

Delivering HR, payroll and time management expertise helps Amazon DSP expand and grow



Hashim Abuelgasim, MBA, PMP
Founder and CEO



Quick facts

-  **Company:** Deleezy Logistics
-  **Headquarters:** Maple Ridge, British Columbia
-  **Industry:** Amazon Delivery Service Partner (DSP)
-  **Employees:** 60-100
-  **Product:** ADP Workforce Now®

Managing 60-100 drivers and delivering packages 365 days of the year, Hashim Abuelgasim, founder and CEO of Deleezy Logistics, doesn't have time for a complicated payroll system. We spoke with him about how ADP Workforce Now is providing his British Columbia-based business with the tools necessary to streamline payroll process and create real financial and operational savings.

On being an Amazon DSP during COVID-19

It's very meaningful to be an Amazon DSP during COVID, as we are giving people the opportunity to continue their lives by delivering everything to their doorstep, regardless of the challenges of their current situation. It makes us feel that we are doing something bigger than just taking something from point A to point B. We are creating opportunities for small businesses and supporting elderly who find it difficult to get their errands sorted. What we are doing is critical for the communities that we are living in and humanity in general.

On HR, payroll and time management in one system

When starting a business, understanding the complexities behind the regulations can be lacking. With our ADP HR specialist, payroll specialist and time management specialist who are all experts in their field backing us up, they make sure we don't struggle.





On processing payroll accurately with ADP Workforce Now

The biggest challenge for me is that I'm wearing many hats. I'm trying to grow my business and at the same time do everything from marketing to hiring to administration. Most of our employees are at an hourly rate and all the payroll is dependent on their punching in and out. The complexity is challenging. Being able to process the payroll accurately without any headaches is not easy without a solid system like ADP Workforce Now.

On the ADP Kiosk App

We struggled with drivers who forgot to punch in and out on time. Drivers were able to intentionally or unintentionally give a different time and we ended up paying a significant amount in an additional 15 minutes here and an additional 20 minutes there. The kiosk solution works by face recognition. Drivers come in and go to the dispatch desk, collect their keys and go by the face recognition app to punch in. When they punch out, they pass again and, voila, there is no way for someone to say they forgot. It helped not only from a compliance side, but every payroll. The ADP Kiosk App also saves our business around \$2,000 every payroll. Multiply that across a year and that's a significant amount.

On compliance and reporting

We wanted to create a rewards package for employees based on their time with the company. Our Director of Operations was able to quickly log onto ADP and easily pull a report with dates and names to make those decisions. Anything related to our team we can extract from ADP, like WCB reports, the Canadian version of Workers Compensation. We have premiums we pay quarterly so we ask the ADP team to do the calculations and I simply pull the report. There are so many examples of ADP reporting that are helpful in terms of managing all sides of the business related to decision making.

On adapting as a business needs change

ADP provides me the flexibility to expand and grow. We have had a lot of extreme growth at peak delivery times, and then have to scale down a bit when there are less routes. We don't have to worry when we need to add or reduce deliveries. The ADP system makes it a breeze. We have the foundation now and just need to decide how and when we want to grow. There is a clear process whenever an employee joins, so they know the onboarding steps, how to get paid, and if there are additional benefits. ADP has added value in helping us build a solid organization in a very short amount of time.

#Workingfor

I work for my family. I have four kids and a beautiful, smart wife and that's my mission in life. To give them the best I can is exactly what I wake up for every day.

