



#### The Customer

- **Industry:** Staffing
- **Geographics:** Headquartered in Denver, Colorado; offices through-out North America serve globally
- **Revenues:** Mid Market
- **Employees:** 500

#### PeopleSoft Enterprise Products

- PeopleSoft Enterprise for Staffing
  - Billing
  - General Ledger
  - Payables
  - Receivables

#### Implementation Team

Internal

#### Customer Service Level

Standard

"We were pleased with PeopleSoft Enterprise 8 and even more pleased with PeopleSoft Enterprise 8.4. With the release of PeopleSoft Enterprise 8.8, the best just got better. Our appreciation for PeopleSoft and what they've done to help our business grow is immeasurable."

#### Andrew Albarelle

Principal Executive Officer

## Remy Corporation

### Business Challenge

Since 2001, The Remy Corporation has experienced rapid growth—almost 200 percent from Q1 2003 to Q1 2004—and the company wanted to move from a tactical to a strategic position in operating its business to maintain growth and competitiveness.

### PeopleSoft Enterprise Solution

In upgrading from Oracle's PeopleSoft Enterprise for Staffing 8.4 to 8.8 and PeopleSoft Enterprise Financial Management 8.0 to 8.8, the company gains a more sophisticated search capability, faster upgrades with the Total Ownership Experience tools, complete integration of front- and back-office processes, and real-time analytics.

### Business Benefits

PeopleSoft Enterprise for Staffing 8.8 enables Remy to:

- Grow and operate with no debt by accessing real-time financial data.
- Provide clients with staff who are the right fit for the job.
- Be more competitive by meeting client needs more quickly.
- Leverage proven best practices to shorten training time and complete tasks faster and more accurately.
- Retain its talented pool of consultants—up to 88 percent retention rate—and clients.
- Gain ROI faster with an upgrade that took only 30 days.
- Redeploy sales resources to higher-value tasks that have more potential for increasing revenue.

### Quantifiable Benefits

- Deals can be closed in 12 hours instead of 24 hours.
- Training time has been reduced from seven hours to four.
- Software maintenance takes only 15 minutes per week.
- Actual upgrade cost was 26 percent lower than original budget.

### The Remy Corporation Positions Itself as Market Leader by Upgrading to PeopleSoft Enterprise for Staffing 8.8

"When we set out to build this company, we wanted to fuse technology and business together," says Andrew Albarelle, Principal Executive Officer for The Remy Corporation. And nothing demonstrates that vision more than the company's upgrade to PeopleSoft Enterprise for Staffing 8.8. Remy has leveraged the processes within its PeopleSoft Enterprise solution to streamline operations and manage its growth.

With a high rate of growth—200 percent from Q1 2003 to Q1 2004—the staffing, recruiting, and consulting services provider for the IT industry was pleased with its initial PeopleSoft Enterprise for Staffing implementation in 2001. Since then, Remy has worked closely with PeopleSoft to leverage product enhancements when it upgraded to release 8.4. And, with its recent upgrade to PeopleSoft Enterprise for Staffing 8.8, the company was able to benefit not only from product enhancements but also from PeopleSoft's Total Ownership Experience initiative.

### **Taking Competitiveness to a New Level**

Albarelle says the refined search capability, which enables the company to match qualified candidates with orders much faster, was the main reason the company wanted to move to PeopleSoft Enterprise for Staffing 8.8. The company was also impressed by the real-time insight it would gain with financial analytic tools.

"With our upgrade to release 8.8, our interview-to-hire ratio is well below industry average," says Albarelle. "The system enables us to search the skill sets of the person who is the best fit for the client's open position. We're able to give clients the right person, often in the first interview—and beat our competitors to the punch."

The company has also upgraded its PeopleSoft Enterprise Financial Management solution from 8.0 to 8.8. As a result, the company has been able to allocate sales resources to areas of its business that have more potential of increasing revenue. Remy can accurately forecast and conduct what-if scenarios on its cash flow at any given time. Albarelle attributes the company's no-debt standing to its ability to access this information. "No line of credit means you can stay more competitive and much leaner. You can pass those savings right on to the client. That's powerful stuff."

### **Leveraging the Total Ownership Experience**

With its upgrade to release 8.8, Remy has seen the benefits from PeopleSoft's Total Ownership Experience initiative first-hand. The upgrade was completed in approximately three weeks—a 75 percent decrease in time and effort compared to its PeopleSoft Enterprise 8.4 upgrade. Albarelle notes that the enhanced functionality in release 8.8 made this upgrade much faster and smoother. "The upgrade scripts ran flawlessly," says Albarelle.

Remy also reports that easier navigation and more robust search capabilities have shortened the time it takes to close a deal—from 24 to 12 hours—a 50 percent increase in user productivity. Bill Braine, director of IT, says the number of clicks needed to complete a task is much lower. "What used to take three clicks now takes one. And when you're doing 1,000 clicks a day, that's a lot of time saved."

Braine is confident that the ease experienced through the upgrade will continue during application post production support. "So far, we haven't had to load a single patch, and even if we have to use patches, PeopleSoft Enterprise has made it very easy. Scanning for patches will probably take less than 15 minutes per week. That means I'll be able to spend my time on more strategic tasks."

### **Growing a Successful Company**

There's no doubt that the company is poised for enormous growth, but Albarelle points out that there's a challenge to managing such advancement. "There's a heavy challenge that goes along with this change. You have to watch what you're doing from a financial standpoint. You need to keep a close eye on cash flow, and that's where our idea of fusing technology with business comes into play. We use the technology to be smart about driving business. With PeopleSoft Enterprise 8.8, we're no longer a slave to the information but the master of it."