



# GROWING SMARTER STREAMLINING FOR EXPANSION WITH ADP COMPREHENSIVE SERVICES



Vine Fresh Acres, along with Lebo Farms and Ruthven Greenhouse Construction (RGC), operates as a combination of three separate companies. Together, they are considered a leader not only in operating the world's most innovative greenhouses, but also in building them. Before ADP®, they were weighed down by manual processes, fragmented data and constant compliance concerns—rocky soil for a growing business. Now with ADP Comprehensive Services providing the right tools and expertise, the landscape has changed—allowing Vine Fresh Acres and its sister companies to cultivate efficiency, consistency and confidence.

Jarrold Hall, the chief financial officer, and Nettie Dyck, the HR advisor, share their experiences in optimizing payroll and HR operations, detailing the “before and after” with ADP.

## BUSINESS CHALLENGES

- ➔ Manual processes resulting from an outdated payroll platform
- ➔ No centralized view of or reporting to support three separate payrolls
- ➔ Lack of automated HR processes, resulting in no reporting or insights to drive HR strategy and efficiency

## HOW ADP HELPED

By streamlining payroll and HR processes, ADP Comprehensive Services helped Vine Fresh Acres significantly reduce administrative burdens. ADP's centralized platform enhanced data visibility, while ADP's HR and payroll experts enabled allowed the team to focus on growth and enhance HR's role as a business partner.

## QUICK FACTS

**Companies:** Lebo Farms  
Ruthven Greenhouse Construction (RGC)  
Vine Fresh Acres

**Industry:** Agriculture and Construction

**Employees:** 250

**Headquarters:** Leamington, Ontario

**ADP Products:** ADP Workforce Now®,  
Comprehensive Services



**Nettie Dyck**  
HR Advisor  
Lebo Farms, RGC,  
Vine Fresh Acres



**Jarrold Hall**  
Chief Financial Officer  
Lebo Farms, RGC,  
Vine Fresh Acres



**Tim Bullen**  
Senior Manager  
Customer Success  
ADP

## LEAVING PAYROLL CHALLENGES IN THE PAST

Prior to their partnership with ADP, Vine Fresh Acres faced significant challenges. The organization struggled to keep up with the administrative complexities of payroll. "Before ADP, we were using a combination of internal systems for HR and QuickBooks for payroll. We didn't have the innovative tools we have now. Everything was manual," Nettie says. With the burden of managing payroll shared between two staff members, the team was overwhelmed by a lack of structure and efficiency. "Two of us would spread processing payroll over two days. Now, it takes one person just a couple of hours," Nettie says, emphasizing the dramatic shift in workload and improvement in efficiency with ADP Comprehensive Payroll.

"Before ADP, we had a team of two responsible for payroll and HR," Jarrod says. "Now, with ADP Comprehensive Services, we're getting more done with just one team member; in this instance, we're actually doing more with less." Additionally, a lack of confidence in their previous provider, combined with an inability to gain a centralized view of their three payrolls meant that year-end processes were particularly taxing. "Before ADP, year-end was a nightmare," Nettie says. "Now, ADP Comprehensive Payroll takes care of all our processes. We're compliant and confident that year-end will be a success."

"ADP Comprehensive Services has helped me position HR as a real business partner, not a back-office function."

— Nettie Dyck

HR Advisor, Lebo Farms, Ruthven Greenhouse Construction and Vine Fresh Acres



## INFORMED DECISION MAKING ACROSS THREE OPERATIONS

Managing operations across multiple businesses can be complex. To tackle this challenge, the centralized leadership team at Vine Fresh Acres/Lebo Farms/RGC recognized the need for a comprehensive overview of company data to make informed strategic decisions. They prioritized HR and payroll data as the most critical information to review and concluded that standardizing best-in-class HR processes across all three business units was essential for optimizing operations.

Since bringing in ADP Comprehensive Services, the transformation has been nothing short of remarkable. "ADP brought in the technology that helps us identify areas of efficiency and areas for improvement," Jarrod says. "We can now see the complete picture across all of our businesses at once." The new system provides centralized reporting, enabling our team to make informed decisions with confidence. "Now that everything is under one platform, I can access everything in real time and produce a single report, showing a consolidated snapshot of what's happening across our entire organization," Nettie says.

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## SIMPLIFYING COMPLIANCE WITH A RELIABLE SOLUTION

Another significant advantage has been the reduction in compliance concerns. Before implementing ADP Comprehensive Services, Vine Fresh Acres faced numerous challenges related to compliance and administrative inefficiencies. Manual processes often left room for error. “The checks and balances improved. The effectiveness of administrative processes improved, and more importantly, I’m confident that we’re following what’s best from a legal point of view,” Jarrod says. With ADP’s automated updates and their HR Business Advisor, there’s also a sense of security that was absent with their previous vendor QuickBooks. “ADP Comprehensive Services has made me so much more confident knowing our processes are compliant with the latest legislation,” Nettie says.

## COLLABORATION FUELS HR PROFESSIONAL GROWTH

Reflecting on her ADP Comprehensive Services experience, Nettie recognizes the role that collaboration and innovation have played in her professional development. The tools and people provided by ADP have not only enhanced her skill set but have also transformed her approach to human resources into a proactive and strategic partnership. “ADP has helped me grow as an HR professional because I’m able to be more strategic and get information to my leadership team in a timely manner,” Nettie says. “ADP Comprehensive Services has helped me position HR as a real business partner, not just a back-office function.” And the support and guidance from their dedicated relationship manager have made a significant impact as well. “We love our relationship manager, Tim Bullen. He’s constantly going above and beyond for our company, and always there to answer any questions we have,” Nettie says.



**Delivering three distinct payrolls in just a couple of hours: What once took two people, two days is now handled by one person in just two hours - without adding complexity.**

Tim reflects enthusiastically about his engagement with Nettie and Jarrod, particularly around discussions surrounding recruitment and hiring. "Jarrod and Nettie are incredible partners," Tim says. "I especially enjoy supporting them optimize ADP Workforce Now to help ensure they are leveraging the full suite of offerings of ADP Comprehensive Services."

Additionally, the partnership has also enabled Nettie and her team take advantage of the resources ADP provides - including seminars, conferences, webinars and more. "I'm excited because through our collaboration, and the resources available through ADP, we help empower Nettie cultivate a productive and engaged workforce," Tim says. "And, it's been great to have Nettie attend our annual user-conference, the ADP ProSummit."

## SOWING THE SEEDS FOR SUSTAINABLE GROWTH

As the business landscape continues to evolve, having a reliable partner is crucial for sustained success. Jarrod highlighted the strategic importance, and his confidence, of ADP's ability to scale with their growth. "This is our third expansion, and we haven't seen ADP miss a beat going from 150 people to 225 people," Jarrod says. "Very soon we'll surpass that 300 people mark and I'm confident ADP will continue to deliver the same level of expertise and the same level of support we've seen since day one."

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Chief Financial Officer, Lebo Farms, Ruthven Greenhouse Construction and Vine Fresh Acres



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