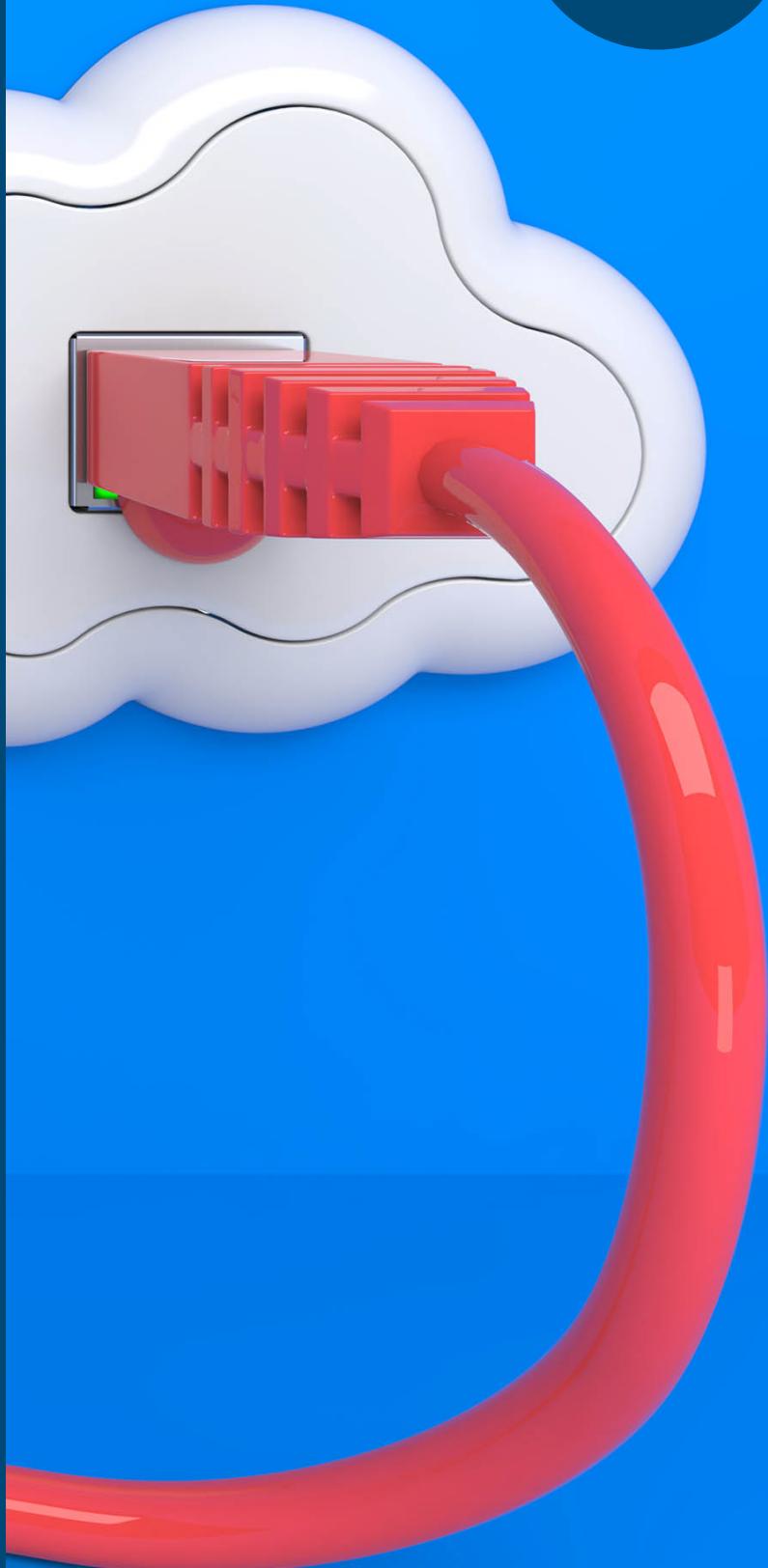


CASE
STUDY

Benefitfocus & SuccessFactors Integration

BENEFITFOCUS®
Benefits are good.™



SUCCESS STORY

BENEFITFOCUS®
Benefits are good.™

SUCCESS STORY

End-to-End HR and Benefits Administration

Triumph Foods is a leading exporter of premium pork products worldwide, headquartered in St. Joseph, Missouri—a rural area about 50 miles north of Kansas City. When operations began in 2006, Triumph's new processing plant was the first of its kind to be built in the United States in 25 years. Every day, the company's 2,800 employees work diligently in the state-of-the-art plant to provide the highest food quality and safety innovations in the market today.

Challenge

In their first years of operation, Triumph Foods experienced 100% turnover, with over 1,000 new employees coming through its doors annually. The HR department's reliance on spreadsheets and paper processes intensified this significant onboarding challenge.

Even with a staff member dedicated exclusively to data entry, Triumph was finding it hard to keep up. Their massive influx of employees, together with their reliance on manual processes and disparate systems almost ensured error and redundancy. The HR team was swamped in the growing reams of paper and striving, it seemed, to win a never-ending game of catch-up.

Triumph also struggled daily to communicate the details and value of the benefits package to its large, diverse and ever-changing workforce. A 30% Hispanic population, 51% Burmese population, and a total of 17 spoken languages rendered consistent and effective benefits communication a difficult task. In addition to the language barrier, a large portion of Triumph Foods' workforce had little to no basis for understanding benefits and may not have even been provided benefits before.

Like two heavy blocks, Triumph's onboarding and benefits challenges were weighing them down—slowing processes, generating unnecessary costs and preventing them from effectively engaging their employees to ensure they received the protection and care they deserved.



INDUSTRY

Food Retailer

NUMBER OF EMPLOYEES

2,800+

SOLUTION

[BENEFITFOCUS® Marketplace](#)

[BENEFITFOCUS® Communication Portal](#)

SuccessFactors® Employee Central

RESULTS

Multilingual HR & benefits communication

Efficient employee onboarding

Seamless data exchange

Eliminated paper processes

“ This was essential for a smooth implementation of a new suite of products! We could not be happier! ”

—Trudie Diaz-Farmer

Compensation and Benefits Manager

Solution

Triumph Foods chose Benefitfocus and SuccessFactors® Employee Central as an end-to-end solution that would allow them to better manage their HR and benefits administration needs through a single point of access—leveraging the ongoing relationship between Benefitfocus and SuccessFactors to drive a smooth implementation process.



Triumph Foods selected SuccessFactors® Employee Central to tackle its onboarding issue. The HCM solution from SuccessFactors helped them replace spreadsheets and paper files with electronic data. No more redundancy, no more catch-up. Employee Central gave Triumph Foods its first intranet with a single sign-on. "SAP helped us run simple," says Trudie.

With one weight lifted, Triumph Foods began to branch out into ancillary products that integrated with Employee Central, like payroll, time & attendance and benefit administration, working to streamline processes as much as possible.

Triumph Foods selected the BENEFITFOCUS® Platform as its all-in-one benefits solution. The standard integration between Benefitfocus and SuccessFactors® Employee Central eliminated the redundant process of having to enter and maintain employee data at both sites. Employees have a single login from Employee Central to Benefitfocus to select and enroll in company benefits, and Benefitfocus automatically sends the deductions associated with employees' selected benefits to SAP Payroll.

The result? A sleek and connected flow for the employee and a reduced workload for the benefits administrator.

As Trudie puts it, "SuccessFactors and Benefitfocus are strategic partners. So—easy peasy. All of our demographic information from Employee Central, which is our system of record, flows directly to Benefitfocus, and we never have to enter that data in there. They get all of the employees' information, and the system does all of that for us."

Triumph Foods also has access to the comprehensive BENEFITFOCUS® Communication Portal, which helped to revitalize their benefits communication with an extensive video library and suite of educational tools. Employees are more engaged, and Triumph's HR team is better able to ensure each employee gets the best value out of their benefits.

Thanks to the seamless interface between Benefitfocus and SuccessFactors® Employee Central, Triumph Foods has won a truly end-to-end HR and benefit management solution. Benefitfocus and SuccessFactors helped Triumph Foods ease its administrative burden, trim costs and positively engage its diverse workforce. With both heavy weights lifted from its shoulders, Triumph's team soared up from the paper stacks and is now operating with ease in the cloud.

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