



Laying the groundwork for success with innovative HR, payroll and compliance solutions

Kennedy Humphrey
Human Resources Manager

Quick facts



Company: Gaia Flooring



Headquarters: Fremont, CA



Industry: Construction



Employees: 29



ADP product: RUN Powered by ADP®

Based out of Fremont, California, Gaia Flooring is a wholesale company that is setting a high bar for quality, low-maintenance safe flooring. From raw material sourcing to innovative manufacturing, design and testing, Gaia is committed to making every step matter.

Guiding the team is HR manager, Kennedy Humphrey. Her goal is to not only ensure Gaia's HR and payroll run smoothly, but also to help recruit and hire new employees as well as help keep the company in compliance with federal, state and local laws.

Business challenges

- Compliance with rapidly changing state and federal laws required extensive, time-consuming research
- Sourcing new employees was expensive and had limited candidate visibility with access to only one job board

With the support of ADP® compliance resources and infrastructure, Humphrey is now able to keep Gaia in compliance with legislative updates, source new talent affordably and keep payroll and HR running smoothly.

A compliance database for easy updates

As the company's HR manager, Humphrey understands the importance of complying with legal requirements. Legislative changes used to mean she had to consult their lawyer to confirm whether any action was required to keep their company in compliance with new laws.

"Now, I'm constantly utilizing the HR Compliance Database and the HR HelpDesk on RUN Powered by ADP," says Humphrey. "It's so nice to get legal and compliance information from a trusted source. When compliance updates are needed in the future, I'm planning to use the Employee Handbook Wizard, since it automatically shows which new laws should be included in your employee handbook to keep you in compliance."



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The ROI of enhanced job postings

CareerPlug — the applicant tracking system available in RUN Powered by ADP (RUN) — has been a game changer for Humphrey when it comes to sourcing new talent. Before they had access to CareerPlug, they were limited to one job posting platform and the hiring managers at Gaia experienced extra pressure when screening candidates due to extra cost associated with not declining candidates within a certain time frame.

"Now that we use CareerPlug, we save over \$3,000 annually on hiring," says Humphrey. "We have more visibility, more time to review resumes and a better candidate pool!"

An all-around booster for managing payroll, HR and compliance

Humphrey uses RUN for everything from timekeeping to payroll to hiring to onboarding to HR to compliance, ensuring Gaia has the support it needs to run smoothly. What's more, the employees at Gaia all have access to the employee self-service available on a browser as well as the RUN mobile app. "I'm glad our employees have access to these tools, so I don't have to constantly look things up for them. It gives them peace of mind," says Humphrey.

Overall, RUN has proven to be a significant advantage for Humphrey and Gaia Flooring. As an integrated solution, Humphrey relies on support and technology to help run error-free payrolls, stay in compliance and continue expanding and growing Gaia Flooring so that it reaches its fullest potential.

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