



Sperber and Its Family of Companies Streamline Payroll Services with Inova Payroll

One of the key goals of HR teams within any organization is to pay their employees accurately, on time, and with as little complication as possible. The level of compliance that comes with third-party outsourcing of HR and payroll services can give those teams peace of mind, especially for companies with a medium to large workforce. The team at Sperber understood this concept shortly after its establishment and chose to outsource the company's HR and payroll services to best serve their employees and the company as a whole.

The Sperber landscaping company was founded in 2019 and has taken the industry by storm, continuing a long family

Location: Westlake Village, CA

Industry: Landscape

Sperber Employees: 2,800

Challenge: Because Sperber was a startup company, everything was being operated manually and on a small scale. As the team planned for the company's future growth, they knew using more advanced systems would be essential.

Solution: The Sperber team chose Inova Payroll, formerly IPS, for their accounting timecard system and concurrently selected Inova Payroll as the company's HRIS payroll system.

legacy of iconic work in landscaping that dates back to the 1940's. Headquartered in California, Sperber is the parent company to an ever-growing list of top-tier landscaping partners nationwide. Over the last three years, the team quickly grew from only a few employees to nearly 2,800. With such rapid organizational growth and a mission to maintain that trajectory, the Sperber team knew that advancing their operations to include software service providers was essential.

"The client service is just incredible, and it has been since day one. Inova anticipated Sperber's growth and has allocated more resources, including a fully dedicated Inova team to support our company."

ELIZABETH CHRISMAN

Head of HR Sperber Landscaping

In 2020, Sperber initiated the shift from operating its HR and payroll functions manually to choosing an industry-leading, accounting timecard system to handle the tasks more efficiently. Subsequently, the Sperber team selected a seamlessly-integrated provider – Inova Payroll, formerly IPS – for its HRIS payroll services. Using these partnered providers ensures ongoing processes are

smooth for the Sperber team. The timekeeping component tracks and reports employee work data for managers to review and approve and is then easily synced to the payroll management platform, ensuring that employees are paid accurately.

"The Inova system is very different from the Oracle-based systems I've used previously in my career," said Elizabeth Chrisman, head of Human Resources at Sperber. "It is truly a one-stop shop and uniquely provides incredible platform flexibility."

The Inova system offers customization features for every customer to utilize as much or as little as they choose. "Inova helps clients begin customizations immediately and, within reason, allows them to tailor the platform to best meet the needs of their company," said Chrisman. "So, rather than there being a box that clients must fit into, Inova lets the customer design the platform with a great level of flexibility, which is unusual to find."

As the parent company of 12 partners that are located in every time zone across the country and also using the Inova Payroll system, Sperber requires a provider that has a reliable and responsive customer support team. "When we reach out to the Inova team for help, they respond almost immediately," said Chrisman. "They understand that there's nothing more important to clients than taking care of their employees, and they react that way."