very understanding and patient, and have the abilities and skills to be able to roll out those solutions across the workforce.

"Solutions like data connectors for iCIMS and SAP Concur make that so much easier," she says.

Benjelloun explains that being able to see some of the different ways applications can talk to the ADP Workforce Now® platform and vice versa was a major selling point.

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Finally, Benjelloun says the implementation was "pretty much download and go" with iCIMS. She recalls it took a 5-10-minute learning curve and she and her HR colleagues were up and running.

Based on her experience, Benjelloun sees the value of ADP Marketplace as "huge and loaded with potential."

"As we move forward, if we didn't have the pre-built integrations and connections readily available to us via ADP Marketplace, it would have costed us four times as much to find a developer to build the integration. In fact, when we priced it out, it was going to cost at least twenty thousand dollars just to integrate with one API," she says, noting that without the integrations she would have to run reports and manually import that data every week into various HR systems.

"ADP Marketplace is amazing. We truly have hit the ADP Marketplace trifecta," she says. "I'll continue to use it accordingly to meet future needs."

**Build and manage a better workforce with integrated HR solutions from ADP approved partners like iCIMS, SAP Concur and PayScale. – ADP MARKETPLACE.**

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