



SYSSERO
A Rotation Digital Company

RIPPLING CASE STUDY **OPTIMIZING & AUTOMATING PAYROLL** **OPERATIONS**

MULTI-STATE WORKFORCE · RIPPLING PAYROLL
· 500+ EMPLOYEE ENTERPRISE

COMPANY OVERVIEW

A large enterprise with more than 500 employees and a complex, growing workforce was already running Rippling as its HR platform — but wasn't getting the full value from it. Routine payroll cycles depended on manual steps, multiple disconnected reports, and custom spreadsheets, leaving the team exposed to risk and without the controls and visibility it needed to operate with confidence.

SITUATION

Despite the Rippling investment, payroll ran on a fragmented mix of manual steps, ad hoc spreadsheets, and disconnected reports. Every manual touchpoint was an opportunity for error — and with no automated exception reporting, limited audit trails, and no enforced payroll cutoff times, the team lacked the controls and visibility to operate with confidence.

SPECIFIC ISSUES

- Manual, multi-step payroll workflows
- Ad hoc spreadsheets in place of standardized reports
- No automated exception reporting
- Limited audit trails for payroll data
- No enforcement of payroll cutoff times
- Low visibility into time punches & historical data

SYSSERO APPROACH

• Review & Recommend

Conducted a comprehensive end-to-end payroll review, mapping every manual step and standing up an issue & needs tracking system to keep the engagement organized.

• Automate & Standardize

Built standardized custom reports — including automated Payroll Register delivery, a Pay Register History report, and a Punch Time Audit.

• Strengthen Controls

Implemented time-punch audit trails, automated alerts for work-location and tax-code discrepancies, locked timesheets, and payroll cutoff times.

RIPPLING PAYROLL

REVIEW & RECOMMEND

AMS

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Eliminated manual payroll workflows and replaced them with automated reporting – giving the team faster, more consistent payroll cycles.

IMPACTS



Freed the 506-person payroll team from manual, multi-step processes to focus on higher-value work



Standardized reports now compile & deliver automatically on a recurring basis



Stronger compliance posture — tax-code, location & time-punch exceptions surfaced early



Locked timesheets & enforced cutoffs reduced late-stage errors



Faster, more consistent payroll cycles with fewer handoffs

SERVICES LOGISTICS

Review & Recommend

End-to-end payroll process review with prioritized, data-driven recommendations.

Application Managed Services (AMS)

- Custom report development & automated delivery
 - Audit trails & exception alerting
 - NetSuite integration coordination via Rippling
 - On Call Pay training & onboarding fixes
- These engagements turned an underused platform into a controlled, scalable payroll operation.**

CONCLUSION & OUTCOME

Syssero transformed an underutilized Rippling environment into a streamlined, well-controlled payroll operation. By combining process analysis, targeted automation, and practical system improvements, the team now runs payroll that is faster, more accurate, and ready to scale — getting the full value of its existing Rippling investment without new technology or added headcount.

