



# Delivery Service Company Succeeds in Putting Employees First



## Background

From the beginning of the venture, Molock's Logistics has sought to provide a work environment for their employees that is appreciative of their hard work and supportive of their career goals. It provides incentive structures for drivers to earn various perks for good performance and connects top-performers with a commercial trucking company for further advancement.

## Solution

The delivery and logistics industry can be a grind. Molock's Logistics works 361 days a year, delivering packages across Georgia in all types of weather. Appreciation and advancement programs certainly help morale over time, but sometimes employees need immediate solutions to everyday problems like surprise expenses.

"I had my workers asking about a weekly payroll," said founder Nick Molock, noting that employees sometimes needed their money sooner than the biweekly standard. "But the reality is, running payroll costs money. Adding two extra weeks of payroll each month would be expensive."

## Results

When Nick heard of earned wage access through Tapcheck, it sounded like the perfect piece to the puzzle. By integrating earned wage access through his payroll provider Paycom®, Nick was able to offer his employees immediate access to their paychecks without having to add costly payroll cycles to his process.

"It's huge. It provides me a way to give my drivers early access to their funds if they need it without driving into my profits," Nick said. "It's also just flexibility – if you want [early pay], you can get it. If you like biweekly, nothing changes for you."

When Nick tells his employees about the benefit available to them, he says "Their eyes just light up." Having on-demand access to pay can make a huge difference in a monthly budget, and it's a benefit he's happy to bring to his staff.

## Company Details

|           |   |                 |
|-----------|---|-----------------|
| Industry  | : | <b>Delivery</b> |
| Employees | : | <b>126</b>      |
| Location  | : | <b>Georgia</b>  |
| Payroll   | : | <b>Paycom®</b>  |

# \$359,000

in transfers funded  
to employees

# 40%

registration

# 86%

of users transferred  
at least once per month

# 8%

retention boost  
at registration