

## Industry

*National Starch LLC provides and supplies specialty starches for consumables to meet global customer needs.*

## Number of Employees

3500

## Number of Countries 20+

## Challenge

*Build a truly global HRMS and deploy global benefits administration, global total rewards, and employee self-service through a seamless turnkey transition.*

## Solution

*Sapien delivered a global HRMS that exceeded National Starch LLC's expectations and rapidly deployed a global system that met all of the company's crucial selection criteria.*

## Quote

*"Sapien understood our needs and delivered beyond our expectations with a turnkey system and a user experience that was far better than our original pre-spin provider. Given the chance, I would select them again and again."*

*- Dean McKenna, SVP HR*

## Company Profile

National Starch LLC, was a divestiture from Akzo Nobel, and is a leader in the global market for specialty starches. Headquartered in Bridgewater, NJ, the company develops, produces, and markets nature-based functional and nutritional ingredients that are used in a wide range of foods and beverages.

Its industrial products also boost the productivity and sustainability of paper manufacturers while enhancing the performance and quality of paper products. National Starch's specialty solutions also deliver sensory, functional, and processing advantages across a broad spectrum of consumer goods and industrial applications.

## Situation

National Starch LLC needed a new HRMS to fuel its growth and to deliver a fully integrated global system. With a goal of streamlining its worldwide HR operations and improving the employee experience across all regions, National Starch was particularly concerned with identifying a solution that provided global benefits administration, supported comprehensive global total rewards, and empowered employees through robust self-service capabilities.

## Selection Criteria

- Ability to administer and track global benefits
- Deliver a comprehensive global total rewards system
- Global capabilities in HRMS and Employee Self Service
- Implement a turnkey, rapidly deployable system within TSA timing
- Provide high-quality customer service across global business hours
- Integrate payroll operations worldwide
- Streamline global applicant tracking and hiring

## Solution

Sapien delivered a global HRMS and Employee Self-Service solution for National Starch LLC, rapidly deploying a turnkey system that brought the organization online within the time constraints imposed by the TSA. Sapien's implementation empowered National Starch with global HRMS, global applicant tracking, total rewards and compensation planning, and global benefits administration services all augmented by Sapien's HRA power user support. Importantly, the solution was embraced by both employees and managers, enabling the company to streamline HR operations and immediately improve the user experience across the globe.