COLORSHADOW

ROSS Implements OrangeHRM Live to Streamline HR Processes, Reduce IT Expenses, and Improve HR Data Access for a Web and Multimedia Solutions Provider

> "OrangeHRM is the world's most popular Open Source HRIS; it's a comprehensive enterprise solution. OrangeHRM Live also is a natural addition to the OrangeHRM family, allowing organizations with five or more employees to benefit from additional functionality, which is hosted and supported 24/7. This is one of the better examples of SaaS for an enterprise application."
>
> **- Rob Berger, President & CEO, ROSS**

THE CHALLENGE

ColorShadow Communications Inc. delivers customized, creative, fully integrated, and e-business-driven Web and multimedia solutions to clients across North America. As the company was expanding, it wanted to invest in a Human Resources Information System (HRIS) to manage employee contact information and eliminate the use of spreadsheets and paper systems for standard HR processes. ColorShadow also wanted a user-friendly, web-based Software-as-a-Service (SaaS) solution to avoid investing in additional IT infrastructure or hiring additional IT staff.

THE ROSS SOLUTION

ColorShadow engaged ROSS to implement an HRIS that was easy to use and maintain and met all their IT criteria. ROSS implemented OrangeHRM Live, as it enabled ColorShadow to get up and running quickly without the need for IT infrastructure or expertise.

The OrangeHRM Live solution delivered several modules: Personal Information Management, Leave Management, Time & Attendance Tracking, Employee Self-Service, Recruitment, Alerts & Notifications, Leave Management Calendar View, HR Policies, Bulletin Board, Training, Budgets, and Alerts & Notifications. The software was hosted on secure servers by a US-based global managed hosting vendor and included automatic support and maintenance as a standard feature.

THE IMPACT

The implementation of OrangeHRM Live generated a tremendous response from ColorShadow's management and employees. In particular, the simple and easy-to-use nature of OrangeHRM Live enabled employees to immediately use the system with minimal training. Additionally, the company experienced no IT infrastructure burden, and every new release of OrangeHRM Live will automatically be available as part of their subscription (pay-as-you-go). Goals achieved included:

- Real-time access for employees to their personal information, leave requests, timesheets, and attendance information.
- Robust functionality for HR Policies, Bulletin Board,
- Advanced Recruitment, Training, Budgets, Audit Trail, and Alerts & Notifications.
- Easy and quick implementation.
- No additional IT hardware or staff required.
- Hosting, support, and maintenance as standard features.
- Significant cost savings.

> "We achieved the objectives we set out for ourselves in terms of a 100% hosted HRIS with OrangeHRM Live. It's incredibly cost-effective and easy to use, and we look forward to using it for many years".
>
> **- Damian Chen, President, ColorShadow Communications Inc.**

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