Managing growth and scaling HR compliance with Zenefits and OneDigital

FiscalNote’s intuitive government relationship management (GRM) software platform had driven customer demand and spurred company growth. But scaling headcount meant an exponential increase in administrative overhead.

**BUSINESS ISSUE**

Already at 30 employees in the first year, FiscalNote needed an efficient way to manage onboarding, benefits, and payroll – as well as get ahead of human resource-based regulations, such as the Affordable Care Act (ACA).

“We were like a lot of small companies. We were using spreadsheets and share drive files to monitor HR processes, which can be sustainable when you’re small, but when your business is expanding every day, you also need a tool that can support growth,” said Amy Dalebout, Director of People at FiscalNote. “Having a tool that helps us keep track of things and eliminate the extra work is really important.”

**SOLUTION**

FiscalNote launched Zenefits in 2014 to streamline employee hiring and onboarding, and has expanded its use of Zenefits’ People Platform to power easy online access to benefits and payroll functionality as well as tapping Zenefits integrated partnership with benefits broker OneDigital.
Comprehensive benefits
“One of the things that we wanted to do was see how we could get more out of our benefits without paying more,” said Dalebout.

In preparation for a recent open enrollment, the company had their OneDigital broker host a lunch and learn with FiscalNote’s team to educate them about their options, specifically highlighting benefits and discount programs available to companies in their region.

“That’s been hugely, hugely helpful to have a local advisor, along with always-on software,” added Dalebout.

Compliance and peace of mind
In four years, the company has more than tripled its team. With that incredible growth comes additional laws and regulations to be both aware of and meet the evolving compliance mandates. The integrated ACA filing tool in Zenefits allows FiscalNote to leverage the employee information housed in the People Platform and file automatically. In addition, FiscalNote has been able to seamlessly pass through these size milestones — over 20, then over 50, and now to 140+ — with the implementation of Zenefits’ COBRA software that comes at no additional cost in the system.

Streamlined onboarding systems
FiscalNote understands the power of an integrated software solution — which is part of the reason it selected Zenefits as a simple to use, but comprehensive and effective system for its people processes. The company eliminated spreadsheets and hefty email threads, in exchange for automated onboarding through Zenefits.

“Before we used Zenefits’ onboarding tool, we were pretty email heavy. Normally, there are multiple emails going to an employee before they start,” said Dalebout. “Now, they log in to Zenefits, add in their information and complete a background check - everything’s integrated into one. We no longer have a lot of information chasing to do.”

What we do for our customers, Zenefits does for us: making something that should be simple, be simple.

AMY DALEBOUT, DIRECTOR OF PEOPLE

Learn how you can grow your team with Zenefits

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