

**dailypay.** |  Pet Paradise®

# Case Study.

Furry Friends and Engaged Employees at Pet Paradise

Sarah Anderson and Lisa Voytko work at Pet Paradise, a comprehensive pet care provider that provides boarding, day camp, grooming, veterinary care and training. Founded in 2002, it has more than 50 locations across the country and continues to expand. Sarah Anderson is an Accounting Manager & Head of Payroll and Lisa Voytko is the Director of HR Operations. They sat with us to discuss their experience with DailyPay at Pet Paradise.

## Why did you choose on-demand pay?

“In mid-2021 when we first reached out to DailyPay, the economy had started to open back up from the pandemic. We were competing for talent with retail and hospitality in a very competitive labor market. We saw ads for signing bonuses or weekly pay, and we needed a way to compete. Running a weekly payroll with a payroll team as lean as ours was going to be really challenging, so we started investigating ways to offer early access to wages.

We love the fact that DailyPay allows users to see exactly what they're earning, provides them access to their earned wages for emergencies, or even just as they need it. It facilitates savings, it provides access to financial coaching – all of those things are a plus for our population.

Many of our employees are just starting out in their careers, and this is a better way for them to manage their pay and access to their funds. Plus, we thought it would be a good retention tool and another option for our dedicated employees to have.”

## Were you struggling with retention or recruitment before DailyPay?

“We were in a very difficult labor market in the summer of 2021 and it was proving more difficult than ever to retain new hires.

Also, our business is very seasonal and our hiring needs fluctuate around the summer and holidays when leisure travel is at its peak. Day-to-day responsibilities don't just include playing with dogs – there is hard work cleaning suites, feeding and caring for pets, so it can be challenging to find the right talent for our roles.”



**Pet Paradise**

**Partner:**  
Pet Paradise

**U.S. Headquarters:**  
Jacksonville, FL

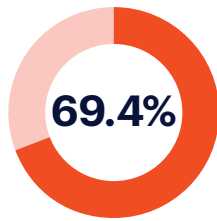
**Industry:** Pet Care

**Number of Employees:** 1,900

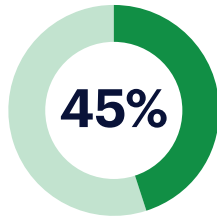
**Payroll Platform:** UKG

**Time & Attendance Platform:** UKG

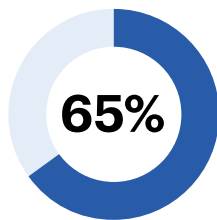
Pet Paradise employees love DailyPay! We'll let the stats do the talking for us.



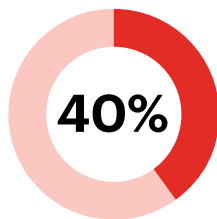
are enrolled in DailyPay<sup>1</sup>



are more motivated to remain with Pet Paradise because they offer DailyPay<sup>2</sup>



have an improved opinion of Pet Paradise since using DailyPay<sup>3</sup>



of users say DailyPay motivates them to pick up more shifts<sup>4</sup>

## What're your employees like and how does DailyPay affect them?

"It's been such a positive benefit and tool in retaining current and recruiting new employees.

Our resort employees tend to be in their mid-twenties, with a strong passion for pets. Many are students and some are retirees who want to stay active with a part-time job. Our business and the industry, in general, has high turnover because we have a lot of part-time and seasonal employees, so we believe having DailyPay is a valuable benefit that helps keep them around a bit longer and attract new talent."

<sup>1</sup> DailyPay Data

<sup>2</sup> July 2022 Pet Paradise DailyPay user Satisfaction Survey

<sup>3</sup> July 2022 Pet Paradise DailyPay user Satisfaction Survey

<sup>4</sup> July 2022 Pet Paradise DailyPay user Satisfaction Survey

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