



# Hamra Enterprises relies on Nintex to manage FLSA compliance

Nintex Workflow and Nintex Forms converts a manual timecard process into a time-saving, digital workflow.

**Organization**

Hamra Enterprises

**Website**

[www.hamraenterprises.com](http://www.hamraenterprises.com)

**Industry**

Restaurants and Hospitality

**Country**

United States

**Business situation**

Hamra Enterprises needed a simple and scalable solution to comply with a new overtime regulation set to take effect because its manual timesheet collection and entry process couldn't keep pace with the new rule's requirements.

**Solution**

In less than one week, Hamra Enterprises digitally automated a critical employee timekeeping process with Nintex Workflow and Nintex Forms. The solution eased compliance with changes to the Fair Labor Standards Act (FLSA) and digitally transformed the HR department.

**Benefits**

Built and deployed the timecard solution in one week  
HR team saves 4 hours per week  
Saved \$30,000 by avoiding third-party automation tools

# The cost of manual payroll processes

*“The Nintex Platform allows our company to scale without overworking people. We’re trying to uncomplicate our employees’ lives.”*

— **Cory Ostroski**, SharePoint Administrator,  
Hamra Enterprises

Hamra Enterprises, owner of more than 163 franchise restaurants in five states, had grown rapidly to employ more than 5,000 people. But the company’s core HR business processes remained largely manual. Under its legacy process, Hamra Enterprise employees filled out hardcopy timesheets and then sent them to HR. The HR staff then manually added the sheets to an import file. The manual nature of the process required an additional five hours to an already busy working week.

# Moving beyond legacy timesheet process to comply with regulatory rules

A labor-intensive timesheet collection and entry process demanded a fast and easy way for HR to manage employee overtime processing in order to comply with changes to the Fair Labor Standards Act (FLSA) that affected tax regulations for employee overtime.

In November 2016, Hamra Enterprises was already in the process of deploying a new payroll system, but that system's time and attendance module would have cost an extra \$30,000 and months to implement. The regulations took effect on December 1, 2016: They could not afford the extended implementation period, especially when their main goal was to digitize and streamline processes and efficiently meet government tax regulations.

In search of a solution that didn't tax Hamra's Enterprises IT team and that could be implemented within weeks, SharePoint Administrator, Cory Ostroski, turned to the Nintex Platform.

To get up to speed with the Nintex solution's latest capabilities, Ostroski turned to Nintex partner TekDog. After completing TekDog's week-long Nintex training course, Ostroski could immediately solve HR's challenge with managing employee overtime. With user experience in mind, Ostroski gravitated towards the Nintex solution because he could empower nontechnical users to build and deploy forms and workflows with minimal training. In fact, Ostroski built and automated the entire employee overtime process within a week leveraging their existing SharePoint 2013 platform: no coding required. With Nintex Workflow and Nintex Forms he could streamline, automate, and scale workflows across departments in order to support Hamra Enterprises' continual growth.

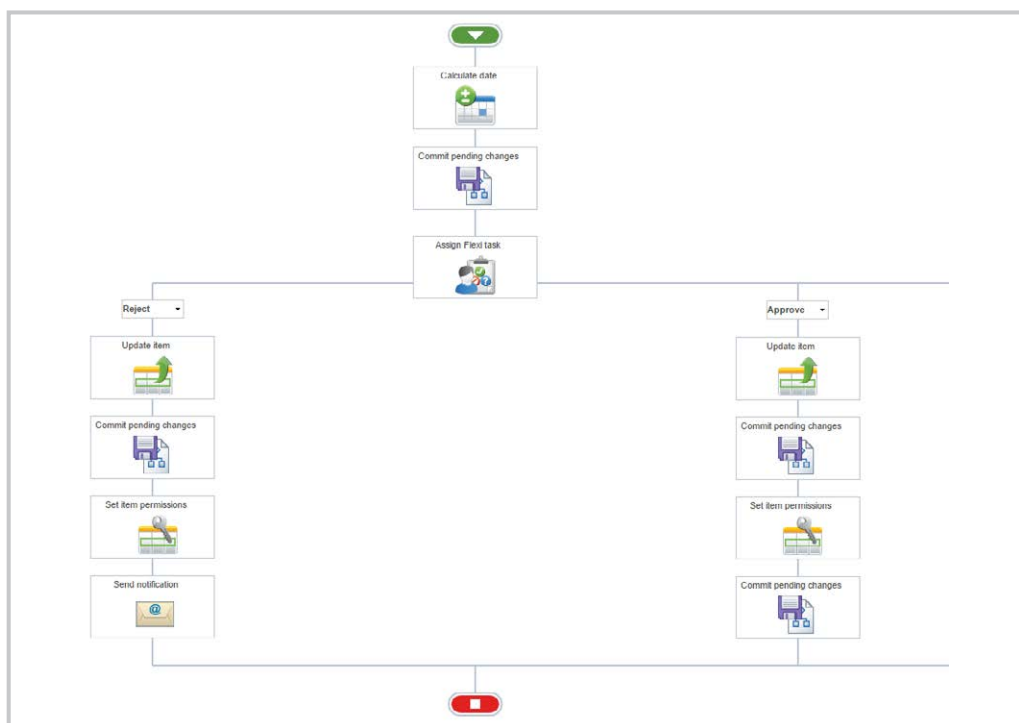
# Saving hours for HR and making work life easier for employees

For HR, the solution reduced data input errors, ensured that overtime hours were accurately and efficiently captured. Employees now enter their hours into a Nintex Form. Once completed, the Nintex Form starts a Nintex Workflow that automatically routes the time sheet to the appropriate manager(s) for approval. Once the form is approved, the workflow automatically enters the hours into an Excel worksheet that is then imported directly into the company's payroll system.

## Beyond HR: Applying the Nintex Platform throughout the company

Hamra Enterprises has since used the Nintex Platform to create more than 100 active workflows. A testament to the Nintex Platform's ease of use, Ostroski has empowered an army of "citizen developers" to easily build and manage their own automated business processes.

For example, employees use Nintex Mobile to reset their passwords remotely. Employees simply click a "Password Reset" button on their mobile device, and the Nintex workflow automatically resets the password on the Azure Active Directory.



# Scalable growth

With plans to grow to as many as 20,000 employees by 2025, Hamra Enterprises views the Nintex solution as critical for their expansion. “When I think of Nintex, I think ease and productivity,” says Ostroski. “We can see and follow a workflow from beginning to end allowing us to act upon any critical issues so we’re continually improving the process. With Nintex Forms and Nintex Mobile, we drive projects forward regardless of location.”

For Ostroski, Hamra’s future is fully digital and automated. “We want to digitize and automate it all with our Nintex for SharePoint solution improving how people work from accounting to HR to IT.”

## **About Nintex**

Nintex is the global standard for process management and automation. Today more than 10,000 public and private sector organizations across 90 countries turn to the Nintex Platform to accelerate progress on their digital transformation journeys by quickly and easily managing, automating and optimizing business processes. Learn more by visiting [www.nintex.com](http://www.nintex.com) and experience how Nintex and its global partner network are shaping the future of Intelligent Process Automation (IPA).

*Product or service names mentioned herein may be the trademarks of their respective owners.*