Compliance concerns and a desire to streamline their overall HR process led Smuttynose Brewing Company to Paycor.

Mia Jennings, *Director of HR, Smuttynose Brewing*

" Paycor is a one-stop shop with great customer service and that service does not stop after implementation. I consider Paycor to be a true partner. I am extremely satisfied that I made the switch to Paycor and *believe that satisfaction will only grow stronger as our partnership has a chance to mature.* "

Why Smuttynose Brewing left their payroll provider

Located in Hampton, New Hampshire, Smuttynose Brewing has crafted distinctive brews for 25 years. With 110 employees located throughout the Northeast, they struggled to efficiently collect time information and hours worked in order to process payroll. **When they discovered inaccuracies in their tax filings, they knew it was time to find a new solution.**

Prior to Paycor

The overall HR process wasn't efficient. With employees scattered in multiple states, it was difficult to track hours worked by location as well as verify compliance accuracy. Managers didn't have easy access to the tools they needed in order to train and lead their direct reports. **Recruiting and onboarding was a time-consuming, manual task.**

With Paycor

Paycor's HR, recruiting and onboarding solutions streamlined a once lengthy process. Administrators save time posting new job openings to multiple sites. It's also easier to schedule an interview, complete managerial reviews, extend offer letters and onboard new hires. Managers can now also track employee hours efficiently, by location.

Challenges

- **Tracking hour worked by location**
- **Manual applicant tracking and onboarding**
- **Accurate tax compliance**
- **Lack of learning/development tools**

Solutions & Key Features

- **Consultative sales process**
- **Automated applicant tracking**
- **Customizable learning tracks and certification**
- **Increased efficiency in new hire onboarding**
- **Streamlined payroll process**
- **Compliance verification**

> "Paycor has absolutely allowed me to be *more efficient* and begin to develop the programs I never had the time to implement."

—MIA JENNINGS, DIRECTOR OF HR, SMUTTYNOSE BREWING

HR

All employee data lives in one place and is accessible by self-service which allows employees to update personal information, view check stubs, track certifications and more. Administrators can easily track workflow processes online, receiving alerts when approval is needed, or a change is made.

Onboarding

The streamlined experience introduces company policies and any relevant industry regulations. New hires can view and sign documentation before their first day, lessening any potential compliance issues that may arise.

Payroll

With one system to access data and process payroll, Smuttynose never has to worry about tax errors or data integrity.

Smuttynose Brewing partners with Paycor to recruit, onboard, pay and retain their workforce.

- Applicant Tracking
- Onboarding
- Time & Attendance
- Perform HR
- Payroll
- Learning Management System
- Workforce Insights