

**HR21 - THE JANIS GROUP, INC. (JGI) FIRST COMMONWEALTH BANK****CUSTOMIZED SELF-SERVICE SOLUTION ALLOWS FOR SUCCESSFUL  
PREMISE-BASED ADP ENTERPRISE V4 UPGRADE**

As 2006 was drawing to a close, First Commonwealth Bank, a Pennsylvania-based organization offering financial and retail banking services to individuals and small-to-middle market businesses in western and central Pennsylvania, needed to make a decision that would impact the company's ADP HRMS environment. They were interested in upgrading to ADP's Enterprise Version 4 and expanding their use of self-service for supporting their training and development organization as well as providing payroll related information to their employees.

First Commonwealth needed an ADP implementation partner with the experience and expertise to customize a self-service solution that fit their needs. HR21, JGI's ADP-Services division, approached First Commonwealth with a custom solution that would allow them to upgrade to the ADP-supported Enterprise v4, while maintaining the control of a premise-based application.

After an analysis of the customer's environment and an understanding of their upgrade demands, HR21 was able to formulate a plan that would allow for First Commonwealth's upgrade to EV4, while improving their self-service functions, including not only the advanced Training & Development, Enrollment, and Administration functionality, but also giving their employees online access to view paycheck details.

In addition, HR21 created a simplistic, customized approach to managing the assignment and distribution of employee PIN numbers needed for employee access to the self-service environment. This PIN number solution also allowed HR21 to do minimal customizations to EV4 security. Employees can now go on-line to view their paychecks, both current and historic, and drill down to earnings, deductions and year-to-date amounts.

With the addition of the training administration and employee training history capability, employees can enroll for classes, check their training history, and manage all of their training needs. As First Commonwealth is a banking institution, training and, in particular government-mandated training, is of critical importance. The addition of the HR21 self-service capability has significantly simplified the employee's management of their training classes.

As part of HR21's customized self-service methodology, HR21 was able to integrate their tailored solutions directly into the client's enterprise database, thus eliminating the need for multiple interfaces resulting in a seamless and straightforward deliverable. This methodology clearly separates HR21 from its competitors.

In the end, this project was completed ahead of schedule and under budget. The original timeline allowed for an 18-week project. The implementation team was comprised of client resources from IT, Payroll, HR and Benefits with HR21 consultants who provided both functional and technical product expertise.

As a testament to the success of this project, First Commonwealth Bank is already considering additional self-service functions as part of a possible Phase II project. Included in this potential Phase II undertaking, the client is considering adding the ability to complete their annual online benefit enrollments, and management, life and work events during the year.

For more information about our ADP Services and capabilities, please visit HR21 online at:

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