



# Sun Microsystems

*"ADP is not the first company to partner with us on payroll outsourcing. But it is the first to have suggested three innovations offering real productivity gains within four years: HyperVision, e-HyperVision and MultiDocs."*

This is the story of a productive collaboration between two leading companies which have decided to focus on their core business.



*“As a partner ADP is a driving force for innovation”*

Petra Zeller, Sun Microsystems Switzerland payroll manager

Inventor of Java™ and number one in network technologies, Sun Microsystems was quick to see the need to outsource functions like payroll in order to focus on its core business and achieve performance levels that are the envy of the world. Sun's US headquarters pioneered outsourcing policy, followed by European headquarters in the Netherlands and then by several other countries. The Group decided to look for a partner with the capacity of deploying the same services across Europe. ADP, which has been managing payroll services for European headquarters since 1987,

stood out as a clear choice, with the same approach and the same commitment on results for subsidiaries in Italy, France, Ireland and the UK. In a country where outsourcing is rare, its Swiss subsidiary was something of a pioneer, entrusting its payroll to an auditing firm as early as 1988.

### **Each payslip is different – with monthly variations too**

The story of ADP and Sun Microsystems Switzerland is not, as

so often happens, the story of a company switching to outsourcing. It is the much more unusual story of a decision to switch service provider. The decision had nothing to do with ADP as such. It was imposed by new American legislation which meant that auditing firms were no longer allowed to carry out several functions for the same client. But ADP was in a strong position within the Group, which had recognised its ability to deploy harmonised solutions on all points of the globe, remaining compliant with local payroll regulations everywhere.



## Sun Microsystems, Inc.

- Leading provider of software & hardware solutions and services
- Revenues: \$11,185 billion (2004)
- Headcount: 35,000
- Sun operates in 100 countries



The Network is the Computer™

In Switzerland, payroll regulations are among the most complex in the world. Over 50% of employees work in sales, each with their own specific payslip which in turn varies from one month to the next, depending on the amount of commission – and the different rules applying in the cantons which are home to Sun Microsystems five sites, including its headquarters in Volketswill near Zurich.

### 99% reliable!

Sun Microsystems Switzerland signed its contract with ADP in August 2001, with the first payroll distributed in January, allowing a reasonable length of time for implementation. *"We soon discovered the advantages of ADP's services,* says Sun Microsystems Switzerland payroll manager Petra Zeller. *I now spend a third less time on manual entries, even though over half of our payslips are variable."*

The ADP HyperVision system means only variations need to be recorded. ADP then produces a test payroll, and spots most errors itself with sophisticated consistency checking tools. *"Downstream, I never find more than three or four errors in a total of 300 payslips",* says Petra Zeller.

### Productivity

But that wasn't enough for the two partners. ADP was determined to

keep its promise of becoming a driving force for innovation. It soon suggested e-HyperVision, offering on-line entry of payroll variables, with security levels which would be tough enough to satisfy Swiss banks. In the meantime, Sun Microsystems has centralised collection at a single site. Nearly four years after start-up, the verdict is crystal clear. The ADP contact has changed, *"but turnover is low and transition handled well."* ADP's expertise is recognised: *"Like us, ADP focuses all its energies on its core business."* And then there's innovation: after e-HyperVision, ADP's ambition is now to convince its customer of the advantages of its new electronic payroll document archiving offering, MultiDocs. And that's not all...

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