

EverView

with PrimePay since 2021



PROFESSIONAL
SERVICES



MAIN LOCATION
CAROL STREAM, IL

2,900

EMPLOYEES
GLOBALLY
1,600 U.S.



PAYROLL-CONNECTED
ON-DEMAND PAY
powered by Clair

A “No-Brainer” Financial Wellness Benefit that Helps Retain and Acquire New Talent

EverView improves productivity, retention, and quality of life by giving employees access to their money when they need it with PrimePay’s Payroll-Connected On-Demand Pay, powered by Clair.

“This is one of the easiest decisions you can make,” says Patrick O’Hara, Chief Performance Officer. “A benefit that delivers value to our employees and doesn’t cost them or the company anything? It’s a no-brainer.”

Putting employees’ needs first

In the past five years, EverView has acquired approximately twenty companies across three countries. Rapid growth brought together a variety of policies and procedures that were difficult to amalgamate—a challenge that affected all areas of the company, including human resources. With its rapid development, the company wanted to gain a better understanding of its employees’ day-to-day needs and improve its benefit programs.

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www.primepay.com/ondemandpay

Initial Challenges

- Many frontline manufacturing employees sought greater financial resources because of inflation, rising costs, and unexpected expenses.
- Leadership wanted to find additional benefits that would benefit the day-to-day lives of employees.
- A history of acquisitions over a five-year period introduced inconsistency in employee policies and procedures.

Solution

- EverView adopted PrimePay’s On-Demand Pay in 2022 to offer employees the benefit of receiving early access to payroll.

Benefits

- Gives workers real-time access to their wages when they need cash for emergencies.
- Reduces the need for employees to borrow money or incur the burden of debt associated with short-term payday loans.
- Provides a high-value employee benefit at no cost to the company to encourage new talent acquisition and current employee retention.
- Combines a low-touch model with a strong, supportive vendor partnership (powered by Clair).



// “We were excited when this was brought to our attention,” says EverView’s Chief Performance Officer, Patrick O’Hara. “After learning the value we could add for our employees, we introduced the benefit.”

EverView currently employs 1,600 people in the US and an additional 1,300 employees globally. About 1,000 of the U.S.-based employees are frontline manufacturing workers who get paid hourly. EverView is constantly searching for additional ways to support their employees and attract new talent.

Over the past few years, EverView started to receive feedback that team members needed better resources in place to handle the financial aspects of emergencies, unexpected expenses, and economic shifts.

Providing predictable resources in an unpredictable world

One of the challenges faced by workers everywhere is the unpredictability of everyday life. Unexpected medical expenses, car repairs, home maintenance, and catastrophic events can throw financial planning out the window. Many turn to family and friends, high-interest payday loans, or late payments to cover their bases — not ideal scenarios.

In addition, workers can be heavily impacted by inflation, rising interest rates, and other global economic fluctuations. EverView wanted to give options to its employees that would help them feel self-sufficient and secure in our constantly shifting world.

“Requests from employees for assistance was a case-by-case, day-to-day thing, so we never had a full understanding of what the real demand was,” O’Hara shared.

Interestingly, EverView was not aware of the potential positive impact they could have on their employees until they became aware of a new solution.

“When PrimePay’s On-Demand Pay solution in partnership with Clair surfaced, there was a great aha moment,” says O’Hara. “We were seeking better benefit offerings across the board and didn’t realize this issue had been festering for a while.”

EverView realized it had an opportunity to give employees a benefit that could make a major difference in their lives—which would also lead to better retention and talent acquisition.

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// **“Whether it’s medical bills, car repairs, or an extra credit card payment, our employees now have access to their money when they need it, if they need it,” said O’Hara.**

Giving workers their money when they need it

PrimePay’s On-Demand Pay was the solution EverView needed. With On-Demand Pay, they could offer employees payroll advances as part of a standard benefits package. The company launched a pilot program in Birmingham, Alabama, then deployed the solution in Illinois, Missouri, and New Jersey. Within weeks, the program became available at all EverView locations.

Enrollment was higher than expected, especially at the Birmingham location because quite a few employees found the “Get Paid Daily” button on their own when they routinely logged onto their PrimePay account, even before the program officially launched.

Some people just clicked the button to sign up on their own,” O’Hara explains. “It’s very intuitive.”

Other than displaying posters and distributing flyers to employees, EverView needed to do very little to advertise the new benefit to their employees.

Some went to our HR managers with a few questions upfront including ‘What’s this?’ ‘What does it mean to me?’ ‘How do I do it?’” explains O’Hara. “But many also asked questions directly to Clair’s support team.”

For O’Hara, the most impressive aspects of PrimePay’s On-Demand Pay are its low-touch model and the strong partnership with the support team. If employees need help, all they have to do is reach out. O’Hara also commented on the “flexibility and simplicity” of the offering for many of the EverView team members.

So far, the program has been an enormous success. In just the first 45 days, the adoption rate already exceeded 10%, which is quite high for a banking benefit. The company expects enrollment to grow as more employees learn about the benefit through awareness campaigns and success stories shared by their peers.

EverView has received a lot of positive feedback since deploying PrimePay’s On-Demand Pay. Notably, the new benefit made the holiday season more special for quite a few employees who were able to access payroll in advance to buy gifts.

Many workers find On-Demand Pay helps alleviate everyday financial pressures. Now, they can go about their daily lives with the confidence that they will be able to take whatever life throws at them without having to make tradeoffs.

Many employees use this benefit every day, and others use it only occasionally. While some employees may never need it, they are comforted to know the flexibility is there.

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A valuable benefit that costs nothing

People are very enthusiastic about having access to their money in advance of the official payday. The simplicity of the solution makes it straightforward to administer and easy for employees to use.

For EverView, one of the best things about PrimePay’s Payroll-Connected On-Demand Pay is the cost: zero. Because the company already uses PrimePay’s human capital management (HCM) solution, it can leverage existing resources at no additional cost. There’s no need to adopt another platform and train people to use it. Employees are already familiar with PrimePay because they use it to complete paperwork, provide and receive feedback, track their career goals, and so much more.

The ability to add a valuable benefit that makes employees’ lives easier is a big positive for EverView. Over the long term, the company expects On-Demand Pay to reduce attrition while improving productivity and employee satisfaction.

“People are working hard every single day,” shares O’Hara. “Giving them a benefit that improves the quality of their lives and enables them to buy what they need for their families leads to satisfied employees that stay longer and a better company overall.”

Now that PrimePay’s On-Demand Pay has become a standard onboarding benefit, EverView plans to continue promoting it across the entire company. The goal is to ensure people know the benefit is available and understand how they can take advantage of it if they need it.

“This is one thing that positions PrimePay beyond just a tech company,” says O’Hara.
“It sets a bar and expectation for service. It’s impressive and good to see—but it also creates excitement for what comes next.”

Want to make your employees’ day-to-day lives easier?

See the technology in action and learn how PrimePay’s Payroll-Connected On-Demand Pay can add value to your company’s benefits package.

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