Mangrove is the answer to clients' demands for HRMS and Payroll solutions that are based on today's technology and are affordable to small and mid-sized companies.

Mangrove Replaces Antiquated Payroll System, Gives Kable News New Life

The Challenge:
Mary Judge probably could have handwritten all the payroll checks for Kable News Co. Inc. by hand and still finished faster than her antiquated payroll software could.

To process payroll for Kable News, the country's second largest magazine fulfillment service, Judge needed a cheat sheet for the archaic MS-DOS screen codes and screen names she needed to know.

After manually entering timecards for the 1,200 employees in four locations and salespeople in every state, she couldn't even use her computers until the service provider ran payroll and sent back updated files.

One staff member was dedicated solely to rechecking time cards and the two manual reports they created. "It took half a day to process payroll," Judge said. "We were down for hours waiting for them to send an updated file."

Reporting was non-existent. "There was no reporting; they would send us two reports and then print our checks," Judge said. An in-house programmer stitched together some reports from databases in separate applications, but they fell short of what Judge needed.

> "It takes us five minutes to run a gross to net calculation. It used to take us half a day, and then we'd be down for hours."
> - Mary Judge, Kable News

- Saved $40,000 annually
- Slashed year-end processing from two months to one week
- Eliminated hours of manual data entry
- Boosted reporting nearly 100 percent

Once the payroll was processed, Judge couldn't produce an electronic history report. Instead, she manually combed through mountains of paper for payroll history. "If a manager wanted to know how much overtime we were using now compared to two years ago, we'd manually have to go find that information," Judge said. "We were pretty ancient."

The Mangrove Solution:
Judge wanted a cutting-edge system that eliminated much of the manual data entry, generated robust reports and was flexible enough to easily integrate with Kable's custom accounting systems. Mangrove Software's Mangrove HR2O filled that list of needs, she said, and it gave her the control she craved. Additionally, Mangrove HR2O could be hosted internally at Kable's Mt. Morris, Illinois, headquarters.

Results:
Switching to Mangrove's HR2O cut 40 hours off the time it takes Judge to complete payroll and run reports. The company eliminated the dedicated position that rechecked the computer's calculations, which saves Kable News more than $40,000 in annual salary. "It takes us five minutes to run a gross to net calculation," Judge said. "It used to take us half a day, and then we'd be down for hours."

Judge has also shredded "at least eight file cabinets of documents." Under the old system, she filed each payroll, which was printed on paper, so that she'd have the numbers to use for payroll history reports. "Now we don't keep any paper files," she said. "Every year, it would take two months just to do year end. Now it takes just a week."

"Now we can do reporting on anything," Judge said. "It's easy to add information, create a new report, process payroll and perform audits."

Judge can also cut manual checks on-site, a task she couldn't do previously, and adding new employees is a breeze. "When we purchased a Colorado company with 800 employees, I didn't have to key in anybody, which would have taken forever under the old system."

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