

Industry: Tech

Employees: 150–350

Location: Argentina, Belgium, Bolivia, Canada, Colombia, Ecuador, Mexico, the Netherlands, Spain, United States, Uruguay

Speaker: Alejo Garcia Vitores, Head of People and Daniel Patiño, Senior HR Analyst

Solutions: Applicant Tracking, Employee Records, Reporting and Analytics, Compensation Benchmarking

See how Koronet uses BambooHR® to unify international people operations in **one system.**



FROM DAYS TO JUST

15 minutes

TO MAKE CUSTOM
ORG CHANGES



SEAMLESS EMPLOYEE
MANAGEMENT ACROSS

11 countries



15 MINUTES TO COMPLETE A

**mass data
upload**



Koronet is the leading vertical SaaS, B2B e-commerce, and payments software company for the \$50 billion global B2B floral industry. Their solutions streamline the supply chain with

inventory management, e-commerce, and payments tools, supporting florists and ensuring flowers arrive fresh for life's biggest moments.



“You don’t need a lot of prior knowledge to use BambooHR—that was a huge thing for us in deciding to move forward with it. It’s straightforward to set up and manage, and it’s so easy to customize everything.”

Alejo Garcia Vitores | Head of People | Koronet

Challenges

Managing a global team without tools

"Initially we were going to implement a system next year, but it was impossible to wait. We have more than 150 employees spread across 11 countries. To manage all that compensation, time off, and everything else without having a system was impossible, especially if we want to scale the team and grow."

Employee records scattered across systems

"We used to keep employee records in two or three separate applications and it was a total mess, at least from the HR side."

Recruitment stuck in spreadsheets

"For the recruitment side, we were tracking everything in Google Sheets. We had a very wide range of applications to keep track of everything. It was challenging to keep everything updated and easy to find. It was complicated. When BambooHR came into our lives, it made our lives easier."

Solutions

Making the case for BambooHR® Elite

"We started with the Core package with plans to move to Pro because we needed the performance model, but we didn't have the bandwidth to implement everything at once. When we were going to move to Pro, I became interested in the Elite package and its features, like Compensation Benchmarking, advanced dashboards, and a more robust performance model. It wasn't a significant financial difference for us, so I presented a business case to change to Elite and it got approved."

Winning over tech-savvy teams

"We had amazing feedback from everybody about how intuitive BambooHR is. We immediately integrated with Slack so everybody was able to request time off via Slack without even logging in. We have a lot of engineering and UX employees, so they especially appreciate tools like this that show we're aligned with modern technology."

Clear data, equitable pay

"We use BambooHR Compensation Benchmarking with Mercer® data to compare the market salary ranges in the US with remote locations in LATAM. If you look up an engineering manager in BambooHR, for example, you'll see multiple levels depending on seniority and scope, and you can filter by region. That feature made it easy to compare our benchmarks against the market. Once we upload all our levels and ranges, we use the internal equity review feature, which is amazing for ensuring fairness."

Speedy mass uploads tailored to global pay

"We had to do a mass upload which we hadn't done before and it only took us 15 minutes. All employees' salaries are tracked in their local currency, but we needed to add the USD conversion. We created the monthly USD salary,

a custom field inside the employee profile, and downloaded a report with all the employees' IDs. It took just 15 minutes for everybody to have their monthly USD information in the system."

Customization without complexity

"We moved recruitment into BambooHR and now we have an ATS with data and reporting that's easy to use. We've created custom fields for things like bank account and USD compensation information, which our admins really appreciate. We also use custom access levels and built an approval flow to manage commissions and bonuses, so everything is now streamlined inside BambooHR."

Simplifying multi-national compliance

"We have to customize our time-off policies since each country has different regulations. Even though we offer unlimited PTO, we still need to comply with local laws. For Colombia, Ecuador, and the Netherlands, we set up specific policies to cover vacation, sick leave, and other types of time off."

An employee experience that feels effortless

"It's been a life-changer being able to track everything in BambooHR. We moved all our employees' documents into their profiles so everything was there. We upload all their profile pictures before they log into the system for the first time. We've been able to give them an amazing employee experience, and everyone is really happy."

See how BambooHR can set you free to do great work!

REQUEST A DEMO