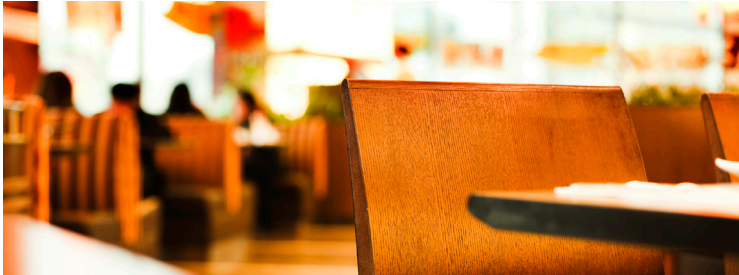


skylight serves up savings and simplicity for a franchise operator



Managing a casual dining restaurant is a difficult endeavor. Managing 72 of them across the Midwest can be quite daunting. For cost savings, simplicity, and significant benefits for both the company and its employees, our client found Skylight to be the right solution at the right time.

The perils of paper paychecks

Before seeking the help of Skylight, the company would have to distribute thousands of paper paychecks each payday. Because those checks were distributed from the home office, that involved bundling the checks up and sending them out through an overnight shipper.

Once the paper paychecks arrived at the restaurant locations, employees would have to come in on their days off and seek the help of the manager to get paid. The manager would have to stop his or her normal duties, walk back to retrieve the check from the locked office, and have the employee sign for it. Needless to say, on paydays productivity plummeted because managers were getting little else done (and working employees were spending time chatting with their off-duty friends).

So the company sought the help of a paycard provider, but not just any paycard provider would do. Many were eliminated because they offered only paycards. Others were eliminated because paycards were merely an afterthought, a side offering used as a foot in the door to sell the provider's other products. After a lengthy search, only one provider remained, Skylight Financial.

"The benefits have been tremendous."

A wildly successful pilot program led to Skylight paycards being distributed to all the company's employees within two months of when the pilot program began. Employees immediately began to realize the power of the Skylight paycard and appreciated the fact that they no longer had to go through the hassles of driving to work to pick up their paychecks, then driving somewhere else, waiting in line, and paying a fee to cash it.

The transition to getting paid on a card wasn't difficult. With a younger, tech-savvy employee base, they were widely not resistant to a new technology. Those that were initially fearful quickly realized that paper paychecks were not worth the hassle and that paycards are simply a better way.

EXECUTIVE SUMMARY

THE SITUATION:

Distribution of paper paychecks was costing a fortune and causing lost productivity at the restaurant level.

THE SOLUTION:

Skylight's paycard program, Online Wage Statements, and electronic W-2s decreased payroll costs, boosted productivity, and improved the lives of employees.

EMPLOYEES ON ELECTRONIC PAYROLL:

Before Skylight: 216
After Skylight: 4,000

More than just paycards

Ultimately, Skylight was chosen not just for its superior paycard service, but because it offered one-stop shopping, including Online Wage Statements and electronic W-2s.

With 4,000 employees at any given time and turnover typical of the restaurant industry, at the end of the year, our client distributed some 8,000 W-2s. Generally, the company would receive hundreds if not thousands back as undeliverable. What followed would be an ordeal involving tracking down former employees and/or fielding calls from them seeking their W-2s. Electronic W-2s eliminated countless hours of work in February and March. Now, employees get their own W-2s. And former employees who call in are simply directed to the site.

Just desserts

Since the program was introduced, the company has seen its payroll costs plummet. But perhaps even more important than that, it has seen a significant increase in the happiness of its employees. With productivity up, costs down, and a more satisfied staff, one restaurant management group has learned that success is a dish best served frequently.

