

Industry: Manufacturing

Employees: 101-350

Location: United States

Solutions: Payroll, Onboarding, Benefits Administration, Mobile App, Performance Management, Employee Experience, HR Data & Reporting, Time & Attendance, Global Employment

See how Continental Manufacturing Chemist uses **Bamboohr®** to shrink admin time, grow careers, and lead with data



\$1M+ saved in direct labor costs

THROUGH ACCURATE TIME TRACKING



18 hours saved per week

ON PAYROLL PROCESSING



90% of new hires

COMPLETE ONBOARDING PAPERWORK BY DAY ONE



Continental Manufacturing Chemist (CMC) is a contract manufacturing partner for personal care and animal care brands. Founded in 1959 and based in

Central Iowa, CMC partners with brands nationwide, delivering high-quality formulations through a collaborative, customer-focused approach.



“We’ve been able to shave almost 7% off our direct labor costs, which adds up to well over \$1M per year.”

**URIAH HANSEN | DIRECTOR OF HUMAN RESOURCES
CONTINENTAL MANUFACTURING CHEMIST**

Challenges

A system that didn't do the heavy lifting

"When I joined CMC, we were using another HR system, but it was just a data repository. We weren't utilizing any employee self-service like time-off requests. Managers were not accessing the system at all other than approving time cards. It was very evident that my number one priority was going to be getting a HR platform that we could actually use to remove the administrative burden from managers, employees, and HR."

Outdated tools, no follow-through

"Our former performance management process was messy. Paper forms, a lot of Excel checklists, those types of things. And they were just filed

away, never to be seen again. One of my mantras is: If it's not visible, it's not going to be focused on. We needed a solution with clear data that we could actually implement changes from."

Costly communication gaps

"Our employee base is 50-75% Latino. I needed something that was language agnostic, because too often our leadership was not speaking Spanish and we couldn't communicate properly to our team. I needed something that employees could understand when they logged in, without needing a translator."

Solutions

Data visibility with a million-dollar impact

"A big focus in manufacturing is monitoring direct labor costs. Before BambooHR, we didn't have a good tool to export that data in real time. Being able to see who's logged in or not may seem small, but it's been hugely powerful for our business. We've been able to shave almost 7% off our direct labor costs, which adds up to well over \$1M. That transparent data is real money we've been able to reinvest back into the business."

From manual onboarding to day-one readiness

"Prior to BambooHR, each new hire took two to three hours to complete documentation, and our generalist was spending 10 to 15 hours entering everything. Now, 90% of our employees start their first day with all their paperwork completed and policies reviewed. It makes those first few days more valuable, instead of drowning them in policies and procedures. We've experienced astronomical time savings in this area."

Pain-free payroll that saves hours

"In the past, a lot of the time-off requests were literally paper slips submitted to supervisors or HR. We had a part-time employee doing payroll and PTO 20 hours a week. Now I'm able to run payroll in just two hours on a Monday morning. I've always said payroll is the last place I want to be in HR, but BambooHR makes it so easy."

Less wrangling, more enrolling

"Benefits Administration is, quite honestly, the greatest enhancement we've seen since implementing BambooHR. It's not flashy or full of bells and whistles. It's simple, effective, and removes what was historically an administrative nightmare. I haven't seen better benefits enrollment than what I've seen through BambooHR."

Goals that make growth visible

"Now we're able to cascade corporate goals, departmental goals, and more. It's been really impactful, especially in a smaller organization with team members who've never used goals before. It's prompted conversations that help our team realize there's more to this than just a job—they can make a career out of it. And all from the simple tools they now have access to."

Empowered, informed, and always connected

"The mobile app gives our employees the ability to view their time cards, access benefits, and grab their pay stubs right from their phone and in their preferred language. We also use it for most of our corporate communications. It's allowed us to drive empowerment and ownership back to our employees without them even noticing because it's so easy to use." 🌱

See how BambooHR can set you free to do great work!

REQUEST A DEMO