

# Simplify Your Payroll with BambooHR

See how Indica Labs used BambooHR to correct multi-state payroll non-compliance issues, consolidate and secure employee data, and streamline time-consuming HR processes



## indica labs

### About Indica Labs

**Industry:** Science and Technology

**Company size:** 101-150 employees

**Coverage:** Americas, Asia Pacific, Europe, Middle East/Africa

**Features applied:** Payroll

Backed by cutting-edge technology, an uncompromising focus on ease-of-use, and dedicated customer service, Indica Labs provides software solutions and services that are used to make vital discoveries in pathology labs and research organizations around the world.

## Challenges



### Lack of Data Visibility

Indica Labs' data was scattered across digital files, multiple payroll systems, and physical documents, which turned even the most basic request for information into a complex slog through filing cabinets and spreadsheets.



### No Audit Trail Put Company at Risk

Indica Labs lacked a reliable process to track data and keep an easily accessible audit trail. This was a major concern, as Indica Labs needed a fast, clear way to demonstrate compliance with government contracts and payroll taxes.



### Global Privacy Compliance Challenges

With employees worldwide, Indica Labs must comply with both US privacy laws and the EU's General Data Protection Regulations (GDPR). Without built-in regulation checks, maintaining compliance for their data and spreadsheets was a time-consuming challenge with serious implications.



### Global Labor and Tax Compliance Challenges

Penalties for payroll tax non-compliance were becoming an increasing issue due to Indica Labs' manual system. They were in desperate need of a system that ensured relevant federal and international labor laws and tax regulations across the organization.

## Solution

In 2019, the team at Indica Labs attended a SHRM event with the express purpose of finding an all-in-one HR and payroll system that could support employees spread across more than 19 states and several global locations, help Indica Labs maintain compliance, and get rid of manual processes.

BambooHR reps were also in attendance at the SHRM event, and as a simple, easy-to-use, all-in-one HR solution, it was a clear choice for Indica Labs. After adoption, Indica Labs was quickly able to resolve its compliance challenges, and everything began to run smoothly.

When asked to describe the biggest difference between his experience before BambooHR and after, Jonathon said, "It's easy to tell when things are running smoothly, and with BambooHR, 99.99 percent of the time any issues that arise are due to manual error."



## Results

### Rapid and Effective Implementation

Indica Labs implemented BambooHR in less than a month. When it came time to upload the physical paperwork that had been slowing them down into the system, templates and instructions from BambooHR made going paperless clear and easy.

### Doubled HR Productivity and Easy Data Access

Indica Labs' HR team started seeing procedural efficiency gains right away, from streamlined onboarding and open enrollment to being able to access a central, secure database for pulling data and easily generating reports.

### Stellar Customer Support

Jonathon Bartlett, Head of HR and Accounting at Indica Labs, says he can count on a dependable customer team. **"BambooHR has A+, stellar customer support, and that makes it easy to stay with the system,"** Jonathon says. **"If I do have questions or concerns, it's very easy to access an expert."**

**100%**

reduction in state  
non-compliance letters

**100%**

increase in confidence of multi-state  
payroll accuracy

**Doubled**

HR productivity



**"I've done a lot of implementations in my career and there is always something wrong. My biggest surprise with BambooHR is when the data was ready, there was not a single error."**

JONATHON BARTLETT, CHIEF HUMAN RESOURCES OFFICER AT INDICA LABS

**Try BambooHR for yourself with a free trial**

**Try it now**