



# Hunton & Williams LLP Reduces Costs, Improves People Management with UKG's Technology

Hunton & Williams LLP provides legal services to corporations, financial institutions, governments, individuals, as well as to a broad array of other entities. Established more than 100 years ago, Hunton & Williams has grown to more than 900 lawyers serving clients in 100 countries. While its practice has a strong industry focus on energy, financial services, and life sciences, its experience extends to more than 100 separate practice areas, including bankruptcy and creditors' rights, commercial litigation, corporate transactions and securities law, intellectual property, international and government relations, regulatory law, products liability, and privacy and information management.

Employees: 3,400

Industry: Legal Services

## Top Challenge

Hunton & Williams wanted to leverage the latest HCM technology to hold down costs, increase efficiencies, and improve the quality of workforce reporting. The law firm began looking for a comprehensive solution that included Web self-service, role-based workflow, and customizable reporting with quick access to historical information.

## Solutions

Hunton & Williams is now tracking significantly more in-depth and complete labor force information with UKG Pro's capabilities for detailed workforce analytics.

Pro helps Hunton & Williams manage its workforce as economically and productively as possible by taking human intervention out of tasks where it's not needed.

## Results

Saving thousands of dollars each year by relying on UKG Pro's Web functionality rather than manual, paper-based processes.

HR team has much more time and energy to focus on strategic initiatives that will build the business.



## Key Benefits

- Increased efficiency with instant data access to one system of record for HCM
- Easy-to-use interface for both employees and administrators
- Improved customer service and business collaboration

**“With UKG Pro, our HR team, managers, and executives can quickly track complete historical information on our employees, stay on top of turnover, monitor our percentage of full-time employees vs. part-time employees, and analyze real-time compensation—all without ever touching a piece of paper.”**

**Chuck Duset, HR Systems Administrator**

## Solutions

After an extensive evaluation of vendors, Hunton & Williams selected UKG's [formerly Ultimate Software]UKG Pro, formerly UltiPro, solution, and immediate benefits included the elimination of the complex "paper chase" that many law firms encounter.

"We're saving thousands of dollars each year by relying on Pro's Web functionality rather than manual, paper-based processes," said Chuck Dusett, HR systems administrator at Hunton & Williams.

"Right away, we discontinued printing direct deposit advices because employees can see their compensation information online, and we are leveraging paper-free benefits administration and management. Pro's technology has helped us operate more cost-effectively, resulted in tremendous efficiencies, and expedited business processes."

Pro includes built-in workflows that streamline the approvals and notifications associated with change requests initiated by both managers and employees, which eliminates the need for paper forms.

For example, Hunton & Williams enables employees to easily make direct deposit updates or changes in Pro. Once submitted, this information is pushed automatically and securely to the appropriate approvers, who then can accept, deny, or ask questions about the change.

Plus, when new hires are entered by HR, Hunton & Williams has arranged for its UKG Pro solution to funnel data to its IT department in order to create internal email addressees for new employees.

## Results

"Pro helps us manage our workforce as economically and productively as possible by taking human intervention out of tasks where it's not needed. Because we've cut down our paper transactions, our HR team now has much more time and energy to focus on strategic initiatives that will build our business," said Dusett.

One way that human resources can add more strategic value to companies is with business intelligence reporting. Compared with its previous HR provider, Hunton & Williams is now tracking significantly more in-depth and complete labor force information with Pro's capabilities for detailed workforce analytics.

"With Pro, our HR team, managers, and executives can quickly track complete historical information on our employees, stay on top of turnover, monitor our percentage of full-time employees vs. part-time employees, and analyze real-time compensation—all without ever touching a piece of paper," said Dusett.

"Our goal is to remain a high-performance organization on all fronts. Pro supports this objective, and we are very happy with the results that UKG's technology has brought to our overall business."

