



# Talented caregiving requires caring for talent



**Bre Grubbs**  
Partner & Chief  
Strategy Officer



**Ryan Rasar**  
Partner & COO



**Stacey Marshall**  
VP Human Resources



**Jen Saadati**  
Payroll Manager

## Quick facts

 **Company:** Leisure Care

 **Industry:** Assisted Living Facilities

 **Employees:** 4,300

 **Award:** ADP Meeting of the Minds 2024  
Client Award for Talent at Work

Founded in 1976, Leisure Care is one of the nation's largest privately held retirement and assisted living companies. With its "Three-Thirds Lifestyle" focus, Leisure Care promotes a work/life balance by encouraging employees to put family first, give back to the larger community where they live, work and play, and to contribute meaningfully within the work environment. COVID-19 hit the healthcare industry hard, making it difficult to attract and retain employees. Through collaboration with ADP®, Leisure Care successfully revamped its benefits package, which now includes Wisely® by ADP and early wage access. These enhancements have propelled the company to new heights in terms of growth and employee retention.

## Goals

- Attract and retain employees
- Support diversity, equity and inclusion (DE&I) and enhance compliance
- Empower employees with tools that simplify tasks and save time

## A culture of care

Leisure Care stands out in an industry centered around care by strongly emphasizing its people and culture. The leadership firmly believes that happy employees who are genuinely excited to come to work each day profoundly impact the lives of residents and their families.

Partner and Chief Strategy Officer, Bre Grubbs, states, "What we really provide is care and if we don't have the right people, the right talent, providing that care, then we can't exist. Leisure Care's culture is founded on a very simple philosophy: People are first in everything we do. We don't grow unless we have the people and the support needed to do so. Platform being second: when we've got the right people doing the right things, we need the systems to support them, one of which is ADP, and only when we have those two things in place do we grow."

## Attracting and retaining top talent

To deliver that great care for its residents, Leisure Care is laser-focused on retaining and attracting top talent. Stacey Marshall, Vice President of Human Resources, explains, "We are determined to be the employer of choice, offering amazing benefits, flexible schedules and an incredible culture — anything that a candidate might be looking for."



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Leisure Care leverages ADP products to advance its company culture in several ways, including aiding the company in highlighting its comprehensive benefits program. Upon joining the company, employees are encouraged to register for MyADP and the ADP mobile app, which provide convenient access to their benefits package. In addition, Leisure Care utilizes Wisely cards, offering employees early access to their earned wages through DailyPay. By consolidating benefits and pay within a unified system, the process becomes streamlined for employees, enabling them to effortlessly log in and make changes, ultimately saving valuable time that can be better spent focusing on residents.

Jen Saadati, Payroll Manager, shares, "We use MyADP and the ADP mobile app. The mobile app helps reduce the administrative burden for managers. It allows you to submit promotions online on the go, freeing up time to focus on important tasks. Employees can update their address, direct deposit and federal and state taxes. With early wage access, employees have the flexibility to choose their payday. By downloading the app, they can easily see how much they can withdraw. The app offers a seamless employee experience for accessing these features."

### Supporting DE&I and enhancing compliance

Another talent goal is to support diversity, equity and inclusion and ensure competitive pay. Through its ADP system, Leisure Care can pull metrics to gauge their progress on its DE&I efforts. Saadati says, "Having all the information in one place is incredibly helpful. It provides a clear overview of our company, allowing me to delve deeper into specific areas. It has also improved our wage transparency, ensuring competitive employee compensation nationwide."

When Leisure Care moved to ADP for its timekeeping solution, they were able to put processes in place to help ensure compliance. "Partnering with ADP has resulted in a notable decrease in liability and an increase in compliance. Implementing processes and attestations has significantly reduced our wage and hour liability," comments Saadati.

### Partnering with ADP

According to Saadati, Leisure Care selected ADP due to the organization's need to consolidate its payroll, time and benefits systems. They appreciate the system's flexibility to cater to their specific needs, whether simple or complex. However, it's the partnership that she really values. "We continue to choose ADP because we have trust in our partnership. We're able to share ideas and contemplate solutions together to get to that end result, and I know that when I call my ADP reps, they can provide solutions that make sense."

Grubbs loves that ADP supports Leisure Care's talent goals, adding, "One of the really wonderful things about our partnership with ADP is that they support us in providing the things that make our employees' lives easier... the things that allow us to deliver on our values. Our employees' having access to and understanding their benefits, their paid time off... all of that in clear, easy to understand ways means that they spend less time worrying about what they have access to and more time with their families."

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Payroll Manager



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## On winning the Talent at Work Award

The Talent at Work Award recognizes an organization that consistently drives process improvement and performance throughout the talent journey, resulting in improved efficiencies, optimized resources and a better experience for candidates and employees. Leisure Care was selected as the 2024 recipient for its ongoing commitment to attracting top talent and improving the lives of its employees.

Partner and COO, Ryan Rasar, states, "Happy employees equal happy residents. We are super excited to win this award. It really validates our focus on our employees, and how they can have the best possible experience with us."

"When I look at winning the Talent at Work award, what stands out to me is the term 'process improvement'. That's a mindset we've had for the last several years. We've implemented different products to try to make the lives of our employees easier, the lives of our general managers easier, because we want to be the best support to them that we possibly can, and to receive this recognition from outside of our organization really means a lot," says Marshall.

Saadati agrees. "Over the past five years, we've really been focused on process improvement. Winning the Talent at Work Award just validates the hard work that our team has been putting forth to upgrade our systems and technology, and using that to improve the employee and manager experience and make their jobs and lives easier."

"I think that Leisure Care won the Talent at Work Award because of our commitment to process improvement. The drive, commitment and fight to be better for each other is something that makes me tremendously proud," states Grubbs.

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Partner & Chief Strategy Officer



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