HOW A SMALL BUSINESS TRIPLED IN SIZE WITH THE SUPPORT OF **PEOPLE SOFTWARE SOLUTION, BAMBOOHR**

bambooHR® Verified First

COMPANY **OVERVIEW**

Founded in 2017, Microbe Formulas is a wellness company devoted to restoring hope and health around the globe. It does so by creating solutions that work and focusing on foundational health through opening drainage pathways, supporting energy at the mitochondrial level, and detoxing unwanted substances.

THE **CHALLENGE**

Over the past few years, Microbe Formulas has been in growth-mode, **tripling** their company size in the span of just two years. With such rapid expansion, Microbe Formulas began to experience significant **growing pains**.

> "We were 'spreadsheet HR.' Period. We were growing too quickly for this to continue to be a viable solution, so we started to look at our options."
> - Culture Chief, **Craig Randall**

With exceptional growth, Microbe Formulas needed a hiring solution, such as an HRIS, that would not only keep up with its exponential growth, but one that also fit its mission and addressed its hiring needs. Working in spreadsheets didn't allow for the tailored experience Microbe Formulas needed to seamlessly recruit, hire, and manage talent. They required a **personal solution** that could handle their needs efficiently.

Microbe Formulas needed a talent management tool that would:
- Automate its hiring process
- Efficiently implement a customized software system
- Improve the employee experience across departments

COMPANY FACTS:
MICROBE FORMULAS

Founded in 2017

Meridian, Idaho

124 Team Members

Interviewee:
Craig Randall | Culture Chief

THE SOLUTION: **BAMBOOHR**

> "BambooHR completely streamlined our hiring process, and the number of candidates applying tripled for positions posted."

AUTOMATED **HIRING PROCESS**

Automating its hiring process was one of the biggest goals Microbe Formulas wanted to achieve by adopting a Human Resource Management Solution (HRIS) platform. Its rapid growth rate was quickly outpacing the old way of hiring and onboarding talent, and it needed a software solution up for the challenge. BambooHR's all-in-one HR software streamlined and automated Microbe Formulas' hiring process by answering three distinct areas of the talent management experience: 1) Hiring, 2) Onboarding, and 3) People Management & Reporting. By selecting BambooHR as its HRIS, Microbe Formulas had all the tools it needed to organize and automate every phase of the hiring process through an online platform.

BambooHR satisfied Microbe Formulas' need for an applicant tracking system for hiring, but it also did so much more. As a robust HRIS, BambooHR provided **post-recruitment tools** that continued the automated user experience, including BambooHR's **new-hire packages**, comprehensive **mobile app**, and **workflow & approval process tool**. The result was a streamlined hiring process that supported Microbe Formulas' significant growth. Additionally, BambooHR allowed for **multiple levels of access** throughout the hiring process, strengthening internal communication and streamlining information that is shared and accessible by all those necessary at Microbe Formulas.

> **"BambooHR was a perfect fit for us. In fact, I think BambooHR paid for itself within the first 48 hours. Having our hiring process all in one place via BambooHR saved us time so we could efficiently recruit, hire, and onboard the talent we needed."**

THE SOLUTION: **BAMBOOHR**

"I thought BambooHR's customization options might be an over-promised improbability, but the exact opposite was the case. We got what felt like "you're our only client" level treatment, and we still do."

Tailored & Customizable **Software**

With its large company growth rate, Microbe Formulas needed a talent management platform that offered a tailored solution when it came to managing information and reporting. **BambooHR's customizable software stood out among the rest**. Along with its built-in data management tools, BambooHR's software easily integrated custom fields to a client's specifications. The hiring module was a game-changing add-on for Microbe Formulas. Through BambooHR's tracking system, all applicant information was quickly reviewed and sorted into an organized system. In fact, Microbe Formulas **saved an average of one hour** of paperwork time for **every applicant who applied to an open position** by utilizing the add on. Better yet, when it was time to create a report, applicant and employee data was seamlessly cataloged and categorized, providing Microbe Formulas with *easily accessible* and *digitized* applicant information.

BambooHR's software personalization capabilities extended beyond Microbe Formulas' HR Team to a tailored experience that benefited all teams. Through the **iCalendar Feeds**, Microbe Formulas' employees stayed up-to-date with scheduling.This feature enabled a **personal software experience** for every employee through the specialization of platform preferences. Each employee implemented their own software preferences, which included different filtering systems such as the date of reminder and people included in the event. It was the icing on the cake of customizable software that catered to all aspects of the workplace.

1 hr

Microbe Formulas **saved one hour** of manual paperwork processing time *per* **applicant**!

"The speed with which they reply to custom requests has been unprecedented for me... I've had them reach out to me based on a suggestion I made that ended up being a platform feature added. Who tells the world that they listen to [their] customers then actually does just that?"

THE SOLUTION: **BAMBOOHR**

"In the end, it boiled down to an intangible: **culture fit**. BambooHR was identified early as a user-friendly option, but it was also identified as a culture fit for our organization."

IMPROVED EMPLOYEE **EXPERIENCE**

Microbe Formulas believes in putting people first, so the talent management solution they picked had to fit their existing company values and culture. **BambooHR was just that.** BambooHR prides itself in being an **HR software solution with heart**, putting people first in its innovative technology and client care. BambooHR turned out to be the right culture fit.

BambooHR's Employee Satisfaction tool and employee benefit package was the winning combination for a positive employee experience. The **Employee Satisfaction tool** allowed Microbe Formulas to evaluate just how well it was doing as an organization to provide an outstanding workplace and culture. It created a space for anonymous feedback, allowing Microbe Formulas' team members to share their thoughts, concerns, and unbiased opinions. This addition especially helped the company take care of its people when the COVID-19 pandemic hit as it streamlined communication and helped notify management of underlying concerns.

With team member experience high on the list of importance, Microbe Formulas was also pleased when BambooHR took care of employee benefit packages. Before BambooHR, **employee benefit packages** lived in a manual spreadsheet system. Not only was this process slow, but it was inefficient in tracking time off inquiries across departments. With BambooHR, that all changed. Paid time off (PTO) requests were now handled through an online altering system that instantly sent a message to an employee's manager via email, mobile, and their BambooHR inbox. Checking for calendar conflicts took seconds as **opposed to days**, improving internal communication and fostering a unified company culture where Microbe Formulas' team members felt earned personal time was respected and valued by leadership.

> **"Changes to our corporate PTO policy were so simple I thought I was a caveman when I did it."**

THE **EXPERIENCE**

“With the Verified First and BambooHR integration, reporting is **easy** and **completely customizable**. It's completely taken our overall hiring process to the next level.”

BAMBOOHR & VERIFIED FIRST INTEGRATION

While Microbe Formulas had BambooHR implemented prior to its integration with Verified First, the screening integration was the perfect addition. Once adopted, Microbe Formulas experienced a wholly streamlined, efficient, and compliant onboarding process for its new employees. **The best part:** the integration was practically *effortless*.

Microbe Formulas was able to integrate Verified First's screening solutions with BambooHR's software via browser extension — **the VF Connector**. In a matter of minutes, Microbe Formulas had Verified First fully integrated with BambooHR. Better yet, no additional resources or IT support were needed. It effortlessly allowed Microbe Formulas to start ordering and managing background checks on candidates from the BambooHR platform quickly after incorporating Verified First. Today, Microbe Formulas saves upwards of **three hours** of research, paperwork, and tracking by utilizing Verified First's screening process through BambooHR.
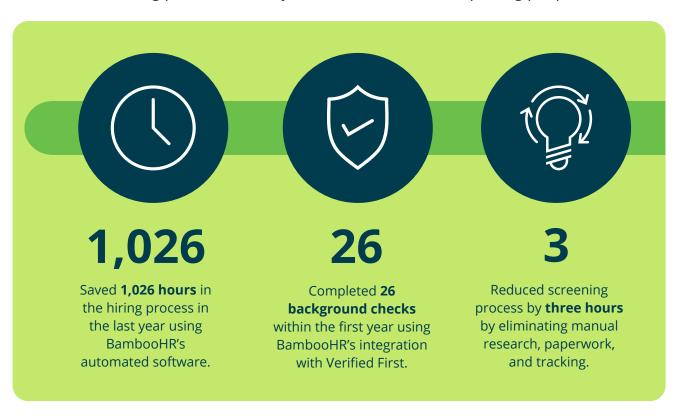
In addition, BambooHR's integration with Verified First has bettered the new hire experience. Craig Randall described the improved onboarding process for the company, stating, “**Now that we've integrated Verified First, it's been completely self-contained and seamless from posting a new position to the first day on the new job. It's an all-around great fit for me and for our new team members.”**

Verified First was the cherry on top to BambooHR's software and platform. With the ability to effortlessly screen potential candidates, Microbe Formulas could streamline their growth from interview to offer letter, encouraging Microbe Formulas' exceptional growth.

KEY **TAKEAWAYS**

Microbe Formulas was growing rapidly, and their spreadsheet HR management system wasn't allowing it to reach its true potential. BambooHR gave it the structure it needed to reform its HR operations and the ability to achieve a greater hiring and onboarding experience. With features like **advanced hiring and onboarding system options, customizable software tools, iCalendar Feeds,** the **Employee Satisfaction tool**, and **efficient policy management**, BambooHR has helped Microbe Formulas compliantly streamline its hiring process and stay true to its core value of putting people first.

1,026
Saved **1,026 hours** in the hiring process in the last year using BambooHR's automated software.

26
Completed **26 background checks** within the first year using BambooHR's integration with Verified First.

3
Reduced screening process by **three hours** by eliminating manual research, paperwork, and tracking.

ABOUT **BAMBOOHR**

HR is for the people, not the paperwork. That's why we created BambooHR: the online Human Resources Information System (HRIS) that makes time for the work you were meant to do. But change can be hard. So here's our promise: BambooHR guarantees your success when changing from spreadsheets to our intuitive online HR software. **Learn more about BambooHR at bamboohr.com**.

ABOUT **VERIFIED FIRST**

Verified First is known for delivering streamlined background screening backed by the best client support and for developing the easiest, fastest HR system connections. Our client support team answers calls in seconds, consistently resulting in positive testimonials and a **98% customer satisfaction**. Verified First's versatile delivery methods are compatible with over 100 HR and talent management platforms and provide clients a turn-key experience. **Get your free consultation at verifiedfirst.com/contact**.