

Steel Distributor Forges Integrated HR, Payroll, and Benefits with Paylocity



15

minutes to run weekly and bi-weekly payroll

7

benefits providers integrated via data feeds

5

separate systems replaced with a single login



www.steelsupplylp.com

Retail / Manufacturing

200 employees

Two locations in Houston

When construction projects in Houston need robust, high-quality materials, they head to Steel Supply. Founded in 1990, the company operates two locations and offers a broad range of products covering structural steel, aluminum, pipe fittings, welding supplies, and more.

Jim Scholes, Human Resources Director, explains: "We sell more than 15,000 items, but the main thing we offer is great service. Customers can pull up at our drive-thru sites, and we'll do all the loading for them. And if they want delivery, we ensure items reach them on time. That's why we have some of the highest Trustpilot ratings of any steel distributor in the country."

While the sales and operations teams focus on customer service, Jim works to implement a strategic vision for HR, payroll, and employee benefits. One of his early moves on arriving at Steel Supply was overseeing a HCM platform switch from Rippling to Paylocity.

"At my previous company, we transitioned to Paylocity, integrating payroll, benefits, and onboarding," adds Jim. "The results of automating those processes were excellent. So, when I came to Steel Supply, I reached out to my Paylocity contacts to present to our owners."

Once again, Jim had a great experience with Paylocity. "The platform works really well," he continues. "Our rep has been excellent, and even Paylocity executives have been checking in on how our implementation went. You don't often see that level of attention from HCM vendors towards smaller clients. One thing that stands out with Paylocity is that they really care."

"I give my highest recommendation to anyone looking at Paylocity. It's a platform built on feedback from real HR users, and it's always improving. Paylocity today won't be the same as next year: it'll be even better."

Jim Scholes, Human Resources Director, Steel Supply

The Challenge

Assembling the Raw Materials

Steel Supply transitioned from Rippling to Paylocity to streamline and automate core HR processes while further strengthening its award-winning workplace.

Replacing an Unreliable System

After a brief experience with Rippling, Steel Supply recognized an opportunity to find a platform better aligned with its goals. The team sought a solution that could streamline payroll and HR processes, improve workforce management, and provide the flexibility needed to support continued growth. "We wanted a system that could adapt to our needs and make key processes more efficient," says Jim.

Eliminating Tedious Manual Processes

Besides the main HR system, Steel Supply employees previously had to log in to five different systems to manage their benefits and 401k contributions. Furthermore, the company was relying on spreadsheets and manual processes for tasks such as uploading payroll data into the general ledger system. "My background was in finance and industrial engineering, so I'm always looking to optimize processes," notes Jim. "Manual reporting can be tedious, especially when you have to triple-check every figure for accuracy. As well as bringing everything into one system, we wanted to automate as much as possible."

Reinforcing a People-First Culture

Beyond these operational improvements, Jim was also keen to enhance employee experience at Steel Supply. "We have a people-first culture that has led us to being named one of the best places to work in Houston," explains Jim. "We wanted a system that would help us strengthen that culture and ensure people felt supported and valued for their work."

"Our implementation specialist is a true subject matter expert. She provided quick responses to my questions and helped us hit our targets. She also organized live training calls with specialists for us, which were much more useful than the online sessions offered by many vendors."

Jim Scholes, Human Resources Director



The Solution

Fitting a New Platform

With a tight deadline to hit, Steel Supply initially focused on rolling out Paylocity's payroll, HR, and benefits capabilities, before adding hiring and onboarding tools in a second phase.

Ensuring Accurate Payroll and Time Tracking

With Paylocity's [Time & Labor](#) module, Steel Supply employees can clock in using facial recognition. "Paylocity's geofencing tools are very accurate, and the facial recognition actually works!" explains Jim. Using the time clock data, the company can then run weekly and bi-weekly pay processes in the [Payroll](#) module. "We love that we can verify payroll data before pay day, and the system will flag issues," adds Jim.

Streamlining Finance and Employee Benefits

Using the [Benefits Administration](#) module, Steel Supply has created 360-degree data feeds with seven benefits providers. Jim notes: "The integrations ensure any updates by a provider or employee are mirrored at the other end of the pipeline, so our figures stay up to date." The company also uses the [Expense Management](#) module to manage reimbursements. "Department heads can approve expense claims from our salespeople, and the detailed reports give us full oversight," says Jim.

Simplifying Core HR and Reporting Tasks

The main [HR](#) system enables Jim to update employee records with a few clicks. "My hands are no longer tied," he notes. "When people walk in my door, I can help them out and change their details." Meanwhile, Paylocity's [AI Assistant](#) has been handy for navigating the platform. "When you ask a clear question, you get a detailed answer," says Jim. The reporting tools in Paylocity also help Jim monitor operations and keep other stakeholders in the loop. "The dynamic reporting lets me add specific fields that are useful for our finance team," he adds.

Optimizing the Hiring Process

In addition, Steel Supply uses the [Recruiting](#) and [Onboarding](#) modules to manage hiring and orientation. "We love that we can manage resumés, add notes on candidates, send automated responses, and set up interview calls all within the system," continues Jim.



Time & Labor ensures precise time tracking using facial recognition tools.



Payroll accelerates weekly and biweekly pay processes and eliminates manual work.



Benefits Administration allows electronic data interchange with multiple providers.



Expense Management enables robust approvals and full visibility and controls.



AI Assistant quickly surfaces insights to help users navigate the Paylocity platform.



Onboarding supports fully digital processes and streamlines the day-one experience.



Community helps to boost employee engagement and strengthen internal culture.



The Results

Shaping Smarter Processes

By implementing Paylocity, Jim has realized his strategic vision for integrated HR, payroll, benefits, and reporting at Steel Supply—improving efficiency and agility across the board.

Creating a Unified Model for HR

With Paylocity, Steel Supply gained a reliable and flexible HR and payroll platform that supports the company's evolving needs. By bringing key HR functions together in one integrated solution, Paylocity has simplified administrative processes and reduced complexity for employees. “People don’t have to remember five different credentials anymore,” explains Jim. “All the things that we need are in Paylocity. My goal is to retire in a few years, and I’m confident that it’ll be easy for my successor to manage everything HR-related using Paylocity.”

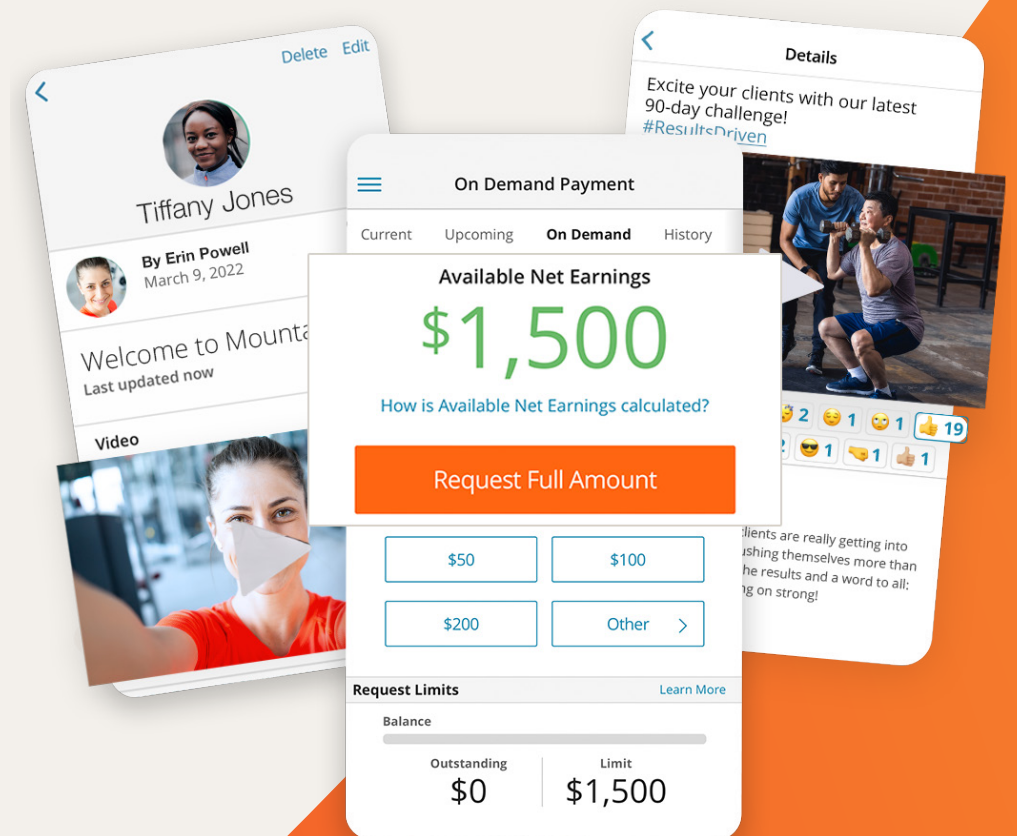
Saving Time with Automated Workflows

The Paylocity platform has enabled Steel Supply to reshape and optimize many processes. Payroll, for instance, now takes just 15 to 30 minutes, while the company can automatically upload data on earnings and deductions into the general ledger. Furthermore, Steel Supply can onboard new hires without the hassle of day one paperwork, as Jim explains: “New starters can upload their identity documents and I-9 Forms and check that they have received our handbook and safety manual online before they join. That means we can spend their first day introducing them to colleagues and the site.”

Enriching the Employee Experience

Steel Supply has also taken its employee experience up a notch with Paylocity. For example, the company uses the [Community](#) and [Recognition & Rewards](#) modules to call out employee birthdays and work anniversaries, and to celebrate their achievements. “Paylocity aligns well with our people-first culture,” notes Jim. “The whole system is easy to use, whether people are checking benefits or doing an assessment in the [Performance](#) module. It’s just a simple conversation with the system.”

Jim concludes: “The customer service from Paylocity, via email or phone, has been very responsive. I have an upcoming call with a specialist to help me set up shift differentials. Most vendors would just send an article then leave you to do it yourself; but Paylocity goes the extra mile to support us.”



“Compared to transitioning to other HR platforms, the move to Paylocity was very easy. The Paylocity team handled the heavy groundwork, migrated our data, preserved our historic records, and completed the implementation well ahead of the allocated deadline.”

Jim Scholes, Human Resources Director

