

Tobacco Tech trusts Paycor to support their HR department of one



Lisa Taylor, HR Director

“Previously, payroll would take me an hour. *I can get both of my companies done in 15 minutes!* I can't sing Paycor's praises enough!”

Prior to Paycor

Tobacco Technology, Inc. is a family-owned tobacco flavoring business based in Maryland. In 2021, the company was in growth mode and needed to implement a learning management system to help document mandatory trainings to maintain their SQF and ISO-9001 certifications. **Their previous vendor's offering was too expensive and not user friendly** so HR director, Lisa Taylor, began the search for a new provider. Being an HR department of one meant that efficiency and ease-of-use were high on Lisa's list of requirements.

Partnership with Paycor

Within six months of selecting Paycor, Tobacco Technology was live with not only a new LMS, but also payroll, HR, applicant tracking system, and time & attendance. After switching to Paycor, Lisa has **slashed the time it takes to process payroll**. And electronic workflow improvements mean **eliminating costly data entry errors**.

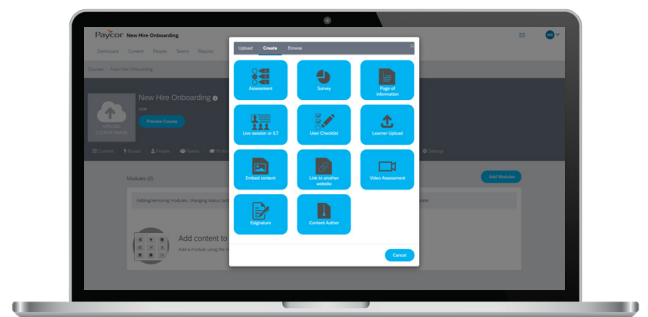
The company's SQF and ISO-9001 certifications means they're held to rigorous standards when it comes to quality control and training. In the event of an audit, their new LMS gives them a repository and quick report showing who's completed which training and when it was completed.

Challenges

- Lack of formal learning management system
- **Time-consuming processes**
- Systems not user-friendly
- **HR department of one**

Solutions & Key Features

- **Easy implementation**
- Self-guided employee training
- **Excellent customer service**
- Simple, fast payroll



Pain-Free Payroll

With regular payroll plus two bonus runs a year, running payroll with their previous vendor took hours. With Paycor, all Lisa has to do is just **click the boxes and payroll's done in 15 minutes.**

User-Friendly LMS

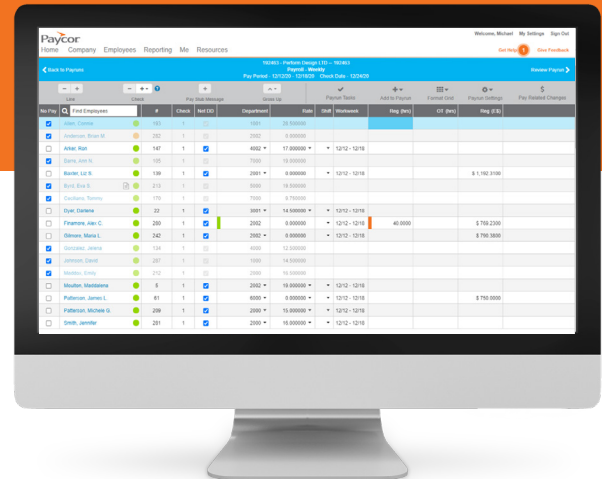
Uploading the company's mandatory trainings to the LMS is easy to do. And **employees can take trainings on their own time.**

Applicant Tracking System

Tobacco Technology is in growth mode and employees are hard to find. Paycor's ATS enables managers and HR to **see where candidates are in the hiring process so top candidates don't fall through the cracks.**

Support and service for an HR department of one brought Tobacco Technology to Paycor.

- Payroll
- HR
- Time & Attendance
- Learning Management System



“My implementation coordinator told me to watch training videos before we even had the system in place, which was great because I felt like I knew the system when I first logged in.”

– Lisa Taylor



Paycor