

AWIA Paychex Parker

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SPEAKERS

Speaker 1, Trish, Steve, Kimball Dean Parker



Trish 00:00

Nearly every HR leader knows the feeling. Teams are stretched thin, priorities keep shifting, and it's getting harder to see what's really going on beneath the surface. That's the subject of Workhuman's new documentary, *Spotlight: The Leadership Reset*, an investigation into why managers are losing visibility into their teams and what it takes to see clearly again, featuring Harvard's professor Amy Edmondson, crisis leadership expert Dr. Sierra Madad, and bakery owner turned business leader Joanne Chang. The leadership reset premieres September 29. Register for free today at workhuman.com/spotlight. Workhuman is a proud supporter of The HR Happy Hour podcast. Thanks for joining us.



Steve 00:54

This episode of *At Work in America* is sponsored by Paychex, an industry-leading human capital management company that combines scale, trusted expertise, and innovation to help businesses succeed. SixFifty by Paychex helps your business stay ahead of constantly changing laws and regulations with HR compliance software. Curated by experienced attorneys and powered by AI, SixFifty helps turn the impossible job of staying compliant with employment laws across every state into something simple, automatic, and stress-free. SixFifty is available both as a standalone solution and as an integrated offering within Paychex HCM platforms. To learn more about how you can make faster, more confident compliance decisions, head to sixfifty.com. That's sixfifty.com. Welcome back to *The At Work in America* show. My name is Steve Boese. It is great to be here today. I am stoked for the show today, Trish Steed, and I believe you are as well.

T

Trish 02:00

I am too. I heart compliance, right? Like this is going to be an exciting show, and I know with all of our listeners too. Some people may think it's not that exciting, but I know we will prove them wrong.

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Steve 02:13

Yeah, no, we we are here to talk about compliance today, and not only is it exciting, but it's also much more than just keeping the organization out of trouble or checking boxes and filling out forms, we're going to talk a little bit about how compliance can be much more strategically valuable, can be an asset to the organization, and be really an enabler of things like agility, growth, speed, execution-all those things. We have a perfect person with us today to talk about that. He is Kimball Parker. Kimball, welcome to the show. How are you?

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Kimball Dean Parker 02:50

I'm good. I'm good. Thank you for having me on.

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Steve 02:53

It's our pleasure, Kimball. You're the CEO of SixFifty, who has been recently, within the last year or so, been acquired by Paychex, fascinating story. I'd love for you before we dive into some of the ways compliance can be leveraged by by a progressive organization in some of those ways we talked about. Is tell us a little bit about your story and the SixFifty story, and then maybe take us up to coming along and joining the folks at Paychex.

K

Kimball Dean Parker 03:21

You know, I was a law professor. I taught at BYU Law School, and I started a project there called Law X. And the the purpose of that project is that we'd pick one area of the law that people really struggled with if they could not afford attorneys, and then we'd try to automate it, kind of with the latest technology, with a group of students over one term, and try to release a solution to that problem. And so, the the very first problem we we addressed at that at that project was debt collection lawsuits in Utah, and that's that is a really crazy issue. There are 70,000 debt collection lawsuits in Utah a year. It's actually two thirds of all lawsuits filed in the state are to collect a debt from a person. And when you're sued, you have to respond to the lawsuit within 21 days, or you lose automatically. And so you have to respond in writing. And so a 99% of all those 70,000 people, they do not have attorneys, so they they go at it alone, and about 80% of them just default; they just lose automatically. So anyway, we I had been an attorney. We kind of scraped my brain about how to respond to that lawsuit, and we automated it like TurboTax, and we release it out to the public, and that product has been used around a half a million times.

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Steve 04:46

Wow!

K

Kimball Dean Parker 04:47

And so that really caught some fire, and it got a lot of momentum. One of the parties that was kind of looking at that was this law firm called Wilson Sonsini, and Wilson Sonsini, if you haven't heard of the name. I think you know among some circles is regarded as the best law firm in the world.

S

Speaker 1 05:06

Okay.

K

Kimball Dean Parker 05:06

So they like helped found Apple and brought them public, and helped found Google and brought them public, and they represent Anthropic and OpenAI and you know all the latest technology companies. Anyway, Wilson Sonsini approached me and was like, "Hey, let's try to do what you did for debt collection, but let's like pick an area of law that could help businesses. And so, you know, and they thought like, hey, let's see if we can maybe we can make us you know like form a SaaS company and and service the type of people that we service.

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Steve 05:38

Right.

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Kimball Dean Parker 05:39

So you know, it took us a little bit. We you know we kind of searched around for like a really difficult area of law, and it took us a little bit, but we we started to focus on employment law, and and the reason why we looked at employment law is for three main reasons. The first is that the law is different in every single place where you have employees. It's different in every state, and it's and it's often different in every city and county.

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Steve 06:10

Yeah.

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Kimball Dean Parker 06:11

And so you know there are little nuances that go down even to the to the smallest jurisdiction, and so you know having an employee in California is completely different from having an employee in Texas. I mean, you might as well have an employee in France, and so that is just an incredibly difficult situation, especially now with remote work, because you're going to have in your business people may want to. You know, if you have remote work, you're going to have people working all over the country, and there's talent all over the country. You know, you were talking about kind of opportunities, but like there's talent everywhere, and so anyway, so that's that's the first reason is that every single state is is different. You know, the second reason is that those laws change all the time.

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Steve 06:55

Yeah.

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Kimball Dean Parker 06:55

So every time a state legislature meets, or a city council, or a county council, they are they are adjusting those laws, and so that that makes it very very difficult, you know, to kind of keep keep track of all those different laws. And then and then the third reason is this is an especially dangerous area of law. It's the most common lawsuit that a that a business will face. You know, we we recently did a survey. One in five companies with employees were involved in in an employment dispute last year.

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Steve 07:30

Wow!

K

Kimball Dean Parker 07:31

And so this is a very common lawsuit. It affects companies of all shapes and sizes, and so you know, getting it right is is just so so important. So, we we kind of started to focus on employment law. We did two main things. We cataloged and summarized every single employment law in the United States, in every state, city, and county in the country. And so that that that took us three years to do. So we we got a team of attorneys. They they now have summarized like basically every single employment law in the country, and we put it in this really cool database. The second thing we did is we took all of the employment law documents or a bunch of them out of Wilson Sonsini, and we automated them like TurboTax, just like I had done, you know, for the debt collection response, and so, but so we like automated all of those and built like very complicated workflows to sort out just the exact language you need in those documents. So, like you know, for example, you need different hiring paperwork in every state where you have employees. You can't use the same hiring paperwork you have in Texas and use that in California.

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Trish 08:41

Right?

K

Kimball Dean Parker 08:45

Because the rules around non-competes and arbitration and everything is different in California than it is in Texas, and so like we, you know, in this workflow, basically ask like, hey, where are you hiring this employee? And if they say Texas, we're going to include different terms than if you say California, so so we TurboTax all of those documents, and then we started to like just gather more and more information, like every labor law poster in the country, all the different trainings you need, you know, what are all the requirements around like enabling people to to report bad behavior, and and whatnot, and we created like a big holistic compliance solution. And so now, basically, for the user, we've layered AI over all that information. So you can now kind of agentically ask any question you need, and it'll answer it based on all the information we have about all the laws. You can ask it to create any document, like create an employee handbook for this place and have an addenda. Sure, and it'll it'll create everything. You could say send all the labor law posters out to Trish, you know, based on and Trish is in New York, let's say, and and it'll send all labor laws. You know, it'll send your employee handbook out. It'll update your employee handbook when law changes, and so you know we just tried to design something that'll take the load off that that compliance load off of companies as much as possible. So anyway, that's kind of long long explanation.

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Steve 10:10

No that's great. I love the kind of.

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Kimball Dean Parker 10:11

That's how SixFifty started, and that's and then we are acquired by Paychex.

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Steve 10:15

Yeah, yeah.

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Trish 10:16

Well, what a great solution. I don't say this often, but I wish I would have had this because, I mean, just the thought of like when you said you know employee handbook, I went oh oh god you know like it is so daunting to have to manage or even attempt not even manage attempt to manage those things if you don't have all of that information and I would frequently especially the the smaller businesses I worked in say maybe 2000 to 3000 employees. It was like constantly being on the phone with an attorney with an employment lawyer to say, "Oh, I need to make this change, or "Do I need? I'm hiring someone somewhere, right? So, not only is it costly, it just took a lot of my time and my team's time. So, you know, what kind of reaction are you getting to this?

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Kimball Dean Parker 11:00

Well, you know, one really challenging thing about the employee handbook specifically is that it is a living document. You know, like like a contract when you you you can create a contract and then it's signed and that thing is set in stone. That's that's not how an employee handbook works. And an employee handbook evolves. It's a living document, right? So you you have an employee handbook and it covers five states. Then you hire a new person. You need to add that new state. Then one of those states changes their laws. You need to change that, and and so like that document is evolving constantly, and that creates different challenges for a company, you know, than a contract, you know, for example, and so that's like one of the really fun kind of technical, you know, complications that we worked on here, and you know, we basically developed a system that'll track all the laws. You know, we're we're tracking every law when it comes out, and then we can use AI to update your handbook automatically, and so like you know, if you have an employee in Minnesota, Minnesota is going to change their law every single year. Okay, so like you know, it means that you like unless you're you know up at the legislature and you know seeing all the things that the that the governor is signing, you know you can't do that for every state. It's hard to do it for one state.

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Steve 12:21

Right.

K

Kimball Dean Parker 12:22

And so, like our team takes care of that. We'll track all the laws, and then when it's time to update your handbook, AI will come in. It'll create a red line for you based on based on the the legal change, and it'll keep your document up to date so that it's a living document. You know, same thing. If you add an employee in in Tennessee, you can go on and just say, "I've added the an employee in Tennessee. Please add any Tennessee terms.

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Steve 12:48

Yeah.

K

Kimball Dean Parker 12:49

And it'll update your employee handbook. And so, you know, again, that's it's like it's such a burden if you if you if you actually do the work to keep your employee handbook up to date. It can take hours and hours and hours a year. I mean, you you have to be vigilant on that. You may need to change it every single month, depending on how large your company is. And so, you know, again, we've tried to like think through that problem. Hey, what like how are businesses facing this? And then we've tried, and then we've automated it through AI, and you can kind of just put it on the rails, the SixFifty rails, and SixFifty will keep it up to date. And so that's that's that's been a big hit with our customer base.

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Trish 13:31

I can imagine.

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Steve 13:33

Yeah, and and Kimball, that sort of translates directly right into some of the thoughts we had at the top of the show, where if I have some assurance and I have a reliable infrastructure to help me stay compliant in areas like expanding into different states, then all of a sudden expanding into other states is much more rapid. It's much more feasible. It's much more, you know. Certainly, risk is taken out of it, but it's also opportunity that I can execute on. Is is that something you guys work with clients on as well? Like, hey, this having this infrastructure allows you to do more.

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Kimball Dean Parker 14:10

Yes, yeah. So you know, like, there's talent in every single nook and cranny of this country, and actually throughout the whole world. But like, you know, you just look at the United States. There's incredible talent in Ohio, and there's incredible talent in Tennessee and Maine and California. And so, like, if you need a marketing person, like, you shouldn't be afraid to hire in California or to hire in Maine. You know, because I've talked to some people that are like, "Well, I don't want to hire there because I don't know the rules, and I don't, you know, I don't know how much leave I'm supposed to give, and I don't know what's supposed to be in my hiring paperwork. And you know, could I let them go if it doesn't go wrong? Is that going to be a problem? And I think like what what SixFifty can do for you is it'll allow you to hire anywhere and to feel secure. You you can you can find talent in every place. And so you know, I think you know for our for customers, that's a big competitive advantage for them.

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Steve 15:02

Yeah.

K

Kimball Dean Parker 15:03

You know, if you're competing with somebody who's only looking in their own community, because those are the only laws that they're kind of familiar with, or you're pulling in the best talent from a population of you know 400 million people.

S

Steve 15:15

Yeah.

K

Kimball Dean Parker 15:16

You know, you you're you're going to find better talent. You're going to find better talent, and better talent will drive your business.

S

Steve 15:22

Yeah.

K

Kimball Dean Parker 15:23

You know one one thing that I just love about this kind of SixFifty and Paychex partnership, you know, you know, being acquired by by by Paychex is that this this material that we have in SixFifty, this is top of the line legal material. You know, this is this is the material that that law firm is is giving, you know, to their biggest, most sophisticated clients, and now through Paychex, this is provided to those companies inside of Paychex.

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Steve 15:55

Yeah.

K

Kimball Dean Parker 15:56

Inside of flex, and so that is touching hundreds of 1000s of companies, and so, like you know, distributing that information out to plumbers and roofers and grocery stores is just a thrill. It's it it's a thrill. You know, like the law belongs to everyone. Doesn't belong to me. Doesn't belong to you. Everybody should have access to top tier legal information, and not just OpenAI and and Anthropic and Apple and Google. You know, not just those companies that that can hire the best attorneys. And so, like being able to to distribute this out to to Main Street businesses, everyday businesses like that my you know, that my parents ran and that my grandparents ran is like is like the joy of my career, and and and just enabling these companies to do these complicated things that they may not have been able to do before is is really really incredible.

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Trish 16:57

Yeah, I think you you just said it right. It's these are things that people with those small or mid-sized businesses maybe couldn't afford, or were trying to manage it themselves, and then you're bound to make mistakes, right? I think also I like the fact that compliance typically feels very reactive, at least when you're sitting in the HR seat, and this to me, it just flips that upside down, right? You're now being proactive. It's being, you know, when you were talking about the employee handbook being a living thing, I thought I can't even tell you. I'm embarrassed to say how many times, like we would look at our employee handbook in some companies like once a year. So.

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Kimball Dean Parker 17:36

Yeah.

T

Trish 17:37

You know, people, you're just behind and you don't even know it. And so to have to have something that's not even just giving you that information and keeping you current, but but pushing it to you within Flex, I think that's that's amazing as well, right? You just have it right there at your fingertips. You can't avoid it.

K

Kimball Dean Parker 17:56

Yeah, Flex. It's a it's now available through Flex and Paycor, and so you know both of those now have access to it, and and and again, you know, I'm I I'm a I started a business, and you know you really you you really pour your heart and soul into that business, you know, and you think like you know I'm sure you think you know about this you know with your own ventures where you're like you give so much thought to it, and you and you think about it at night and in the morning, and you know, and then you know if you get sued for for for an employment issue, yeah, you you're looking at 10s of 1000s of dollars right off the bat.

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Steve 18:36

Yeah.

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Trish 18:37

Sure.

K

Kimball Dean Parker 18:37

Just to defend yourself, just to defend yourself, if if you happen to lose that that suit because maybe you didn't arrange things right, you know, you're looking at you know on on average about \$180,000.

T

Trish 18:51

Wow.



Kimball Dean Parker 18:51

You know that is just a tremendous threat to these companies. Like that, if like if if you're not prepared for that, that could eliminate your company completely.



Steve 19:02

Sure could.



Kimball Dean Parker 19:03

You know.



Steve 19:04

Yeah.



Kimball Dean Parker 19:04

And so like you know, I think about all the companies. I just like you. You know, if you step back, this compliance situation is so incredibly complicated that it's almost impossible not to misstep on on your own, and and to just think like all these companies are just like stepping on landmines all the time, and and to be able to maybe sweep those out for them, and they can just run their business. They can just try to make money.



Steve 19:34

Yeah, we we can attest to it, Kimball. You know, we're a small company ourselves, and it is not easy, right, to be a someone running or operating a small business, creating a small business. There's so much you can do wrong, or things you don't know about, or things you thought you knew. And but as you said, Minnesota's change the laws every year, and you know I'm a landscaper. I'm not an employment, you know, law guru. I'm not keeping up on those changes as much as perhaps I should, and and so on and so forth. And and you mentioned as much as one in five of companies are going to face challenges like this. That's like facing an existential threat to the survival of the business, where keeping the business of flow is hard enough, right? Well.

 Kimball Dean Parker 20:22
Absolutely.

 Steve 20:23
Layer in these kinds of challenges.

 Kimball Dean Parker 20:25
You know, you know. I think of you too. Let's say, you know, like your focus is reaching people. You know, like, like, like you want people to hear these messages and to broaden your audience, and and like you don't like that's that's what makes your business special, and like you don't like if I can take away all the worries about what's happening in Arkansas, you know, around sick leave or something, so that you can just focus on creating great content, reaching people.

 Steve 21:00
Yeah.

 Kimball Dean Parker 21:00
That's that is such a win, that is such a win, you know. For for you know for any business, like I want them to focus on what they're incredible at. I don't want them to focus on what's happening in Tennessee.

 Steve 21:15
Yeah.

K

Kimball Dean Parker 21:15

You know what the governor is going to sign, and so like being able to just sweep all of that, as much of that away as possible, and actually, that's like, you know, this technology is evolving in such exciting ways in in that respect, where like where where we can be more and more proactive with the AI, and and it it it can it can go and and and anticipate changes, and it can make changes for you, you know. It it can say, "Hey, I saw you added this person. I've already sent them all the labor posters. You know, I've already sent them the right trainings. And it's like just taking that away, so that all you do is focus on what makes your business great. You know, is is is is a huge value with this. And it's like we'll protect you. You can worry about the rest, you know, the rest for your business. And so it's it's it's it's an exciting thing that I find a lot of meaning in.

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Steve 22:12

Yeah, Kimball, you you mentioned this briefly. I'd love for you to maybe talk a little bit more about how the advancements in the tools themselves are enabling more opportunities, more capabilities, and folks to leverage this in ways perhaps they couldn't before. Like you know, we started with the database of all the laws, and it took three years to build, right? But now we've got some incredibly advanced technologies to kind of unlock more value out of that information, I'd love maybe you to share a little bit about how that's how that's yeah.

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Kimball Dean Parker 22:49

You know, in October we're going to release a bunch of agentic tools around SixFifty. You know, and and and really, what an agentic AI tool is is it's some it's an it's an AI that can act for you, and so you know you know before with the AI it was really good at like giving information, which was incredible, dazzling, right? But it couldn't really like reach out of itself, and now now what you can do is you can layer AI over like existing workflows that you've built, and and then the AI can run that workflow. You know, for example, let's say you say I'm hiring somebody in Tennessee. You know, the AI can look through. It can be like you need to file all of these documents. You know you need to register. You need to like file a foreign registration in Tennessee, telling Tennessee that you're going to do business there. You know you need to file this new hire paperwork to let the let the state know that you have employees there. You know you have to get unemployment insurance. You need an addenda for Tennessee in your handbook. You need this exact paperwork for this person. This person needs these posters. It needs these trainings. If you know all of that, which we know, then you can assign an agent to each one of those tasks, and the agent can complete it for you. You know, so you could say, "I'm hiring someone in Tennessee. It'll give you that list. It'll be like, "Do you want the agent to work on it? Great, I filed it for you. I filed this thing. I registered the employee. I updated your employee handbook so that now has a Tennessee addenda. I've sent an offer letter tailored to Tennessee to this person. You know, I have an employee handbook ready, and when that that person joins, I'll send it out for signature. You know, I have all your posters ready. I have a portal set up to for him to report bad behavior. You know, I have all the training set up. He's going to be a manager, so that's going to be two hours of training instead of one, or you know, you know, so on and so forth, and like it'll do all those things for you. It'll do all them for you, and so that's that's where we're heading. Is that like we're going to try to take as much of that off of your plate, and then we'll track all of it too. So if if there's ever any dispute, you know, you you can show. Well this person received these posters on this date. They signed the handbook here. This is the employment agreement that they signed. They submitted. They, you know, submitted a request to change locations or to to work remotely. You know, this is when they did it. This was our response, and like we'll track all of that for you, and try to take as much of it off your plate as possible, and you know, again, so that you can feel safe and secure running your real business.

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Steve 25:29

Yeah.

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Kimball Dean Parker 25:30

You know, not becoming a compliance company yourself. You know, we don't want that.

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Trish 25:35

What you're describing is one of the things I'm hearing now quite a bit from HR leaders is how do I know and how can I trust? I think when you're describing sort of that that workflow behind the scenes that I then get a report on, so it is defensible should it ever come to that, right? I think that's where people are still feeling a little bit of angst, and so being very upfront and open with that, I think is brilliant because that just really shows people you've already thought of all of the things they're going to need potentially down the line should something ever go wrong, right? You can see the decision tree as it was sort of going through each of the steps, right? Right.

K

Kimball Dean Parker 26:15

You know, I think AI is a really fascinating technology in that you know it holds so much potential, but it can also make errors. This is the hard thing, and so like you know the the best way that exists to have an AI system that is predictable is to build out like almost manually. If if you look at it, the kind of logical framework of these workflows, and then you just tell the AI you follow this, you follow these steps. Like like you don't let it go and run wild.

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Trish 26:52

Right?

K

Kimball Dean Parker 26:52

Right.

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Steve 26:53

Yeah.

K

Kimball Dean Parker 26:53

You know you're like like follow the document automation thing we've already done. Like for you know for example, we've already automated all these documents like TurboTax. The amazing thing about AI is it can just go through and run that software for you, and so like it it already knows that this person's in Tennessee. It'll mark that. You know, it'll it'll run through, and and and what that means is that the output is predictable every single time. It produces the exact same output. You know, if you go on to ChatGPT right now and you say draft an NDA for me, and then you do it again 30 minutes later, exact same prompt to ChatGPT, the two NDAs will not be the same, and that's because it's not following a workflow.

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Trish 27:39

Right.

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Steve 27:39

Yeah.

K

Kimball Dean Parker 27:40

Now, if you go onto SixFifty and you say create hiring paperwork for Tennessee, and it run through, and then you go a week later and you say create hiring paperwork for Tennessee, it will be the exact same document, exactly the same document, because it's following a workflow, and that's like the agents are incredible at following existing workflows, and so like really, really, what what we've done at SixFifty is just lay these tracks for every compliance task that we can find, and then we then we're releasing agents on it, and they're following step by step precisely the workflow, and it creates like an an accurate, reliable AI experience that that we think is very unique in the market. This is not a wrapper. This is not just like oh, you know, it's running on our database, our tracks, and it's we think the most reliable AI experience on the market.

T

Trish 28:39

Yeah, I can imagine. I you know, we we've talked a lot about over the years about HR teams are smaller than ever before, and they're handling more things, and you know, and having run teams like that where we were always scrambling, we needed more time than we ever had. To me, this is a really good example of where you really could reexamine those workflows because we never had time to redo the workflows, right? So you you keep doing things very inefficiently.

K

Kimball Dean Parker 29:06

Yeah.

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Trish 29:06

To me, this seems like the perfect opportunity to look at the workflows you have and say, okay, let's get this straight, and then plug it in with you all, and just have it do that. Like that really would free up your time to do the more strategic work that we've all said for decades that we want to be doing. Are you hearing that from your your customers? Like, does that really free them up?

K

Kimball Dean Parker 29:28

Well, I think one great thing for HR people is that, like with SixFifty, you you like become the smartest HR person that they've ever had. You know, you can answer any question, any question about any topic in any location. You can query SixFifty, get the answer, and get back. So, like you can answer any question that anybody has about any any law HR thing. Period. You can generate any document they need. You need employee handbook. It'll take you 10 minutes. Create that handbook with all the right material in it. You know, like, hey, I need to hire someone in this state. It's like, it's fine. I know every requirement. I know every filing. I know every poster. I know all the things. Like, like it, it, it, it makes you like a superhuman. You know, HR person. You know, one one really fun thing about this technology too, actually, is that companies can get it outside of Paychex too? So if you're on ADP or you're on Paylocity or you're on Bamboo HR and you want this, we integrate with all those companies, and so we can pull your employee records down and we can and we can work with them within SixFifty. And so it works. It works incredible inside of Paychex and Paycor, and it works. It works also with ADP and all those other providers. Anybody can have this solution anywhere in the country on any payroll platform. You have to buy it separately through SixFifty.

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Trish 30:57

Sure.

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Kimball Dean Parker 30:57

But but but it works well with any other platform you have, and so you know we just want to help as many people as possible. Again, you know this is it's it's so complicated. Again, it it like takes all the joy out of your job too sometimes. Yeah, you know who who wants to go and edit their handbook for like two weeks? It's it's a nightmare. It's a complete nightmare, and it's like you can flush that through and you can do it in two minutes. Yeah, you know, and so like, and then you can do all the strategic work again that you want to do. Like, you know, HR people want to develop people, right? You know, they they they want to help people through the business succeed. They don't want to track laws in Florida.

T

Trish 31:36

Right.

K

Kimball Dean Parker 31:36

You know, and so you know, again, it's like freeing up a business person or an HR person to do what they're really great at is is is fun.

T

Trish 31:46

Yeah, I think I think too, Kimball, you're freeing up not not necessarily a more junior HR associate. You're actually freeing up the VP of HR, the CHRO, because you're the one that's actually your name is on the line, right? So if the handbook is incorrect, you know, when I was at that level, I I was not passing that work off to my most junior HR professional to handle. It was the compliance of the business, and so that fell to me and maybe my second in command, right? So you're taking two very high level HR professionals and spending all this time with our attorneys every month, trying to go through everything. So, or more than once a month, right? So, I think too, there's a little bit of you know thought that maybe people at the lower levels do all this work. That's not the case. So, you really are going to replace it with more strategic time. I think because there's very people that handle those issues.

K

Kimball Dean Parker 32:40

You know, I think like, you know, an HR person, they need something that is reliable. You know, and you know, we bring that. This is law firm quality. This is the best paperwork you can get in the whole country. You you you couldn't get better paperwork than this at a law firm, right? So like, this is it's it's as it's as reliable as it gets. They also want something that's easy, right? That's like won't take up all their headspace and time, you know. And again, that's where like this this AI technology is just incredible, you know. It it can you can offload so much of that onto this, and it's it's it's reliable and it's easy. It's reliable and it's easy, and so and and you know it's only getting cooler and cooler. You know now we're kind of on the latest technology rails, and when a new technology comes out, guess what we're going to do? We're going to figure out how it works. We're going to figure out how to make it reliable. We won't release it unless you know we think it's the top of the line law firm quality stuff, and and we're we're going to incorporate it, and so like this is going to give you all the efficiency of all the latest technologies too, and so you know like that there are a lot of scary things about AI. There are a lot of like hard things about AI. You know, I don't love AI how it interacts with my children. I don't want them to have it. You know, but this is one of the good things about it. This is one of the good things about it. It can like help you do what you like to do best.

S

Steve 34:16

Yeah.

T

Trish 34:17

Yeah.

K

Kimball Dean Parker 34:17

And you can offload the things that you don't want to do.

S

Steve 34:20

Yeah.

T

Trish 34:21

One question.

S Steve 34:22
I'm sorry, Trish.

T Trish 34:23
Oh, sorry. I was just going to say, what is it like for someone who's not using this yet? What's it like for them to get started? Because I would imagine they might be fearful a little bit of like, ooh, our employee handbook hasn't been updated in a long time, or I'm not sure we have all the right posters or forms or whatnot. What could you tell a person who's coming to you for the first time, deciding to take that step?

K Kimball Dean Parker 34:49
Nice. So they can go on to SixFifty. They can buy the product online. They can, and it will automatically start a process to generate their employee handbook, so like you can have you can have a handbook from the time that you visit SixFifty, all the way to when you have bought it and have a handbook. It could be 20 minutes away for you, and like it'll be the best handbook on the market. Absolutely. So it's like.

T Trish 35:19
So they don't have to be embarrassed about the old handbook they already have, right? Okay.

K Kimball Dean Parker 35:25
No, no, no.

T Trish 35:26
You're not judging them.

K

Kimball Dean Parker 35:29

No, no, no, no. I, I mean, the AI may judge them. I don't know, but no, no, no, no person at SixFifty is judging them, and um, you know, and again, and then we can get you to a place where you can set it and forget it. You know you can get your employee handbook, and then we will update it for you. Right, we will update it for you. We will push the updates in there, and then like so like we'll get you on the right tracks very quickly, and then we'll keep you on the right tracks after that. But the the onboarding process is so easy, like you you can get going on this product so fast, and and we we we can get you to a compliant place within minutes.

S

Steve 36:16

Yeah.

T

Trish 36:16

That's amazing.

S

Steve 36:19

It really is amazing, and this is one of the really just classic kinds of examples, and one of the best examples maybe in the HR space and payroll space of where AI can really be leveraged effectively. Right, it makes perfect sense to apply AI to these workflows, to that corpus, to that knowledge, like leveraging the expertise, right, that spent years developing, right? The back end for you, so you don't have to do it yourself, and exactly just turn it on and it works. I I think this is a super example of how. Also, right, I was just doing something today about hey, we still have a lot of people a little reticent, a little reluctant about adopting AI in some of the people functions, and for various reasons, and and some of the reasons are very good. But here's a way too. I think Trish, you mentioned that new company kind of stepping into maybe AI for the first time. This could be a real high value area that could show an impact quickly, as much maybe as quickly as 20 minutes, as Kimball described, but but get get your organization kind of warmed up to the idea, and also maybe for for lack for lack of other reasons, when the CEO pops their head over to the HR leader's office and says, "Hey, what are we doing with AI?" and you can say, "Hey, this is what we're doing, and it's great, you know. It's yeah, and it's not judging candidates, and it's not writing performance reviews. It's not getting into that other stuff that can be a little weird and a little fuzzy right now. But this is stuff you could really say, hey, this is what we're doing, and here's how it's impacting the organization. I think it's a great example.

K

Kimball Dean Parker 37:57

You know, I think you know Paychex and and Paycor that that kind of family of enterprises now and and and SixFifty are just doing incredible things with AI right now, and you know you know if you look at all like all of the potential that you could do with payroll and you know all the intelligence they have about about how businesses run. It's it's it's it's a really exciting time to be a Paychex and a Paycor customer. I think they're they're really you know leading the way. I think in this in this AI push right now, and and you know you know. Again, there, there, there are good things and bad things about AI. Not everything is good.

T

Trish 38:44

Right.

K

Kimball Dean Parker 38:45

And but I think that the company, and you know, you know, SixFifty also, I think has has the right the right frame of mind with it, which is like we're going to do reliable work with AI, number one, right? It's it's we're not going to give you wrappers that go anywhere, you know, at at any time. Like this is going to be reliable stuff for you. It's going to take stuff off your plate. It's it's using AI in all the ways that that is helpful to society. That's that's that's helpful to you as a person and as and and as a business.

S

Steve 39:24

Yeah.

K

Kimball Dean Parker 39:24

And so it's it's yeah, it's a really exciting time to be to be in in that group of companies right now.

S

Steve 39:32

Great stuff. This was super fun, Kimball. It was great to dig into some of these topics to learn more about the SixFifty story and your story, I think you're the coolest lawyer I've ever talked to. Most of the lawyers I've encountered in my life have been. I'll take it.



Trish 39:46

Need to create an award or something for Kimball because yeah.



Steve 39:49

Have been a little bit more challenging to deal with for various reasons. But we want for folks to connect SixFifty website. You could still go to SixFifty, as you said, and engage with SixFift directly. Not you don't have to be through Paychex or Paycor. It's great if you are. But is there anything else, Kimball, you want to leave our folks with who are listening today, and and maybe sort of send them on their on their compliance and AI journey?



Kimball Dean Parker 40:16

You know, I think stay tuned. We have some very exciting things coming next month, all around like agentic AI taking you know those tasks those tasks off off your plate. So it's it's like the coolest platform on the market now, I think, and it's about to get even cooler in in October.



Steve 40:38

Compliance is cool. I think we're going to call that. This will be our showtime. There we go. Compliance is cool.



Kimball Dean Parker 40:44

Yeah. Yep. Yep. Great. Thank you. Thank you so much.



Trish 40:47

Steve I know you you kind of mentioned you know when your CEO pops their head in the door, that does happen. And so, what a better way to say, look, this is not just like you said, a performance review or or something that they have a little bit more difficulty wrapping up. This is like this protects our business. We're going to use AI to really help protect our business, and that is also going to put your C suite their minds at ease as well. So because these are things that they worry about, right? Definitely.



Kimball Dean Parker 41:17

Yeah, yeah. I think telling your C your C suite, we are using law firm material for this.



Trish 41:24

Yes.



Kimball Dean Parker 41:25

And you know we're using some AI workflows to offload that work. You know from us is a great message.



Steve 41:33

Yeah.



Kimball Dean Parker 41:33

So that combo is.



Trish 41:35

Right. The cost saving for a business is immense. I mean, even if you're a small business and you have to go to an employment lawyer all the time. It adds up; it really does.



Kimball Dean Parker 41:45

Yeah. Again, you know, I think like bringing this high quality of material down to everyday businesses is like the joy of my career.



Trish 41:55

Yeah.



Kimball Dean Parker 41:56

It's it's like the you know, it that's the thing that I want to do for my entire career? Yeah, is like make the law accessible, and so this this has just been like such a dream to have this acquired by such a great company.



Steve 42:09

Yeah.



Kimball Dean Parker 42:10

Who cares about the same thing.



Steve 42:12

We have felt that way forever about our friends at Paychex and now Paycor as well. They have made so much opportunity and capability and access to tools, you know, for any size business down to the smallest, right? It's it's it's part of why those companies were formed in the first place, and now with what you guys are doing at SixFifty, you've extended that even further, which is fantastic. Trish, does this make you want to go back into HR leadership?



Trish 42:39

Yes. No. Seriously. Yes, because it. I can't even quantify the amount of hours that my team and I spent on this, and that was in a mid-sized business. Yeah, I know. And the amount of money, and I, you know, I was part of the C-suite, but I did still report up through the CFO. And if I could have walked in and said, "You're going to spend this to be safe and not this. Oh my gosh! Right, we're always talking about how HR, HR, you know, needs to be business case rights itself.



Steve 43:11

I think for this kind of thing. So. Yeah, well, this has been this has been so much fun. Compliance is cool. I knew we were going to have fun with the show, Kimball. So great to meet you, and thank you for sharing the story. Thanks for everything you guys are doing. It's fantastic stuff.

K

Kimball Dean Parker 43:26

Thank you for having me on. All right, thanks

S

Steve 43:27

To our friends at Paychex, of course. God, we love them. Chelsea, I hope you're still listening. You're awesome, and Trish, we're going to have our old friend Tom Hammond on the show again soon. That's a rumor I leave that right here. He is coming back to join us soon. Stay tuned for that. So, all right, we will put links to some of the things we talked about today in the show notes. Of course, go to HRHappyHour.net. for all the show archives. Catch us on YouTube as well. We're blowing up on YouTube, Trish. Keep an eye on that. For our guest Kimball Parker, for Trish Steed, my name's Steve Boese. Thank you so much for listening to The At Work in America show. We will see you next time, and bye for now.