



CASE STUDY

The Sweet Taste of Fresh-Pressed HR and Payroll

A COMPANY OF HEROES

Total ingredient transparency.

That's how Nékter is redefining the juice bar experience. Customers want better ingredients, honest processes and a product they can be confident in, and Nékter has become their hero.

For a Nékter franchisee, choosing Paycom delivered compliance peace of mind. Adopting this newfound capability gave a father-son team the tools and the data necessary to grow their Nékter juice bar franchises and become heroes to their employees.



HEADQUARTERED IN
STOCKTON, CA



90 EMPLOYEES



5 LOCATIONS



SWITCHED FROM ADP
TO PAYCOM



REDUCED PAYROLL
PROCESSING TIME BY 50%

With the best ingredients and clear, straightforward processes, the results speak for themselves.

This philosophy makes perfect sense to Marcus and his father. Before becoming a Nékter franchisee, Marcus' father operated a successful sports nutrition store.

"We weren't raised drinking soda and eating junk," Marcus said. "Athletics and nutrition have always been a guiding factor in our life."

After 25 years, however, he could feel the market beginning to shift and wanted to try something new. For an athletic family that understood the importance of a healthy lifestyle, Nékter seemed like an obvious path in this new phase in their professional lives.



"At the end of the day, Paycom costs less, which seems crazy because we're getting ten times more than we were ever getting with ADP."

The Challenge

Their first location quickly became one of Néktér's top-performing stores, so they capitalized on their success and opened more locations throughout California's Central Valley.

The growth continued, and Marcus took an ever-increasing role in the day-to-day operations. As he was planning for even further expansion, he discovered something that stopped him in his tracks. Serious employee data errors had crept into his HR and payroll files under the previous bookkeeper.

"We were using ADP, and this provider didn't check *any of it*," Marcus said.

These numerous errors affected his ability to comply with California's strict regulatory landscape. Noncompliance with employment laws in California carries some of the steepest penalties in the country. Marcus wasn't simply facing a minor headache — he had uncovered something that could potentially end his entire operation.

"I was thinking, 'Why did this happen? How has it gone on for so long?' It's like I was standing on a glass floor waiting for it to shatter," Marcus said.

If drastic steps weren't taken, everything he and his father had worked for could be in jeopardy.

"Why did ADP let this go?" asked Marcus. "It's like these other companies just don't care."

"Why did ADP let this go? It's like these other companies just don't care."



The Solution

When Marcus and his father first chose Nékter, they put their belief and trust in a model built with honest ingredients and transparent systems.

They soon discovered that Paycom did business the same way.

“We used to have nonexistent, seat-of-your-pants HR and payroll. Now I have full confidence that we’re doing things correctly,” Marcus said. “With Paycom, we’re not opening ourselves up to lawsuits and liabilities.”

Without the accuracy Paycom’s tools provide, Marcus’ Nékter franchises would be at the mercy of California’s stringent employment regulations. But just avoiding the pain of noncompliance wasn’t the only benefit.

Franchise owners of all stripes understand the need to wear many hats. With all his HR and payroll tools now in one system, the manual tasks weighing Marcus down gave way to efficient, user-friendly processes.

With multiple locations and a young workforce that often works around their school schedules, onboarding is a constant challenge. Now, new hires can complete most of their documentation and training through Paycom’s self-service app before they tie on that apron for the first time.

“We used to have nonexistent, seat-of-your-pants HR and payroll. Now I have full confidence that we’re doing things correctly.”

“Payroll was grueling before Paycom. I was manually entering everything into handmade spreadsheets. Now, 9 out of 10 things are already done. It’s cut the time in half.”

Scheduling their entire staff? That’s now much easier. As is keeping track of their hours. Not only do employees want to get paid on time, state and federal regulations make accurate timekeeping an absolute necessity. But Marcus’ payroll info is clean, and each payday is a refreshing change from the past.

“Payroll was grueling before Paycom,” said Marcus. “I was manually entering everything into handmade spreadsheets. Now, 9 out of 10 things are already done. It’s cut the time in half.”

From empowering his managers to working on future Néktər locations, choosing Paycom has given Marcus the time and energy to focus on the things that will drive his operation forward. Most importantly, Marcus knows that he’s not the only hero in this operation.

“Paycom sets itself apart because you guys have our backs,” said Marcus. “The customer service is second to none. Our customer service reps were all-hands-on-deck from the beginning.”



And the compliance scare that drove Marcus to Paycom in the first place? That beast has been tamed. Timecards are correct, and most importantly, employee data is accurate because it's being managed by the group who knows that data best: his employees.

For this growth-minded owner, having accurate data is essential to getting the real-time reports he needs. Now there's no question that this family business is pointed in the right direction. Nowhere is that more evident than his bottom line.

"At the end of the day, Paycom costs less, which seems crazy because we're getting 10 times more than we were ever getting with ADP," said Marcus.

With Paycom's tools and Néktər's all-natural approach to the juice-bar experience, Marcus and everyone he works with gets a taste of what it's like to be a hero in their operation.

"You can run a business, but that doesn't mean you're doing it right," said Marcus. "With Paycom, we're confident that we're doing it correctly."

Thanks for being our hero, Marcus.

"You can run a business, but that doesn't mean you're doing it right," said Marcus. "With Paycom, we're confident that we're doing it correctly."





How will Paycom help refine your success?

Learn more at **800.580.4505** or

paycom.com/learn-more/why-paycom.



Client Paycom Tools Include:

401(k) Reporting	GL Concierge
Advanced Report Writer	Government and Compliance
Applicant Tracking	Mileage Tracker
Benefits Administration	Onboarding
Beti®	Paycom Learning
COBRA Administration	Paycom Pay®
Documents and Checklists	Paycom Surveys
Employee Self-Service®	Performance and Compensation
Enhanced ACA	Personnel Action Forms
Enhanced Background Checks®	Scheduling
Expense Management	Tax Credits
E-Verify®	Time and Attendance
Garnishment Administration	Time Clocks and Terminals
Geofencing/Geotracking	Time-Off Requests