



# Payroll and HR modernization with ADP leads to sweet success



**Janeth Rada-Sabalza**  
Payroll Manager and HR Distribution Partner  
Nassau Candy Distributors Inc

Based in Hicksville, New York, Nassau Candy Distributors, Inc. is a manufacturer, distributor and importer of specialty confections and gourmet foods. Over the last few years, the company has experienced a remarkable change in its operations and employee engagement, mainly due to the introduction and enthusiastic adoption of ADP Workforce Now®.

## Business challenges

- Manual payroll processes, like paper checks, were hindering Nassau Candy from achieving the streamlined efficiencies they desired.
- Paper schedules and lack of a centralized time and attendance platform limited visibility into employee schedules, vacation requests, and wage budgets, hindering supervisors' ability to effectively manage their people.
- Limited access to Spanish-language HR tools created a gap between managers and front-line workers, leaving Spanish-speaking employees without the essential information to make the most informed decisions about HR opportunities and benefits.

Janeth Rada-Sabalza, Payroll Manager and HR Distribution Partner, shares her story of how transitioning from basic internal payroll and HR processes to ADP Workforce Now has revolutionized Nassau Candy operations and empowered their employees.

## Game-changing visibility

With their previous HR system, managers struggled with piles of paperwork, paper timecards, and employee schedules posted on walls. The absence of shared visibility between HR, the senior leadership team, and managers impeded HR efficiency and led to a lack of financial insight, as explained by Janeth.

### Quick Facts



**Company:**  
Nassau Candy Distributors Inc.



**Headquarters:**  
Hicksville, New York



**Industry:**  
Confectionary Manufacturing



**Employees:**  
1,200



**ADP Products:**  
ADP Workforce Now®



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"Everything was manual before. We were literally printing checks using an internal system. Supervisors weren't even able to see their employees' timecards!"

The introduction of ADP marked a turning point in modernizing the bakery. Innovation involved upgrading their entire payroll and HR platform, transforming their organizational culture and making operations smoother and more transparent for everyone involved.

"ADP has been a game-changer for Nassau Candy. It's enabled us to be more transparent with our managers and hourly employees. Supervisors now have the tools to effectively manage their teams, and employees can access the information they need in their preferred language."

## Goodbye wall calendar, hello technology

Nassau Candy's empowerment initiative extended beyond its hourly workforce. Initially resistant supervisors quickly recognized the benefits of the change. New tools enabled them to manage their teams more effectively by providing improved insight into overtime, attendance, and vacation requests without having to rely on HR, a previous necessity. The introduction of shared team calendars was especially well-received.

"Our management team has greatly benefitted from ADP. They love that a team calendar shows them who will be scheduled off. There's no more paper. There's no more wall calendar. Everything is within ADP."

## Accessibility for employees both near and far

A remarkable outcome of integrating ADP into Nassau Candy's operations has been fostering autonomy across the organization. Employees and management alike enjoy immediate access to vital information related to benefits, payroll and compliance documents. This accessibility has not only streamlined operations but has also brought the HR team closer despite the physical distance dictated by remote work settings.

"I work remotely. Now that everything is in a single place, my team and I have access to the same information. It's helped with accuracy and visibility, which has really brought us closer as a team."

## The impact of a bilingual onboarding experience

ADP's versatility extends beyond everyday HR functionalities; it has become a pivotal tool in managing seasonal recruitment, handling bilingual documentation and compliance, and enhancing the onboarding experience for new hires. This has particularly benefited Janeth and her team, ensuring they remain compliant, efficient and welcoming to all employees, irrespective of language barriers. Janeth explains:

"Our onboarding system is now in English and Spanish, and we can give out all onboarding documents, follow compliance and provide alerts in their preferred language. It's a process that makes everything accessible on a computer or mobile device."

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