

# How Oliver Winery Transformed HR Operations with Paylocity

**30%**  
increase in employee  
engagement metrics.

**1,000+**  
saved for the HR team  
per year

**Improved**  
efficiency to support  
future growth

**OLIVER**  
WINERY

[www.oliverwinery.com](http://www.oliverwinery.com)

Retail/Hospitality

Indiana

100 Employees

Oliver Winery, a Bloomington, Indiana-based business in the retail and hospitality industry, faced operational inefficiencies due to outdated HR processes and a cumbersome legacy HCM system. Managing payroll, onboarding, compliance, and employee engagement became a formidable challenge for their small HR team.

"Using our previous provider was a constant headache for our HR team," said Susan Gray, HR Director at Oliver Winery. "The system was clunky, difficult to navigate, and didn't integrate well with our workflows. We spent countless hours managing tasks that should have been quick and straightforward."

Oliver Winery, known for its impeccable wines and renowned customer-first culture, operates with more than 100 employees spanning retail, manufacturing, and sales departments. Despite their exponential growth and increasing workforce complexity, they relied on outdated systems and manual HR processes that came with inefficiencies, missed opportunities for automation, and administrative bottlenecks. The HR leadership team set out to find an HR solution that could match their operational diversity and fuel future success.

That's when they found Paylocity. By transitioning to Paylocity's scalable and intuitive HR platform, Oliver Winery automated time-consuming tasks, enhanced compliance, and improved employee satisfaction. The result? Over 20 hours of weekly time savings, a 30% increase in employee engagement, and seamless scalability to support the company's growth.



## The Problem

# Manual Processes Bugged Down HR and Lacked Flexibility

Oliver Winery's HR team was overrun with repetitive tasks which negatively impact its ability to support the workforce.

## Bottlenecks Hindering HR Efficiency

When Oliver Winery relied on its outdated previous system, it presented more challenges than solutions.

The system struggled to keep up with the evolving needs of a growing company like Oliver Winery. Manual processes consumed significant time, leaving HR teams overwhelmed with administrative burdens. Additionally, the system lacked flexibility, making it difficult to adapt to new compliance requirements and the dynamic demands of employee management. This resulted in inefficiencies that hindered HR's ability to focus on strategic initiatives.

The former system's reliance on manual processes consumed an excessive amount of time and resources, leaving HR teams overwhelmed with administrative tasks. These inefficiencies severely limited the team's ability to prioritize high-value, strategic projects that could drive company growth.


"We were spending so much time on repetitive tasks and chasing down data," said Susan. It felt like we were constantly in reaction mode rather than focusing on proactive strategies that could truly enhance the employee experience and align with our company's growth goals."

## Lack of Flexibility

The previous provider's rigid structure made it ill-equipped to handle new compliance requirements or adapt to the dynamic needs of employee management. This lack of flexibility created additional challenges in maintaining compliance and meeting the evolving needs of the organization.

## Challenges of Scalability

As Oliver Winery grew, their previous system struggled to scale alongside the company. Its inability to accommodate the increased demands of a growing workforce further exacerbated the pressures on HR, making it clear that a more robust, adaptable solution was needed.



"Our previous system wasn't acceptable for our needs. The inefficiencies slowed us down and limited our ability to focus on the bigger picture."

HR Director, Oliver Winery





## The Solution

# Oliver Winery Finds a Scalable, Unified Platform

When Oliver Winery adopted Paylocity, the transformation began immediately with efficiency, improved compliance, and a better employee experience.

### Automated Efficiency and Compliance Confidence

Paylocity introduced automation to key HR processes, significantly reducing manual workloads. Tasks such as onboarding, payroll, and benefits management were streamlined, saving time and improving overall accuracy.

"Payroll became so much easier," said Rebecca Milan, Manager of Payroll & Benefits. "Everything synced perfectly. We easily saved over 12 hours monthly just on payroll!"

With built-in compliance tools, Paylocity ensured adherence to labor laws and regulations. This reduced the risk of legal issues and gave the HR team peace of mind, allowing them to focus on strategic initiatives.

### Enhanced Employee Experience

Paylocity includes several interactive tools which improved employee engagement and satisfaction. Features like the self-service portal and real-time communication options with Community and Chat empowers employees to access information easily and stay connected.

"Our employees embraced the platform's Recognition & Rewards tools," Susan explained. "We saw more positive comments and an incredible 30% increase in employee satisfaction within the first quarter!"

### Scalable HR Solutions with Actionable Data

The platform offered the flexibility to grow with the company. Paylocity's scalable features ensured that as Oliver Winery expanded, its HR needs could be seamlessly accommodated, supporting long-term success. In addition, real-time reporting and Data Insights support Oliver Winery's HR team to identify trends, track performance, and make informed decisions.

"We now have one powerful tool instead of four different systems," Susan said. "It's all in one place, which is a game-changer for scaling our operations."

**"It's amazing to have one unified platform instead of logging into four different systems. Paylocity is truly the one-stop shop for our team. It helps us move faster and more efficiently."**

HR Director, Oliver Winery



## The Results

# Real Impact and Immediate ROI with Paylocity

Switching to Paylocity revolutionized Oliver Winery's HR functions, delivering measurable improvements across the board.

## Streamlined HR Operations

Oliver Winery significantly enhanced efficiency by consolidating multiple systems into Paylocity. This streamlined approach saved time and reduced administrative burdens, letting the HR team focus on strategic initiatives. HR saved over 20 hours per week, enabling the team to focus on strategic efforts, such as employee development and retention.

With integrated compliance tools, Oliver Winery ensured adherence to labor laws while reducing errors in HR processes. This increased confidence in managing regulatory responsibilities. Automated tracking and alerts ensured adherence to labor laws and industry regulations, mitigating risks of fines and violations.

## Enhanced Employee Experience

The implementation of Paylocity introduced tools such as Community that elevated employee satisfaction and engagement. Features like real-time insights fostered a more connected and positive workplace culture. Employee satisfaction surveys reflected a 30% increase in engagement scores within the first quarter of Paylocity adoption.

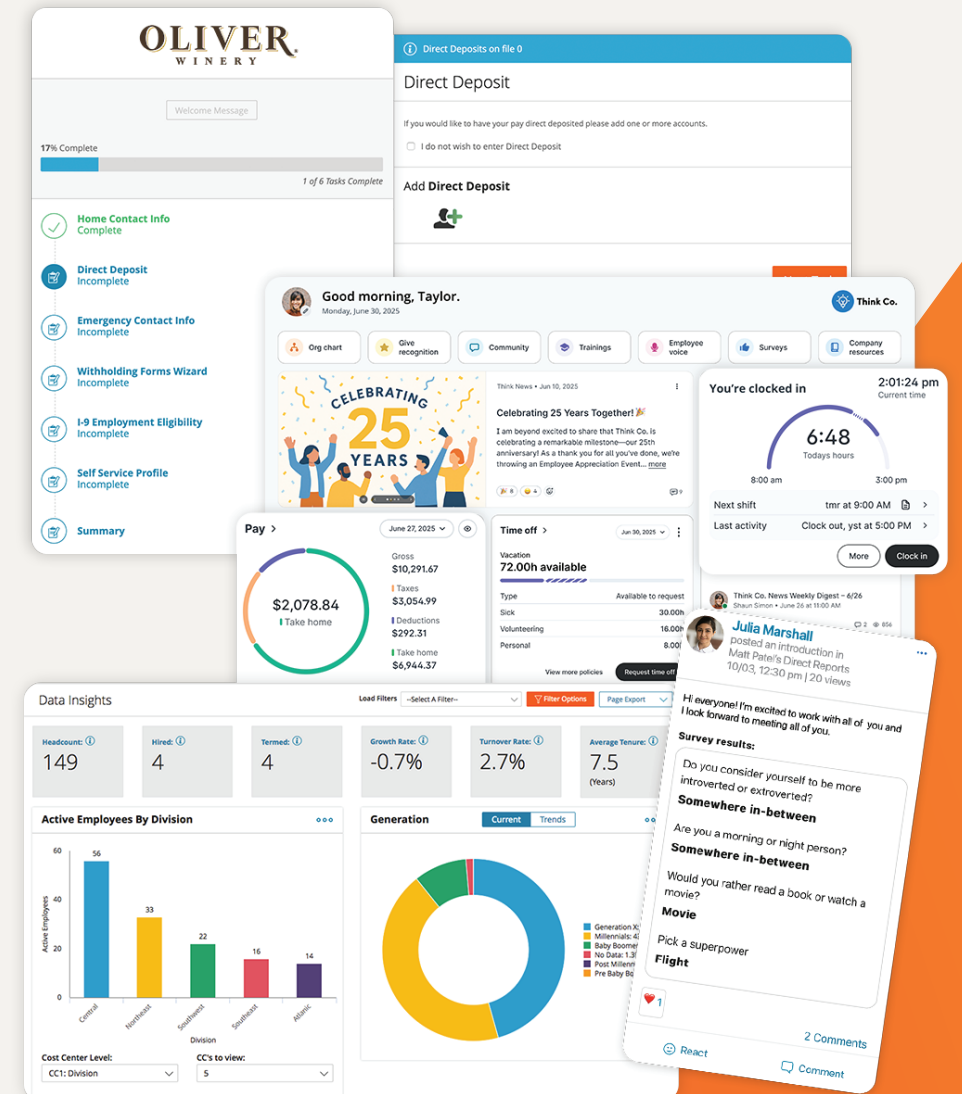
## Consolidating into a Scalable Solution for Growth

Paylocity offered scalable functionality that accommodated Oliver Winery's growing operations. The adaptable system proved vital for meeting the evolving needs of a successful, expanding company. Oliver Winery was able to consolidate four disparate systems into one resulting in faster hiring, onboarding, and scheduling processes.

## A Partnership Poised for Growth

Paylocity's HR platform has empowered Oliver Winery to operate with greater efficiency, compliance, and employee satisfaction. By automating repetitive tasks, streamlining processes, and fostering workplace engagement, Oliver Winery's HR team now has the tools to focus on meaningful strategic initiatives.

Looking ahead, Oliver Winery plans to leverage additional platform features, such as the LMS system, to deepen employee development and create a seamless "hire-to-retire" experience. With Paylocity as a trusted partner, Oliver Winery is well-equipped to scale confidently and achieve its business ambitions.



**"What once took days now takes ten minutes with Paylocity. The platform's scalability is so valuable to our team as we plan to keep growing."**

HR Director, Oliver Winery

