



GUSTO'S LIMITATIONS LEAVE A CLIMATE FOUNDATION COLD



The Foundation for Climate Restoration is a nonprofit organization focused on restoring a safe and healthy climate by 2050. With a small, fully remote workforce across multiple states, the organization needed a payroll solution that could simplify compliance and reduce administrative burden.

BUSINESS CHALLENGES



Their previous provider could not manage their multi-state tax filings well.



Delinquencies created costly fines and additional bookkeeping fees.



Lack of support left the team with a high administrative burden.

QUICK FACTS

Company: The Foundation for Climate Restoration

Industry: Environmental nonprofit

Employees: 6

Headquarters: Los Altos, California

ADP Products: RUN Powered by ADP®

Interviewee: Erica Dodds, Chief Operating Officer



"In the end, we were with Gusto for less than a year before switching to ADP. Everything with ADP is just easier."

— Erica Dodds, Chief Operating Officer

“With ADP, payroll is super intuitive. They automatically process all the state filings. And anytime I have a problem, I can just upload a document and say, “Take care of this, please,” and it gets handled.”

— Erica Dodds
Chief Operating Officer



THE PROBLEM

Compliance gaps and rising costs with the previous provider

Before switching to ADP, the organization used Gusto for payroll. While it handled basic payroll processing, it lacked support for multi-state tax filings, which is a critical need for the foundation's remote workforce, which is spread across different states.

Because of this, they faced repeated compliance issues, including delinquency notices. Since their bookkeeper had to spend extra hours sorting them all out, they ended up with a lot of fees — late fees, and fees for the bookkeeper's extra time.



THE CHALLENGE

Finding a compliant, scalable payroll solution

The Foundation for Climate Restoration needed a more robust payroll provider capable of managing complex, multi-state compliance requirements while reducing administrative effort and risk. Reliability, automation and ease of use were key priorities.



THE BENEFITS

Compliance help, ease of use and responsive support

With RUN Powered by ADP (RUN), the organization gained:

- Automated multi-state tax filings
- Reduced compliance risk
- Intuitive payroll processing and document management
- Responsive support and hands-on implementation
- Real-time employee access to payroll and tax information

“With ADP, payroll is super intuitive. They automatically process all the state filings. And anytime I have a problem, I can just upload a document and say, ‘Take care of this, please,’” Erica says.



THE SOLUTION

A robust, intuitive payroll platform

By switching to ADP, the organization implemented a comprehensive payroll solution capable of supporting the foundation's unique multi-state compliance needs. ADP's compliance capabilities and support help ensure the organization remains up to date with changing tax and regulatory requirements.



THE RESULTS

Cost savings, reduced risk and simplified operations

ADP has helped the Foundation for Climate Restoration eliminate costly compliance errors and reduce administrative overhead. The ADP platform's flexibility allows the team to easily manage reimbursements and payroll updates without additional processing complexity or extra work. And proactive compliance updates and support provide Erica with peace of mind. Now, instead of stressing over delinquency notices, Erica gets to focus on advancing their mission.



"The best part of working with ADP has been the cost and time-savings that come from staying in compliance with all the state requirements. I would definitely recommend ADP to other small organizations like ours. It's made our lives simpler."

— Erica Dodds
Chief Operating Officer

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