



For TrueBlue, Wisely® by ADP means more than just a shift away from paper checks

Quick facts

-  **Name:** TrueBlue, Inc.
-  **Payroll System:** In-house system
-  **Industry:** Staffing and recruiting
-  **Established:** 1989
-  **Employees:** ~611,000 connected to work
-  **Locations:** 800+ in all 50 states
-  **Headquarters:** Tacoma, Washington
-  **Product:** Wisely® by ADP
-  **Website:** trueblue.com

Business challenge: TrueBlue's PeopleReady brand works with employees to help them find daily work assignments. We paid every employee every day via a paper check and had cash machines in our office to cash their check. This was a huge security risk for our branches and employees. We truly needed a better solution.

How ADP helped: Having Wisely® by ADP as a payment option provides the ability for PeopleReady to pay workers daily at the end of their shift, after they verify the hours that their clients have submitted. This saves the PeopleReady staff time and the company money, and workers no longer need to come into the branch post-shift to pick up their paychecks.

TrueBlue is a leading provider of specialized workforce solutions. Its five distinct brands help clients improve growth and performance by providing staffing, workforce management and recruitment solutions. In a recent year, TrueBlue served 84,000 clients and connected approximately 611,000 people to work.

Lisa Harris is the VP, Payment Services, for TrueBlue. Along with her staff of 135, she is responsible for all shared services, including payroll, accounts receivable and purchasing. She and TrueBlue are extremely proud that they can help 30,000 U.S. veterans find work each year, assisting them in transitioning from active duty to gainful employment.

We recently chatted with Lisa about her experience with Wisely and what it has meant for TrueBlue and its employees. Here is what she had to say:

Before Wisely: Processing same-day pay the old-fashioned way

Before we used Wisely, we had to process payroll every day for our PeopleReady employees. Workers typically came into the branch office every morning to get their assignments for that day. Then they had to return after their shifts ended to pick up their pay for the shift they just completed.

We were doing true gross-to-net payroll processing every day, taking out taxes, garnishments and deductions. It was a lot of work for our branches because our staff had to work late into the evening to process payments, and there was a lot of wasted time for our workers who had to visit their branch office twice each day.

TrueBlue needed a solution that permitted us to easily pay our daily workforce, eliminated the need to process paper checks and freed our workers from having to come into the branches to get their pay.

An important strategy for our organization

Adding Wisely as a pay option was a pivotal strategy for us. Our daily workers no longer have to come in each day for a paycheck. We have approximately 94% of our PeopleReady employees using the Wisely pay card. Everything with the card is app-enabled¹, and it comes with financial wellness tools, which our employees love.

At the end of a shift, the client enters the employee's hours, which the employee then verifies. The system processes their pay, and employees can see it in the myWisely® app in seconds. Employees save time and our branches save money on headcount, check stock, printer and toner costs, and any problems with checks that might arise, such as lost checks.

This type of innovative thinking is not only cost-effective, but it provides a better employee experience. Our daily workers want to show up for work because ADP has made their lives easier with Wisely. They can pay bills, use the card for purchases and access their paystubs via a link in the myWisely app. When using direct deposit, weekly paid employees also have early access² to their pay.





This type of innovative thinking is not only cost-effective, but it provides a better employee experience. Our daily workers want to show up for work because ADP has made their lives easier with Wisely. They can pay bills, use the card for purchases and access their paystubs via a link in the myWisely app.”

—Lisa Harris,
VP Payment Services

We have a fully virtual card program with Wisely. Employees sign up for a pay card through a Wisely link and have full access to their pay through the myWisely app. They can use the digital wallet (Apple Pay or Google Pay) or obtain cash at Walmart³. After enrollment, a personalized chip card is sent to their home. Then employees can pay digitally, obtain cash or use their physical card once it arrives in the mail.

Since our program first went live in 2012, we have paid 1,307,871 employees on the Wisely pay card. We have funded those pay cards a total of \$5.3B. Due to our daily payments, we have loaded the Wisely pay cards a total of 58,006,096 times.

Peace of mind — for our employees and for us

We had a homeless man working with PeopleReady who was living in a park. He was constantly being robbed of any money he had after cashing his checks. Having access to the Wisely pay card has been transformational for him. It literally changed his life as he no longer needs to fear going to sleep because he’s afraid of having his money stolen.

This is one of our most heartwarming Wisely pay card stories — one that fills us with gratitude because we now have a solution in place that provides him with much-needed security.

An outstanding relationship with ADP

One of the best things I like about ADP is the access we have to ADP leaders. They want to hear about the challenges we are facing and any barriers we come up against so that they can work on the necessary solutions. They are always responsive and truly want to understand our unique situations. It’s like no other vendor relationship we have.

Advocating for ADP with peers

I am a very strong advocate for ADP. It’s a large company that has been around for over 70 years and we know they are focused on compliance. As a company, we absolutely love Wisely. Employees can log into the myWisely app and know exactly where they stand. If there’s an emergency like a bad storm, it’s so easy for us to fund the pay card — much easier than getting someone a check. Knowing that we can get money to anyone with a pay card, no matter what, is what appeals to us in payroll.

I am an ADP ambassador, and when I participate in a reference call, if the person on the other end says they have unique circumstances, I tell them to listen to my story. If ADP can handle our situation, it surely can handle theirs.

1. Standard message and data rates may apply.
2. Members must log in to the myWisely app or mywisely.com to opt-in to early direct deposit. Early direct deposit of funds is not guaranteed and is subject to the timing of payor’s payment instruction. Faster funding claim is based on a comparison of our policy of making funds available upon our receipt of payment instruction with the typical banking practice of posting funds at settlement. Please see full disclosures on mywisely.com or the myWisely app. If members have a Wisely Pay or Wisely Cash card (noted on the back of their card), this feature requires an upgrade which may not be available to all cardholders.
3. Members will be able to withdraw cash via this feature for three weeks after their Wisely card has been sent. After this time, the feature will not show in the myWisely app or mywisely.com.

The Wisely Pay Visa® is issued by Fifth Third Bank, N.A., Member FDIC or Pathward®, N.A., Member FDIC, pursuant to a license from Visa U.S.A. Inc. ADP is a registered ISO of Fifth Third Bank, N.A. or Pathward, N.A. The Wisely Pay Visa card can be used everywhere Visa debit cards are accepted. Visa and the Visa logo are registered trademarks of Visa International Service Association.

ADP, the ADP logo, Wisely, myWisely and Always Designing for People are registered trademarks of ADP, Inc.
Copyright© 2025 ADP, Inc. All rights reserved.

