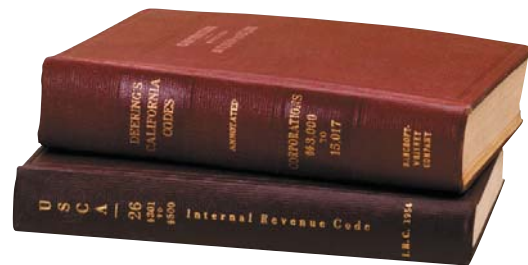




Human Resource Systems Corporation



SUCCESS STORIES

Law Firm

**The Customer**  
Bingham  
McCutchen LLP

**Industry**  
Law

**Employees**  
2,000

**Geography**  
Headquarters  
Boston, MA  
11 Offices in the US  
and abroad

**Products**  
iVantage®  
iVantage Connect™  
iVantage Link™

“As an administrator, I find query analyzer the most useful. I’ve set up over 250 separate queries in one SQL script, which I run everyday. It has really helped me keep the data clean and address issues before they come up.”  
~Amy Murphy, HRIS Administrator, Bingham McCutchen

**iVantage meets global connection needs of law firm**

Bingham McCutchen LLP appreciates the many challenges an international corporation faces. With over 2,000 employees and 11 offices worldwide, Bingham offers their customers a global perspective, providing the capability to execute the cross-border transactions essential to building a successful worldwide business.

The Human Resource (HR) department at Bingham McCutchen understands that communication is one of the major barriers to building a winning team across international borders. While extremely happy with their current HR tracking and analysis system, they knew they needed a way to communicate more effectively between the staff members in their dispersed offices. When the staff at Bingham McCutchen approached SPECTRUM Human Resource Systems Corporation with their remote access dilemma, they found their solution in iVantage®, SPECTRUM’s web-operational Human Resource Information System (HRIS).

The HR department at Bingham McCutchen previously utilized HRVantage®, also developed by SPECTRUM. This powerful

HRIS excelled at providing them with the HR functionality and analysis they required; however, they needed a way to better communicate with their global workplaces.

“Our branch offices needed to be able to access the system,” said Amy Murphy, HRIS Administrator at Bingham McCutchen. “We used HRVantage before, and I really liked SPECTRUM. They have a very responsive, knowledgeable staff, and their products fit well with our Microsoft® environment.”

iVantage is SPECTRUM’s leading edge HRIS. With the growth of web-based technology, SPECTRUM developed iVantage to continue to provide the newest and most innovative ways to record and report on HR data.

“iVantage was easy to roll out to other offices with role-level security and that is just one thing that makes the system even more exceptional,” said Murphy.

Murphy also reports, “As an administrator, I find query analyzer the most useful. I’ve set up over 250 separate queries in one SQL

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As a SPECTRUM client partner since 1995, Bingham McCutchen was very familiar with SPECTRUM's service oriented environment and knew what to expect.

“When working with SPECTRUM, you don't feel like just another number to them. I know a lot of the staff by name and always have my questions answered,” said Amy Murphy.

SPECTRUM considers each client to be a partner and resource for the development of future products. Amy Murphy says,

“I feel like my feedback is important to SPECTRUM and that they are co-workers to me, not just a vendor.” Many of the ideas given by clients for product improvements are incorporated into new versions of the software. According to Murphy, “If we make a suggestion, SPECTRUM will add it to their System Change Request list.”

Besides providing the HR staff with internet access to the company's workforce data, Bingham McCutchen also needed a system that could be customized to meet their very specific needs. SPECTRUM's Client Services department met their customization requirements by adding the ability to enter multiple supervisors for an employee, staffing notices in the system's e-mail templates, and enhancing the Personnel Action Notice report to their system. Additionally, SPECTRUM added several pages and tables to track attorney specific data. Murphy said, “My director has described iVantage as a 'critical' firm system, and as the 'backbone' for sharing amongst the firm.”

Bingham McCutchen has experienced every aspect of the client-partner attitude at SPECTRUM. “When we were working on an upgrade and data conversion from a company we merged with, our SPECTRUM Client Service representative came in early and stayed late to keep our project on schedule. Any issues I reported were generally resolved within 24 hours.”

As stated in the company's mission statement, “SPECTRUM strives to create and maintain client enthusiasm for SPECTRUM human resource management systems and services.” Murphy says, “I like telling my peers that also work in HR about SPECTRUM and iVantage. It makes my job more fun!”