



CARLISLE COMPANIES SAVES \$22M BY PARTNERING WITH ADP



Carlisle Companies Incorporated (Carlisle Companies) is a leading supplier of innovative building envelope products and solutions for more energy-efficient buildings. Through its building products businesses, Construction Materials (CCM) and Weatherproofing Technologies (CWT), and family of leading brands, Carlisle delivers innovative, labor-reducing and environmentally responsible products and solutions to customers.

Due to the large number of employees and the variety of skills needed, hiring and talent management were time-consuming struggles for HR staff. By implementing and maximizing the talent suite built into their ADP® human capital management (HCM) system, they were able to automate and improve processes, offer competitive compensation to top talent and save money.

BUSINESS CHALLENGES

- Utilizing spreadsheets to track candidates was inefficient
- Researching compensation was time-consuming, and the results offered limited accuracy, making it difficult to ensure competitive offers for top talent
- Performance review processes managed via spreadsheets took months and led to inconsistencies and errors



Company: Carlisle Companies Incorporated

Industry: Manufacturing

Employees: 13,000

Headquarters: Carlisle, Pennsylvania

ADP Products: ADP Talent Suite (Recruiting, Compensation Management, Performance Management)

Interviewee: Jessica Kerlikowske, HR Manager





HR Manager Jessica Kerlikowske says, "**Being able to do this all in one system has saved almost 400 hours of work for our compensation team.** You can configure ADP Compensation to be exactly what you need it to be. The interface is amazing."

BENCHMARKING THEIR WAY TO TOP TALENT

Carlisle Companies is a diverse organization whose growth has been driven largely through acquisition. Its product portfolio requires expertise across many roles, from data scientists, engineers and research and development experts, to executives, product managers and factory workers. This makes talent acquisition and management challenging.

Prior to ADP, Carlisle Companies relied heavily on word of mouth to source candidates and on manual processes and spreadsheets to manage recruiting. Once a strong candidate was identified, ensuring competitive compensation and getting them into the system presented more challenges. Carlisle Companies partnered with ADP to implement a comprehensive HCM solution, including a complete talent suite that enables them to recruit, onboard and manage performance and compensation in one system.

With the range of job types, determining the right salary band for a role required time-consuming research utilizing multiple sources that weren't always accurate. Now, built-in benchmarking tools make it easy for hiring managers to identify pay bands by job type, helping them make competitive offers while also ensuring pay consistency across the entire employee base.

Within ADP recruiting and compensation, Carlisle Companies was able to build those benchmarked salary grades in, allowing hiring managers and recruiters to know what salary they can offer a candidate. That information then flows directly to compensation once hired. Eliminating the tedious back and forth between hiring managers, the compensation team and plant managers has **helped reduce time-to-fill by 46 days.**

THE MERITS OF AUTOMATION

Carlisle Companies has varying merit structures for its different divisions. This used to require manually updating formulas on multiple spreadsheets, making it difficult to ensure that formulas were accurate and up to date. The process of information gathering for yearly performance reviews, salary increases and bonuses was difficult and time-consuming.

Now, formulas can be quickly and easily updated in their HCM system. Managers can review their teams, do their performance reviews directly in the system and find out what merit increases and bonuses are going to be like. Data flows seamlessly to payroll, eliminating the constant back-and-forth of emails with HR and errors that used to occur with manual data entry.



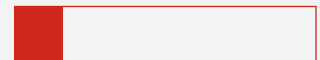
46 DAY

reduction in time-to-fill



400 HOURS

of work saved by
automating compensation



15%

reduction in turnover



Estimated savings of

\$22 MILLION

by maximizing solutions

HR Manager Jessica Kerlikowske says, "**Being able to do this all in one system has saved almost 400 hours of work for our compensation team.** You can configure ADP Compensation to be exactly what you need it to be. The interface is amazing."

A PARTNERSHIP THAT DELIVERS HEFTY RETURNS

Consolidating all aspects of their HCM into one system now provides HR with the metrics to support the value they're bringing to the organization. For example, not only did the compensation module save countless hours of work, but the pay transparency offered through the module has also impacted turnover, helping reduce it by approximately 15%.

Jessica estimates their combined ADP solutions are **saving the organization approximately \$22 million**. She says, "Being able to have this visibility, these benchmarks, this ability to really be competitive in the market with over 10,000 employees is incredibly strong and incredibly important. And not only does it save money, but we're bringing in top talent with this type of benchmarking and this competitive nature. It's incredible, and that's what I feel is so important in utilizing systems such as ADP. Because we can bring those metrics, we can quantify our ability to help the company save money, bring best talent and move forward to the future without having that fear of being left behind."

LEARN MORE ABOUT ADP'S TALENT SOLUTIONS
adp.com

ADP, the ADP logo and Always Designing for People are trademarks of ADP, Inc. All other marks are the property of their respective owners. Copyright © 2026 ADP, Inc. All rights reserved.



Always Designing
for People®