EnviroSMART is a small, swiftly-growing pest-control agency based in Houston, Texas. With the support of Zenefits, the company has been able to absorb 4x growth and manage all of its people programs without the need to hire any additional HR employees or spend any more time on administrative tasks.

**BUSINESS ISSUE**
In just over two years EnvironSMART grew from 11 to 39 full-time employees. They knew they needed a solution to help manage the increased management burden.

“We’re experts in the service we provide — we’re not HR experts,” says John Parker, Director of Operations.

Before EnviroSMART adopted Zenefits, John Parker and Candice, the office manager, were personally completing all the payroll and benefits paperwork then double — and even triple — checking it to guard against natural human error.

**SOLUTION**
To ensure that their quickly-scaling employee roster didn’t require an equally expanding HR team, EnviroSMART turned to Zenefits. Now HR is streamlined, payroll only takes a few clicks, benefits with their trusted advisor, OneDigital is more automated and optimized and they can be confident everything is accurate.

Learn how you can grow your team with Zenefits
Benefits simplified with OneDigital + Zenefits

John Weigel, EnviroSMART owner, decided to sign up for Zenefits in January of 2018, after his OneDigital advisor demonstrated its services. “Our trusted relationship with our OneDigital advisor made us feel very comfortable that the combined solution with Zenefits would be beneficial to us, and we’re happy we listened to her!”

While EnviroSMART relies heavily on the benefits management feature, they also use Zenefits for timekeeping, hiring, interviewing, and, perhaps most importantly, onboarding new hires. This last feature has been particularly useful in helping their organization attract their main employee demographic: Millennials.

Technology for Millennials

Most of EnviroSMART’s workers are between 22 and 30 years old, and those employees look for certain technological advancements in the onboarding process and beyond. Being able to choose their own benefits packages, engage in open enrollment, and request time off from their mobile devices is an attractive aspect that comes easily to this generation of workers.

Parker likes these features as much as his Millennial employees do, as they allow him to measure the amount of initiative each new hire demonstrates. Do they immediately complete the tasks and paperwork the platform guides them through? With Zenefits, Parker can watch, measure, and check all the details of this process.

Now HR is streamlined, payroll only takes a few clicks, benefits are automated and optimized, and EnviroSMART can be confident everything is accurate.

Focusing on the road ahead, not paperwork

Candice is the office manager at EnviroSMART, which is arguably one of the most important roles in the company. A large component of Candice’s job is scheduling and routing technician travel times between sites. This time is factored into their rates and is one of the most delicate processes the organization engages in, as it carries the greatest potential for accidents, damages, injuries lost productivity, and profit.

To keep their technicians productive and safe, Candice needs to keep her mind on route efficiencies and welcoming new customers — not on administrative paperwork.

Before Zenefits, Candice was responsible for open enrollment for all EnviroSMART’s employees. With a new hire joining the team an average of every six to eight weeks, that was 20 to 25 hours per month spent sending emails, setting meetings, and filling out paperwork. It also meant a lot of guilt whenever she made a human error on something as important as health benefits.

Since joining Zenefits, Candice is on route efficiencies and integrating new customers all the time — with very little administrative work.