CASE STUDY

kayapush

High Times and High Efficiency: Vibe by California's Journey with KayaPush

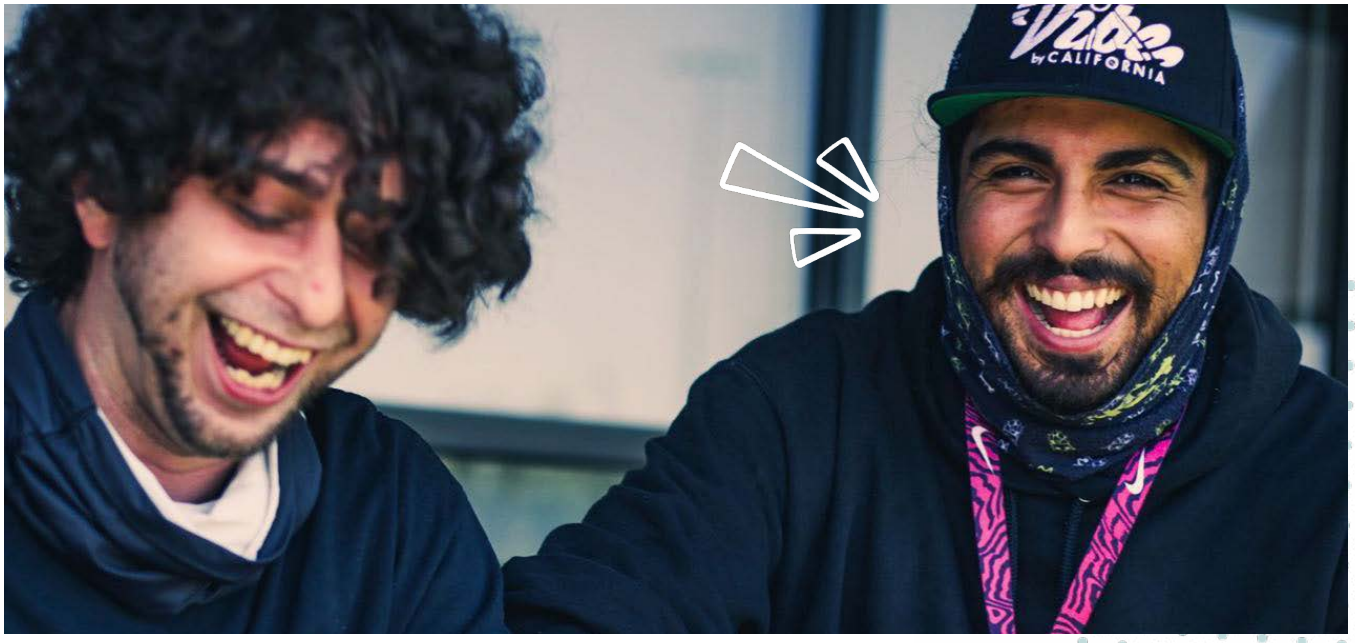


Building a Community, One Bud at a Time

Starting from a single dispensary in Sacramento to becoming the fastest-growing cannabis company in the Golden State, Vibe by California is driven by a commitment to quality and community. As a vertically integrated company, Vibe prides itself on not only cultivating its own cannabis, but also producing a range of products, including edibles, chocolates, flower, and more, under its Hype label. Whether you're seeking pain relief or a social smoke, Vibe's knowledgeable budtenders are passionate about cannabis and are committed to helping each customer find the perfect product. Its mission is to elevate the cannabis culture and foster a sense of community, all while educating people on its medicinal value.

Despite its tremendous growth over the years, Vibe by California's journey is far from over with plans for another new location. Recently, we sat down with Richard McLean, the Head of Retail at Vibe by California, to explore how using KayaPush's all-in-one automated people management solution has helped them to cultivate efficient operations.





Hazy Days Before KayaPush

Operating in a relatively young industry that's still illegal on the federal level has added a layer of complexity to Vibe's business operations – particularly in finance – since many financial institutions and payroll companies are reluctant to provide services to cannabis businesses; this hurdle left them struggling to secure basic services that fit their unique needs, such as payroll. During their search for the perfect payroll solution, they tried a couple different providers that often fell short in reporting capabilities, customer service, and flexibility. Routine tasks, such as quarterly tax reporting, were made unnecessarily complicated. With managing multiple locations, everything was either overly consolidated, where it wasn't easy to find employees, or excessively separated, which required constant logging out and in of different systems.



"One of the hard parts about [the] cannabis [industry] is that we're still at a very young age, and it was illegal before. And it is still federally illegal. So there are a lot of companies, especially anything around finance, that don't want to touch cannabis."



A Budding Need for Change

Frustrated with the limitations of their existing payroll and scheduling software, Vibe recognized the need for a more dynamic solution. Traditional payroll options were clunky and impersonal, lacking features to optimize staffing based on real-time sales data. Richard's search for a better solution led them to find KayaPush. After doing a bit of research, he discovered that KayaPush was created with cannabis businesses in mind. This was exciting news for Richard as it promised a more flexible and data-driven approach to scheduling rather than the cut-and-dried static scheduling they were used to.

Vibe's decision to give KayaPush a chance was a breath of fresh air compared to their previous struggles. During the onboarding process, Richard felt heard and supported. His main points of contact, Geleena and Stacey, promptly addressed all of his questions. The seamless communication and support made the transition to KayaPush smooth and manageable.

> "The KayaPush team was nice from day one. They were very good at communicating. [I was given] two or three people that I could contact for anything that I didn't understand. It made it easy to work through."

Blossoming with KayaPush

Since incorporating KayaPush into their tech stack, Vibe by California has experienced a significant transformation in their operations and efficiency. So much so that **Richard "thinks it saved [him] almost an entire human in every store."** Their new KayaPush toolkit gave them access to numerous functionalities that were missing from all the other payroll solutions they've tried before. Some of Richard's favorite features of KayaPush are:

☑ Real-Time Reporting and Monitoring

Vibe's store managers can easily track sales and labor live, which allows them to make immediate staffing adjustments and save on labor costs during slow periods.

☑ Management Dashboard

KayaPush's management dashboard makes it easy for Richard to oversee operations across all locations. From real-time labor data to monitoring break schedules, everything is in one place.

☑ Automated Time Tracking

KayaPush's time tracking software includes a clock adjustment form that prompts employees to fix previous clock-ins or clock-outs. This helps to reduce manual tracking while still ensuring accurate payroll records and compliance with California labor laws.



> The [break] waiver has been a godsend because we have a lot of six-hour shifts. So, having the automated waiver that attaches to their file has been great."

Mobile Clock-Ins and Clock-Outs

Using geofencing and facial recognition technology, employees can easily clock in or out using their mobile devices. This makes time tracking easier than ever for employees who are typically on the go, such as distribution staff.

Break Waiver Form

KayaPush automates break waivers for employees who choose not to take their breaks during shorter shifts, eliminating paperwork while still staying compliant.

User-Friendly App

Employees can view their schedules, request changes, and manage time off all from the palm of their hand using their mobile device.

Effortless Schedule Changes

As a vertically integrated company, Vibe has many employees who switch roles between the company's cultivation, distribution, and retail operations. KayaPush simplifies schedule changes without the need for email exchanges, allowing managers to quickly adjust roles and shifts.



Beyond the software's key features, KayaPush's flexibility and versatility have helped Vibe support diverse roles within their company – from plant growers and delivery drivers to managers and budtenders. Now, with KayaPush on their side, people management is no longer an overwhelming, manual burden for Richard.

"The combination of KayaPush's features has really helped us save a lot of money and time, [providing us with] great efficiencies."



Reaching New Heights

Vibe by California isn't letting cannabis industry limitations slow their growth, with plans for another new location in the works. This is a big feat for any business, but with KayaPush's multi-location features, people management is one less thing for Richard to worry about. As cannabis legalization becomes more widespread nationwide, Vibe hopes to open both retail and cultivation locations in other states beyond just California and Oregon. With KayaPush as a secret weapon to keeping their operations efficient and streamlined, Vibe can confidently scale their business – spreading their good vibes far and wide.

> "For the cannabis retailers out there that are looking for an easy-to-use solution to manage your scheduling and labor costs, KayaPush has been a great product for us!"
>
> **Richard McLean**
> Head of Retail at Vibe by California

Light up your dispensary operations with KayaPush!

Join Richard and thousands of happy clients to see how you can experience strain free HR with our all-in-one people management system.

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