



Powering up renewable energy with payroll and advanced HR services

Based in Toronto, Ontario, Canada, Independent Power Producer, Potentia Renewables Inc., manages 200 megawatts of installed solar capacity and more than 500 megawatts of wind energy capacity across Canada and the United States. We spoke with Andreea Munteanu-Paise, human resources manager, who supports 77 employees single-handedly, from recruitment to professional development, benefits and payroll — all with the help of ADP®.

Andreea Munteanu-Paise explains why she decided to switch HR services provider

On switching to ADP Comprehensive Services

In mid-2019, we switched to ADP payroll services when our current vendor at that time wasn't meeting our expectations.

Initially, we started with ADP's Payroll module, and based on a very positive experience with it, we moved into introducing the Time Off module. Manually keeping track of vacation time for about 80-plus employees was too unwieldy for one person. Eventually, we also added ADP Workforce Now® Time & Attendance module to replace our prior time-card system. We rely on project job costing a lot, so timekeeping is important for our asset management business.


Because of the great relationship we had with our ADP payroll team, it was natural for us to inquire about ADP Comprehensive Services.


As a result of the great partnership with ADP, we are always discussing with our representative how we can leverage additional ADP resources because I know the company is developing new products and services. As Potentia has grown, we've seen our needs grow; ADP has been a great partner to help us fill those gaps.

Andreea Munteanu-Paise
Human Resources
Manager, Potentia
Renewables Inc.



Quick facts

 **Company:** Potentia Renewables Inc.

 **Headquarters:** Toronto, Ontario, Canada

 **Industry:** Power generation

 **Employees:** 77

 **Product:** ADP® Comprehensive Services

For more information, visit
potentiarenewables.com



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ADP Comprehensive Services have cut my workload in half and given us peace of mind that we're compliant and that our audits will always be handled properly."

Andreea Munteanu-Paise
Human Resources Manager,
Potentia Renewables Inc.

On ease of use of time & attendance

The ADP system overall is really easy to navigate. The ADP Time & Attendance module allowed us to customize it on our own, which was very convenient. We have been very pleased with this platform and received positive feedback from employees as well, as it is available on cell phones via a mobile app.

If we add a new project, we reflect that in the system immediately without much trouble. There is no need to create a ticket with ADP either, as it's fast, easy and at my fingertips to create on my own.

On meeting regulatory and compliance requirements

Every HR professional feels the compliance risk, and you can't simply rely on legal advice because in-house legal experts may not have employment law experience, and external sources can get expensive very quickly. Finding compliance resources is time-consuming and not always accessible.

As part of ADP's HR services offering, we receive regular updates on new legislation and regulations in employment law in any provinces we have employees.

For example, recently in Ontario, the government issued "right to disconnect" legislation for employees, with a very quick turnaround for businesses to comply. Our business had to implement a new local policy, and our ADP partner referred me to the proper ADP resources for assistance. Together, we developed and issued a compliance policy that was finalized within the required deadlines.

On ADP HR services

No matter the HR issue or challenge I've had, my ADP HR partner offers very accurate and updated guidance and advice on best practices and requirements. I've even had a few unique questions, but I've always received a response and I'm always confident the right answer will be found very quickly.

We've developed a strong relationship with our ADP HR partner. She has helped us with a variety of initiatives, from speeding up the establishment of an internal mentorship program at Potentia to advising on external business challenges as well. When businesses were mandating COVID-19 vaccinations, we worked with our ADP partner to determine what other businesses in our industry were doing, the templates they were following and the strategies they implemented. We sought additional external advice but leaned heavily on our ADP partner as our HR specialist.



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Andreea Munteanu-Paise
Human Resources Manager,
Potentia Renewables Inc.

On the time and cost savings

Our Comprehensive Services team is so valuable we haven't needed to fill the HR coordinator position we used to have. The services we have allow me to manage most of them myself. ADP Comprehensive Services saves us no less than 50 percent of time spent managing payroll and reporting, as well as a cost of a salary for an HR coordinator of about \$50,000 per year, plus benefits — at a minimum.

On ADP continuing education

There's real value in the Comprehensive Services webinars and workshops — they are excellent, from best practices with employee retention, to how to handle the job market being a 'candidates market,' to what benefits employees seek when looking to change jobs.

The way ADP centralizes that information and makes it accessible is invaluable for our company. I apply what I learn in these workshops and webinars to our internal strategies to better position ourselves and also plan for the future.

“I sleep better at night because of ADP!”

With ADP's Comprehensive Services, I certainly sleep better at night, because I know my ADP HR partner is a very experienced professional who can give me executive-level HR advice when I need it. Don't get me wrong, our top management team is full of great leaders and good coaches to our team. But in the HR professional's world, there often is a need for very HR-specific advice and expertise. We don't have that internally, and we don't require it now, because we get that and more with ADP Comprehensive Services.

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