



Gusto's limitations leave a climate foundation cold

The Foundation for Climate Restoration is a nonprofit organization working to restore a safe and healthy climate by the year 2050. With remote employees scattered throughout the U.S., they knew they needed payroll help — but received an unpleasant surprise when they discovered that Gusto couldn't help with state filings.

Gusto was no help with state filings

The independent bookkeeper who handled our payroll through QuickBooks suggested we give Gusto a try. It worked fine for processing payroll, but we have a small team of remote workers spread out across different states and we soon realized that Gusto wasn't any help with state filings. That was an issue.

Our bookkeeper tried to handle all the state filings, but we kept receiving delinquency notices. Because there was no help to be had through Gusto, our bookkeeper had to sort them all out and we kept racking up very high fees — both delinquency fees and the extra hours for our bookkeeper. It got very expensive, which was frustrating, since saving money was one of the main reasons we chose Gusto in the first place.

Also, we had wanted to set up a qualified small employer HRA (QSEHRA) when we started with Gusto, which was something they had offered at the time. But within a month or so, they just stopped offering it.

"In the end, we were with Gusto for less than a year before switching to ADP. Everything with ADP is just easier."







Erica Dodds

Chief Operating Officer, The Foundation for Climate Restoration

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Quick facts

-  **Company:** The Foundation for Climate Restoration
-  **Headquarters:** Los Altos, California
-  **Industry:** Environmental non-profit
-  **Employees:** 6
-  **Product:** RUN Powered by ADP®
-  **Website:** Foundationforclimaterestoration.org

Business challenge: When their payroll provider was unable to help with state filings for employees that work in different states, expensive delinquency fees and frustration began to pile up.

How ADP® helped: With a robust set of offerings, ADP has helped them achieve cost and time-savings that come from staying in compliance with all state requirements.



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With ADP, payroll is super intuitive. They automatically process all the state filings. And anytime I have a problem, I can just upload a document and say, "Take care of this, please," and it gets handled."

Erica Dodds
Chief Operating Officer,
The Foundation for Climate
Restoration

A robust set of offerings made sense for us

I started looking at other payroll providers and realized that ADP has a very robust set of offerings that could work for us. Most importantly, they operate across the nation, so they're well-versed in all the different tax and compliance requirements everywhere we have employees.

In the end, we were with Gusto for less than a year before switching to ADP. The timing of the switch was challenging — the same month we switched over, we were also adding a new employee in a new state — but we had a really good experience with the ADP integration representative. They spent a long time on the phone with me, walking me through everything and troubleshooting when we came across any issues.

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ADP makes life simpler

Everything with ADP is just easier. Sometimes we have reimbursements that need to go to employees, and it's great that I can enter those numbers when I have them without having to complete payroll in that same moment. I don't have to run an off-cycle payroll just to do the health reimbursement. It's very simple.

ADP also provides employee access, so our team can always see their own payroll and tax information. Anytime people ask me, "How do I do X?" the answer is, "You can log onto ADP and do it yourself."

ADP even sends us regular notices about changes in regulations and laws that may affect us. We're a small organization, so it's nice to be able to quickly see that there's been a change and we don't have to worry about it. And even though we aren't yet using ADP Retirement Services, Health Insurance or Pay by Pay Workers Compensation Insurance, we look forward to growing into them as our organization grows.

The best part of working with ADP has been the cost and time-savings that come from staying in compliance with all the state requirements. I would definitely recommend ADP to other small organizations like ours. It's made our lives simpler.

