



How Benchling's parental leave policy improved operations and culture as they scaled


Quick facts

 **Client:** Benchling

 **Industry:** Biotech

 **Employees:** 925

 **ADP products:**
ADP WorkforceNow, Cocoon

 **Key Benefits:** Improved leave management, enhanced employee experience, streamlined processes

Overview: Addressing parental leave challenges during rapid growth

Benchling, a biotech leader in R&D Cloud solutions, faced significant challenges as they rapidly scaled. With a workforce that doubled in size over a single year and evolving employee demographics, the company saw a substantial increase in parental leave requests. As part of their shift from a Professional Employer Organization (PEO) to internal systems, Kari Gould, HR Operations Specialist, and her team were confronted with an inefficient leave process that could no longer meet the demands of a growing organization.

According to Kari, "Our employee demographics changed significantly — we transitioned from a younger workforce with fewer parental leaves to an older demographic with a much higher volume of requests. The process we had in place was labor-intensive, time-consuming, and not smooth at all."

Benchling's existing system couldn't support the growing volume of leave requests, leaving employees unclear on whom to approach, what benefits were available, and how long they could be on leave.

The solution: Implementing Cocoon for better leave management

As Benchling sought a scalable solution, ADP Workforce Now® and Cocoon became the clear choices. When Vivek Reddy joined the company as Senior People Operations Manager, he and Kari recognized that a more employee-centric, future-proof solution was essential.

"One of the things that caught our eye with Cocoon was how their platform enabled a smoother, more seamless process for managing leaves," said Vivek. "We needed something that not only improved efficiency for our HR team but also ensured a positive employee experience."

Cocoon's intuitive platform allowed Benchling to streamline leave management, providing employees with clear, personalized information on the leave process. Employees were now empowered with insights into their eligibility, pay, and next steps, making what was once a complicated process simple and straightforward.



Always Designing
for People®

The impact: Enhanced employee experience and operational efficiency

Implementing Cocoon brought about transformational changes for both Benchling's People Operations team and its employees. Kari shared, "Before Cocoon, there were so many layers to the process. Now, all I have to do is direct the employee to the platform, and I know they're in good hands."

Beyond simplifying leave management, Cocoon provided Benchling with the confidence that their parental leave policies were compliant with the latest federal and state regulations. This ensured that Benchling remained competitive in attracting and retaining top talent, even as their employee population continued to grow.

"Using Cocoon has been one of the best decisions we've made," Vivek added. "It allows us to remain progressive and forward-thinking while focusing on providing an excellent experience for our employees during one of the most personal times in their lives."

Conclusion: Future-proofing Benchling's HR operations

By partnering with Cocoon and leveraging ADP Workforce Now, Benchling not only streamlined its parental leave management but also enhanced its company culture. The ability to offer employees a more predictable, positive experience during parental leave has significantly strengthened Benchling's reputation as an employee-centric organization, while also enabling the HR team to focus on more strategic priorities.

Cocoon's platform will continue to support Benchling as it scales, ensuring their leave policies and processes remain aligned with their commitment to being a progressive and supportive workplace.

About Benchling

Benchling began over a decade ago in an academic lab, when its founders realized that the technology needed to support the complexity and pace of science wasn't available — so they created their own. Today, Benchling serves the world's biotech leaders and innovators, big and small. Its team wakes up every day focused on helping its global customers unlock the power of biotechnology faster, whether they're developing new medicines, crops, foods, or materials. The biotech revolution is happening today and Benchling powers the possibilities of tomorrow.

About Cocoon

Cocoon, a portfolio investment of ADP Ventures, is a leave management software that uses advanced technology to help take the work out of employee leave. Cocoon assists in automating the complexities of compliance, claims, tracking, and payroll so People teams can spend their time supporting employees through life's most pivotal moments, from having a baby to caring for a loved one to focusing on their personal health.

“

One of the things that caught our eye with Cocoon was how their platform enabled a smoother, more seamless process for managing leaves.”

—Vivek Reddy,
Senior People Operations
Manager, Benchling

