

Managed human resource solutions that maximize the value of people



Transgenomic

Background

THE CLIENT

Founded in 1997, Transgenomic designs and manufactures state-of-the-art scientific instruments for use in the life sciences. They develop specialist systems for genetics and therapeutics as well as undertaking extensive research in bio-technology. Based in the United States, the company has expanded into Europe and now has offices in the United Kingdom, Germany, Belgium and France. They have approximately 1,000 systems in 30 countries around the world.

Transgenomic is committed to increasing access to accurate, high-quality tests at an affordable price and accelerating the creation of viable new treatments and vaccines. Their products and leading-edge technology are playing a key role in producing new, more effective tools, treatments and medicines for people with a wide range of illnesses.

The company offers a dynamic environment focusing its experience and expertise on excellence in the following key areas:

- developing genetic variation technology; and,
- providing the vital ingredients to research and engineer the essential building blocks needed to produce new healthcare solutions.

Its employees are leaders in their respective fields and are encouraged to use their initiative to find innovative solutions to each new challenge. Transgenomic is behind the scenes of breakthroughs and revolutionary new treatments that make headlines.



THE ISSUE

After expanding into Europe, the company decided it wanted a single provider that could manage its combined payrolls, rather than deal with separate providers in each country. The company was looking to guarantee a consistent payroll delivery across their European bases and wanted to partner with an established provider who could offer a robust solution.

HR Manager Ferenc Nemeth explained, "When our business expanded, we identified a need to centralize our various payrolls rather than continue to use separate providers for each different country."

After researching the market, Transgenomic chose Ceridian's Multinational Payroll Service to pay their employees in the four European countries in which they had a presence.

"Ceridian offered us the flexibility we needed and had the experience to deliver a solid, efficient payroll for all our employees."

Ferenc Nemeth, HR Manager, Transgenomic



Business solution

Ceridian has created an infrastructure of best-of-breed experts in each country, with local people who are fully conversant with legislation, tax and statutory reporting requirements as well as the cultural issues local to each country or region. The result is the delivery of an accurate and efficient outsourced payroll service, tailored to the requirements of each country. So while Transgenomic has Ceridian as their single contact in the United Kingdom, they benefit from expertise and local knowledge in each respective country.

Ceridian worked directly with Transgenomic's previous provider to gather all the relevant data, so the transition went as smoothly as possible and didn't disrupt the Transgenomic team from their day-to-day roles. Next, Ceridian and Transgenomic signed Service Level Agreements, which included key performance indicators to help retain focus on meeting the agreed targets and deadlines.

Ceridian's London Service Centre oversees the operations in each country to ensure all Transgenomic employees are paid accurately and on time, and that everything runs smoothly in each country.

Ceridian is a global corporation that delivers best-practice Human Resource solutions that maximize the value of people, providing customers the freedom to focus on their core business. A trusted partner to more than 40,000 Canadian organizations, Ceridian's solutions include payroll, HR information services, recruitment and staffing services, Employee Assistance Programs, training and more. With offices from coast to coast, Ceridian Canada provides services to more than three million Canadians, and employs more than 1,400 payroll and HR professionals. More information about Ceridian in Canada is available at www.ceridian.ca

Benefits

Transgenomic has seen significant business benefits by partnering with Ceridian. They now have efficient and effective payroll delivery that increases employee motivation and maximizes the value of their people across their European base.

Ceridian's solution also gives Transgenomic:

- **A consistently high level of service** – The Service Level Agreements ensure a consistently high level of service across the four countries – something they wouldn't be guaranteed using separate providers.
- **Increased control** – Since Ceridian has overall control of the four payrolls, Transgenomic can easily pass on and retrieve data through a single contact which frees their HR team to focus on adding real strategic value to the business.
- **Detailed, accurate reports** – Ceridian provides detailed reports with all the necessary information to initiate bank transfers to authorities and employees.
- **Legislative compliance** – The local knowledge provided by Ceridian's chosen partners ensures Transgenomic will always be fully compliant with the ever-changing legislation in each country.

The future

As the partnership develops, Ceridian will continue to help Transgenomic maintain a high level of employee motivation and productivity – delivering genuine competitive advantage for the company, and really changing their world of work.

"We now benefit from Ceridian's experience as well as the local expertise of their partners in each country."

Ferenc Nemeth HR Manager, Transgenomic

