



A veteran makes the junk business work for his family

When Jon Moore retired from the Navy in 2015, he wasn't sure what to do next. Along came JDog Junk Removal & Hauling, a franchise business that only sells to veterans and their families. Jon and his brother started their own franchise in San Diego and quickly grew to 10 employees and a long list of satisfied clients.

I was spending three hours on payroll

I was doing payroll myself through QuickBooks® when a company came in and offered to do it for me. But I quickly realized I was doing more work for them than I was doing payroll by myself. I had to manually transfer my staff's hours from our scheduling software to the company. And for some reason they set me up with a Wednesday-through-Tuesday pay period, which was weird. Overall, I was spending probably three hours a week on payroll.

Worse, some of my taxes didn't get paid, even though they told me they were going to pay everything. It took them two weeks to figure out what happened, but only because I stayed on top of them about it. They were just terrible.







ADP makes it hard to do the wrong thing

That's when I met my ADP representative, Connor. He just hooked everything up. I spend 30 minutes on payroll at the most now, and hardly any time at all worrying about it. And I got ADP Time & Attendance, so I don't have to transfer anything. My employees all clock in and out on their phones. Then all I have to do is look at the numbers and hit the button, and it's good to go.

Jon Moore
Owner



Quick facts

-  **Company:** JDog Junk Removal & Hauling, North San Diego
-  **Headquarters:** Vista, CA
-  **Industry:** Junk removal
-  **Established:** 2017
-  **Employees:** 10
-  **Locations:** 1
-  **Website:** jdognorthsandiego.com

Business Challenge: A first-time business owner ran into trouble after letting a small company handle his payroll. He needed a way to pay his employees on time and stay compliant with California labor laws that didn't take up all his time.

How ADP Helped: RUN Powered by ADP® (RUN) and ADP Time & Attendance drastically reduced time spent on payroll and helped ensure compliance. HR411 provides expertise to answer employee questions without guessing.



One thing I realized from working with ADP is that I hadn't been complying with some of the California labor laws. For example, I never knew that you had to give your employees a lunch break within five hours of them clocking in. But ADP Time & Attendance has that built-in, so it actually makes it harder to do the wrong thing.

The HR411 has saved me a couple times, too. One of my employees was pregnant and wanted to work right up until she delivered, and I wasn't sure if that was legal. I just dialed the number and got the answer. When I had questions like that before, I was just searching the Internet and praying that whatever answer I gave my staff was the correct one.

ADP gives me peace of mind

I used the Employee Handbook Wizard to create a handbook, which we didn't have before. And my last three hires came from ZipRecruiter®, which is included for me through ADP.

But the biggest advantage to my business of working with ADP is the peace of mind that comes with knowing there's always someone I can call with a question and get the correct answer. And it saves me time to focus on my business.

#workingfor

I'm working toward setting a legacy for my kids. When I got out of the Navy, I personally didn't need to work, so everything I'm doing right now is for them. I want to have them set up for the future.

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for People™