

Impact:



40%

Program enrollment rate



\$103

Average transaction amount



20

New employees and increased retention of existing staff

Implementation:

- Implemented Immediate in **March 2020**
- Restructured their Immediate solution model in **August 2020** due to the pandemic

About Athens Group

Athens Group is the parent company to three hospitality establishments in the city of Athens, Georgia.



SOUTH
KITCHEN + BAR



3
Businesses



Based in
Athens, GA



147
Employees



91%
Hourly



Payroll Cycle:
Bi-weekly



Payroll System:
BambooHR



Immediate has made our lives so much easier. We used to write checks out by hand to individual employees when they needed pay advances—that process could take up to two weeks. Now, we are seeing our staff use the solution to access their earned wages to help with personal expenses. It's been a boon for recruiting talented employees."

—Jesus Martinez, GM of Athens Group

Use Case:



Quick Tips

Due to the pandemic, Athens Group was forced to restructure their payment process for employee tips. They moved from a daily model to paying out tips at the end of each pay cycle. Immediate has returned the flexibility to staff, allowing them to gain access to their tips when they need them.

Conclusion:

The Athens Group employs a diverse range of employees, from college students to people who rely on their jobs with Athens as their primary source of income. The company's use of Immediate is delivering benefits to all employees, who access their wages to pay for rent, utilities, and personal expenses. In addition, the Athens Group is able to attract and retain top tier employees thanks in part to this added benefit. "Payroll has become less of a burden with Immediate—for us, and for employees looking to access their wages when they need it, rather than when their paycheck comes," continued Martinez.



Immediate

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