

Industry: Tech

Employees: 101-350

Location: Temple Terrace, FL

Speaker: Tara Harris,
VP of Operations

Solutions: Benefits Administration,
Carrier Connections, Payroll,
Applicant Tracking, Total Rewards

See how MediaLab 3D Solutions revolutionized benefits and payroll accuracy with **carrier connections** in BambooHR, freeing up valuable time for strategic initiatives.



60 hours
saved

DURING OPEN ENROLLMENT



+30% open
enrollment

RESPONSE RATE



+22%
engagement

WITH BEN ADMIN
COMMUNICATIONS



MediaLab 3D Solutions is a digital production studio that partners with national home builders and consumer product companies worldwide.

They specialize in using high-quality imagery, brand strategy, 3D renderings, and interactive solutions to tell compelling client stories with a diverse, remote team across the US and India.



“It was like magic happened overnight. Suddenly everything was perfect, everything was orderly. The carrier was happy. I was thrilled. I would never go back to not having **carrier connections** activated and live because it was a huge time-saver for me. It was fantastic.”

Tara Harris | VP of Operations

Challenges

Paper open enrollment bogs down one-person HR team

"We were very paper-driven before, and it was just a lot of work. Open enrollment was the thing I dreaded every year because I'm a single-seat HR practitioner in addition to being the VP of operations for a large and growing studio. I needed a dedicated 80 hours to get it done."

Difficulty communicating with a 100% remote team

"Benefits could crush me. It was a lot of detailed work, a lot of back and forth. It was a nightmare. Some people didn't answer or even open my emails, and being a fully remote workforce, there was no way to pull everybody into a giant

meeting and say, 'Hey, guys. Let's talk about benefits. Everybody turn to page three in your handout.'"

Manual, error-prone payroll reconciliation

"There was a lot of manual checking before we had carrier connections, on just reconciling our invoice to payroll, to deductions, to making sure that we were taking out the right type of dollar amounts. Were they pre-tax? Were they post-tax?"

Solutions

"Clear, concise, and easy" open enrollment for employees

"Our employees already used and loved BambooHR, so we set up a very simple enrollment workflow where employees could look at all of the benefits information and products in one place and just click through the process. It was clear, concise, and easy. Suddenly you had open enrollment done in a day rather than something that dragged on for two weeks."

Seamless carrier connections save time for strategy

"The integration process for carrier connections was very simple. We were able to seamlessly connect everybody across the board. I got up a couple days after open enrollment completed and walked to my computer fully expecting to have to sit down and manually enter a spreadsheet for the millionth time, but it was done. I got back a solid 60 hours to focus on other things like goal setting and OKRs for the year ahead."

Automated new hire enrollment

"We use the new-hire open enrollment feature with carrier connections, and I still wake up like it's my birthday when I look in the system and everything is in there for a new hire. The automated emails are sent, and they can make their selections as part of their onboarding process. By the time they're ready for enrollment on their 90th day, it's all done, it's in there, and they have coverage."

Automatic deductions and error-free payroll with Benefits Administration

"With Benefits Administration and Payroll linked, deductions are pulled in directly.

We can verify them in our payroll, and it's just a beautiful, seamless process. I love the accuracy and the automation because we don't have to question or math out the numbers. It's a beautiful thing."

Comprehensive HR solutions for continued growth and strategic planning

"We have just grown and grown and grown with BambooHR. We're getting ready to roll out Performance Management and the Ask BambooHR® AI feature, which I'm really excited about. With every feature I add, I get more of my day back to focus on strategic initiatives."

Applicant Tracking in BambooHR makes hiring more efficient

"The hiring feature in BambooHR has revolutionized my life. I'm not going to other resources to keep track of notes and ratings and candidate information. I've got my onboarding set up for their first 30, 60, 90 days. We can see how people are moving through their employment life cycle with us, and it's made us much more efficient."

Total Rewards boosts retention

"We've used Total Rewards in situations where someone has a counteroffer from a competitor, or they're entertaining an idea and they want to talk through it. We're able to pull that up and talk about some of the intrinsic value of working with our organization. Being fully remote, it's important to know the issues that everyone's worrying about, so we can continue to get in front of those conversations and keep our offerings attractive for new hires and retention."

Extra Quotes

“My **blood bleeds green**. I’m actually internally a panda bear.”

“**Guys, get BambooHR. Don’t even bother with anything else because this is fantastic.** You’re gonna love your life. I’m a fan, and I don’t say that often either. I’m not somebody who’s a quick adopter of products because I’m in the tech space—I’m always looking at tech products with a critical eye, and this one just makes life easy and I love it.”

“**BambooHR makes me happy to come to work every day,** because I get to do fresh and exciting new things in our industry, which is constantly developing and changing. There’s so much innovation going on and I love that I have an HR tool that is also continually innovating and bringing the next idea to the forefront with things I didn’t even think to ask about, that make my life easier.”

“We hire a lot of young people, so they don’t have tons of experience negotiating compensation packages. **Total Rewards helps educate them on what to ask,** and I’m using the information to set competitive strategies for retention.”

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

REQUEST A DEMO