



Epicor Success Story

J.J. Taylor Companies, Inc.

Epicor, Suds, and Savings at J.J. Taylor Companies, Inc.

Company Facts

- ▶ Location: Jupiter, Florida
- ▶ Industry: Distribution
- ▶ Number of Stores: 4
- ▶ Web site: www.jjtaylor.com



Success Highlights

Challenges

- ▶ J.J. Taylor needed an HR system that not only kept track of their 780 employees in multiple locations, but also integrated with existing IT solutions

Solution

- ▶ Epicor® HCM

Benefits

- ▶ A reverse interface utility allows data from other solutions (such as payroll) to be imported into Epicor HCM
- ▶ Reduced double data-entry
- ▶ Allowed one person (instead of two) to process payroll
- ▶ Routing and alerts increased data accuracy

What happens when a top five beer distributor gets together with a top five software developer for its HRIS needs? For Jupiter, Florida-based J.J. Taylor Companies, Inc., it meant better efficiency, more streamlined processes, measurable cost savings, and an increased return on investment.

Founded in 1958 by John J. "Joe" Taylor, the company is still family-owned and operated. Some of the most popular beers on the market—names like Miller, Coors, Heineken USA, Guinness Import, and Yuengling—are distributed through J.J. Taylor's staff of 780 employees. And with annual sales over \$340 million, the company is among the top five beer distributors in the United States.

They cover Florida markets in Tampa, St. Petersburg, Sarasota, Ft. Myers, and Naples. The company also services the Minneapolis-St. Paul area of Minnesota. J.J. Taylor's headquarters and training center is in Jupiter, Florida.

"Graduating" in 2001 from the era of paper files, J.J. Taylor initially implemented HRVantage®, a LAN-based system developed by Epicor-acquired SPECTRUM Human Resource Systems Corporation, then upgraded two years later to Epicor HCM®, the leading web-based system. With each upgrade, J.J. Taylor enjoyed the ease of transition and increased efficiency in capturing and reporting employee data. "We took HRVantage down on a Tuesday afternoon, trained for three days, and were live with Epicor HCM on Saturday," according to Jodi Gooding, VP of human resources.



An Epicor Client Services representative was on-site during the implementation to ensure the process went according to plan. "All of our questions were answered and minor bugs resolved in the week that followed."

With the hundreds of employees that make up their team, J.J. Taylor not only needed a system to capture, organize, and report on its greatest asset (its employees), but also one that integrated into its existing infrastructure. Epicor HCM was the best choice since its technology uses a Microsoft® SQL Server™ database, which is compatible with many companies' IT infrastructures and other specialized software. Gooding explains, "The SQL database has allowed greater flexibility in interfacing employee data from Epicor HCM with our accounting and inventory software." J.J. Taylor was able to eliminate dual data entry and consolidate payroll in their locations. Their ROI immediately grew by having a single person (rather than two) process approximately 550 of their employees every two weeks in Florida.

J.J. Taylor experienced additional efficiency and ROI with the time they saved by implementing interfaces that move data from Epicor HCM to payroll, and from payroll to Epicor HCM. A reverse interface utility created by Epicor transmits current payroll accumulators, such as year-to-date earnings or year-to-date

hours worked, from their payroll system (ADP) directly into Epicor HCM. In turn, J.J. Taylor is able to view and report on the most accurate, up-to-date pay and compensation data.

Tasks and alerts, built-in features of Epicor HCM, help maximize and organize J.J. Taylor's HR time. Tasks define each person's responsibility and corresponding workflow, while alerts serve as reminders that a task or due date is approaching. When these features were first implemented at J.J. Taylor, the result was a boost in data accuracy.

HR tracks simple things like employee birthdays, as well as more cost-sensitive items like expiration dates for drivers' licenses, DOT medical certifications, forklift certifications, and auto insurance renewals for employees who have auto allowances.

The company relies on alerts to ensure these business-critical recertifications are handled in a timely manner. As J.J. Taylor looks forward to continued growth, Epicor HCM will be there to support their workforce planning, tracking, and organization. Epicor has tailored salary planning and position control tracking to meet the needs of J.J. Taylor's current and future business models. The new hire workflow helps new employees through the hiring and training processes so they can quickly contribute at a high level.

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Jodi Gooding, VP of Human Resources, J.J. Taylor Companies, Inc.



J.J. Taylor has enjoyed the flexibility Epicor HCM offers. "Epicor gives us the ability to modify and maintain our own system with as little or as much help as needed," Gooding concludes. "That is almost unheard of in the software industry. That is also what puts Epicor and Epicor HCM ahead of the game."

Who knew that managing the delivery of the best brews, lagers, and ales on the market could work so smoothly? With successful client relationships like the one J.J. Taylor and Epicor share, sometimes it's time to crack open a cold one, kick back, and celebrate.

*Formerly Spectrum iVantage®

About Epicor

Epicor Software Corporation drives business growth. We provide flexible, industry-specific software that is designed around the needs of our manufacturing, distribution, retail, and service industry customers. More than 40 years of experience with our customers' unique business processes and operational requirements is built into every solution—in the cloud, hosted, or on premises. With a deep understanding of your industry, Epicor solutions spur growth while managing complexity. The result is powerful solutions that free your resources so you can grow your business. For more information, [connect with Epicor](#) or visit www.epicor.com.



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