

Cinergy Entertainment Group Gives Paycor's HCM Solution Rave Reviews



Jennifer Espenschied, VP of Human Resources

“We had to hit the brakes for a couple years with all the crazy going on in the world, and we're ready to get back into growth mode. *Paycor is going to help us do that.*”

Prior to Paycor

Texas-based Cinergy Entertainment Group, Inc. is a group of family entertainment complexes that include bowling alleys, axe throwing, escape rooms, and arcades all anchored by movie theaters. The company has operations in Texas and Oklahoma and recently opened a location in Charlotte, North Carolina.

The company launched as a small, family-run business in the late 90s, and they used a local payroll company and **in-house, custom-built HRIS to manage their day-to-day operations**. Everything, from job applications to payroll to performance reviews, was stored on paper. And the HR department used **six different systems to manage their employee data**.

Partnership with Paycor

As the company grew, **Cinergy came to Paycor looking for a more integrated solution** not just for payroll but for the company's entire HRIS.

The feedback that Jennifer has received about the switch from Cinergy's general managers is positive. Just like the HR team, the GMs also appreciate having a one-stop shop and the ability to manage HR tasks—such as employee status changes—themselves instead of relying on HR. And **staff members are also empowered with self-service options** such as making changes to their direct deposits and requesting time off through the Paycor app.

“The move to Paycor has made managing tasks from performance evaluations to pay increases to payroll to our WOTC (Work Opportunity Tax Credit) program and verification of employment much simpler because everything is integrated into one system,” Jennifer said.

Challenges

- Paper-based data management
- **Time-consuming manual processes**
- Many disparate systems
- **Small HR department**

Solutions & Key Features

- **One-stop shop for HR and employees**
- Integrated HRIS solution
- **Cost savings by eliminating paper-based HR & payroll**
- Ability for HR to make changes without IT help

“It's been quite an undertaking to move from six different systems to maintaining HR data in just one. **We knew from the beginning it was not going to be easy, but it's totally been worth it.**”



Ditch the Ink and Paper

When everything's on paper it's a huge time and money waster. Imagine handling performance reviews for 600 employees without automation. Print the paperwork, scan the document, upload it to the correct personnel file...600 times. **With automated payroll and HR, those tasks are completed within the system, and Jennifer doesn't have to print a single thing.**

Reduce Reliance on IT

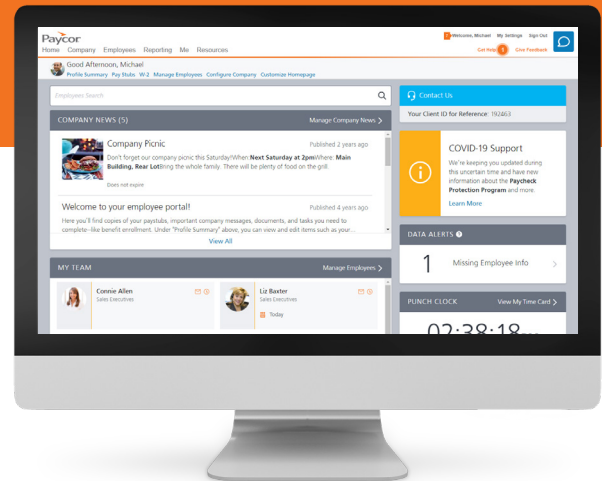
As Cinergy continues to grow, HR no longer has to look to IT when it's time to add new locations. Jennifer and her team can do that on their own. They can also **change access levels and make system updates all without waiting for the IT department.**

Mobile App Ease of Use

Employees in the family entertainment field are largely teens and young adults, some working in their first real jobs. Having an app for **work enables employees to easily adjust their schedules, quickly make direct deposit changes, and update contact information on their own.**

The need for an all-in-one solution brought Cinergy Entertainment Group to Paycor.

- Payroll
- HR
- Recruiting
- Paycor Time
- Paycor Analytics
- ACA
- Onboarding
- Scheduling
- Compensation Planning



“The key goal was to get our employee data all in one place, so that we made changes one time and had one source of truth.”

– Jennifer Espenschied

