



CASE STUDY

SPARKLING WATER COMPANY: \$100K+ ANNUAL SAVINGS THROUGH HR TECH AND BENEFITS TRANSFORMATION

INTRODUCTION

A fast-growing beverage company known for its bold flavors and clean ingredients, faced two compounding HR challenges: a critical leadership gap during its HR manager's parental leave and a fragmented, manual HR infrastructure holding the business back. Amplêo HR stepped in to solve both, keeping essential initiatives on track while modernizing the systems and benefits program behind their entire HR function.

CHALLENGE

- HR leader on parental leave
- Bonus cycle, open enrollment, and reorg underway
- Ongoing employee relations needs
- Strategic HR input required for transitions
- Legacy HR technology creating inefficiencies, manual work, and limited data visibility

SOLUTION

Amplêo HR covered critical initiatives during the HR manager's leave, then modernized the company's HR infrastructure and benefits program for long-term impact.

- **Assumed leadership of all HR operations** with minimal onboarding time
- **Managed the bonus cycle** from calibration with leadership through timely distribution
- **Led benefits selection and open enrollment**, handling 100+ employee questions
- **Replaced manual HR processes** with a fully integrated payroll, benefits, and reporting stack
- **Redesigned the benefits program** across medical, dental, vision, 401(k), and life insurance to optimize cost and competitiveness

PARTNER EXPERIENCE

“When your only HR person goes on leave, you realize just how much they carry. Amplêo made sure we never felt that weight. Within days, our Amplêo HR Consultant was operating like she'd been part of our team for years—and the improvements she introduced in capital efficiency and process are still paying off.”

-CFO, Sparkling Water Company

RESULTS

- **100% HR continuity** during leave
- Bonus cycle completed with **100% accuracy**
- **\$100K+ in annual cost** savings through benefits optimization and vendor consolidation
- **Stronger employee satisfaction** and retention through more competitive benefits
- **Reduced manual work** and improved reporting across HR and finance

CONCLUSION

The partnership with Amplêo HR demonstrates how the right fractional support can do more than fill a gap. By embedding quickly, driving strategic initiatives, and modernizing core HR infrastructure, Amplêo HR positioned them for stronger operations and long-term savings.