

**Compunnel**

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

FOR PAYROLLING SERVICE

# Leading Energy Company Makes Seamless Workforce Transition With Compunnel's Agile Payrolling Strategy

Compunnel's structured transition process enables the client to streamline payrolling with optimized employee engagement

# Introduction

Achieving payrolling efficiency remains a serious challenge for various organizations across industries. Assessing multiple factors like timesheets, wages, taxes, benefits, and compliances to ensure accuracy and agility across the process is a tough ask. For organizations registering rapid business growth, the task becomes more challenging with an expanding workforce.

**This is where a modern payroll services provider like Compunnel with in-depth expertise and proprietary technology can help enterprises**



## About the Client

Our client is a leading US-based integrated energy company that is involved in electricity generation as well as power transmission and distribution. With **4000+** employees, it delivers electricity solutions to over 3 million residential, commercial, and industrial customers across North America.

# Client Challenges

As its employee pool grew to support the rapid business growth, the company struggled to maintain efficient human resources and finance processes. The stakeholders realized that transitioning to a modern payroll system was the solution, but with minimal experience in the domain, they were facing the following challenges:



## Timely Worker Transition

Transitioning multiple workers to a new payroll system for better workforce management



## Payroll Tech Gap

Absence of a modern technology solution to drive agile and efficient payrolling



## Worker Data Validation

Segmenting payrolling data of workers in retail, corporate, and plant operations



## Conducting Compliant Transition

Ensuring compliance with different state regulations while making the switch



## Employee Data Management

Transferring and storing accurate and updated worker data in the new system



## Poor Employee Engagement

Lack of strategy to optimally engage the resources before, during, and beyond the transition

# Our Solution

The top energy company reached out to Compunnel for help and requested us to start the project by transitioning an initial pool of 100+ workers. Responding swiftly to their call for help, we deployed the below strategy.



## Systematic Pre-transition Planning

- Set up a dedicated team to execute the transition
- Collected detailed transition requirements and expectations from the client
- HR team contacted workers to collect data and engage them
- Collected complete paperwork of the workers in the initial pool



## Actual Transition Implementation

- Dedicated specialists conducted drug screening and background checks
- HR team registered all workers on StafflinePro for streamlined timesheet and onboarding
- Employee orientation to communicate timesheet process, payroll, benefits, and policies
- Weekly updates to client about the transition progress



## Optimized Post-transition Engagement

- 7/15/30 day worker follow-ups for ensuring enhanced transition experience
- Monthly internal financial audits to measure payrolling process effectiveness
- 24x7 message center support to employees through StafflinePro
- Weekly updates to client about post-transition feedback and developments

## Dedicated Payrolling Transition Team

- Account Manager
- HR Operations
- Onboarding
- Background Checks
- Finance & Accounts
- Contracts & Legal
- Candidate Engagement
- Client Engagement
- Immigration & Visa



StafflinePRO

Proprietary platform for payroll services management and **talent engagement**

# Key Results

Our client achieved rapid, compliant expansion across all target markets with measurable operational excellence:

**130**

Workers onboarded within 45 days

**15 days**

For employee data collection

**100%**

Compliant transition across locations

**>98%**

Employee retention rate

**Zero**

Escalations during timely payroll dispersion



## Payrolling Services Delivered

- Employee onboarding & orientation
- Timesheet management
- Payroll processing
- Benefits & insurance management
- Tax administration & filings
- Advanced analytics & reporting

## Locations Served

- Texas
- Florida
- New Jersey
- Utah
- Illinois
- Pennsylvania
- Colorado
- North Carolina

# Partnership Gains

Benefiting hugely from our tailored approach centered around deep expertise and smart technology, the top energy company and its workforce made the following



## Benefits to Customer

- Cost benefits by eliminating operational cost of consultants
- Reduced turnaround time with automated processes
- Higher operational efficiency through StafflinePro-driven smart process management
- Centralized reporting of timesheets, payrolls, and other elements
- Eliminated compliance risks with expert monitored processes



## Benefits to Employees

- Timely Payments with direct deposit facility
- Convenient weekly/ biweekly/monthly payment cycles
- ACA compliant benefits with flexible options
- Dedicated visa & immigration assistance for W2 consultants
- 24X7 chatbot support through StafflinePro

**We continue to provide payrolling services to the leading energy company as a preferred partner, enabling them to focus on critical business objectives.**





# About Compunnel's Global EOR Services

Compunnel Inc., founded in 1994, delivers bespoke staffing, full-time hiring, payrolling, SOW, and IT consulting solutions to diverse set of businesses & enterprises. Ranked by SIA amongst the Largest Staffing Firms in the US, Compunnel is transforming the talent supply chain through its technology-backed solutions. As a preferred choice of industry leaders, our passion is not only to connect our customers with quality talent, but we go an extra mile to provide customized support to our customers and help them meet their diverse talent needs.

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Industry Partnerships:



Quality Badges:

