

CASE STUDY · BAHAMAS · GAMING & ENTERTAINMENT

# 8 payrolls per week, across 60+ locations.

The Bahamas' largest licensed gaming and lottery operator runs HR, Workforce, Payroll, and Talent for 850 employees on a single record. Facial recognition clocks, NIB automation, and four payroll frequencies built in.

TRUSTED BY BAHAMIAN ENTERPRISE



# Island Luck

Island Luck is the Bahamas' largest licensed gaming and lottery operator. Since receiving its license in 2009, the company has grown into a network of more than 60 locations across Nassau, Freeport, and the Family Islands, employing 850 people. It is one of the largest private employers in the Bahamian economy.



BY MATTHEW WOOLLEY · FEATURING TYLER SANDS

## Marketing & Sales Operations, Workzoom

WORKING WITH HR AND FINANCE BUYERS ACROSS CANADA AND THE CARIBBEAN

This case study covers Island Luck's evaluation from May 2023, Workzoom selection in February 2024, and the phased deployment that now runs eight payroll cycles per week with NIB automation built in. Stats and quotes match the published case study at [workzoom.com/case-studies/island-luck](https://workzoom.com/case-studies/island-luck).

Last verified May 2026 · [workzoom.com / case-studies / island-luck](https://workzoom.com/case-studies/island-luck)

### INDUSTRY

Gaming and Lottery

### EMPLOYEES

850

### LOCATIONS

60+ across the Bahamas

### WORKZOOM CLIENT SINCE

February 2024

### SUITES IN PRODUCTION

HR

Workforce

Payroll

Talent

## THE CHALLENGE

# Eight payrolls a week, all stitched together by hand.

Before Workzoom, HR and payroll ran on a patchwork of disconnected tools. Time tracking lived in Fingercheck. Payroll ran in a separate system. Hours moved through spreadsheets between the two, manually. Every cycle, payroll staff recalculated Bahamian NIB contributions by hand and reconciled spreadsheet exports before producing pay stubs.

With several companies under the Island Luck umbrella, HR processed **eight payrolls every week**: weekly, bi-weekly, monthly, and bonus runs. Each cycle pulled hours from spreadsheets, calculated NIB contributions manually, and issued pay stubs that sometimes arrived late or with errors.

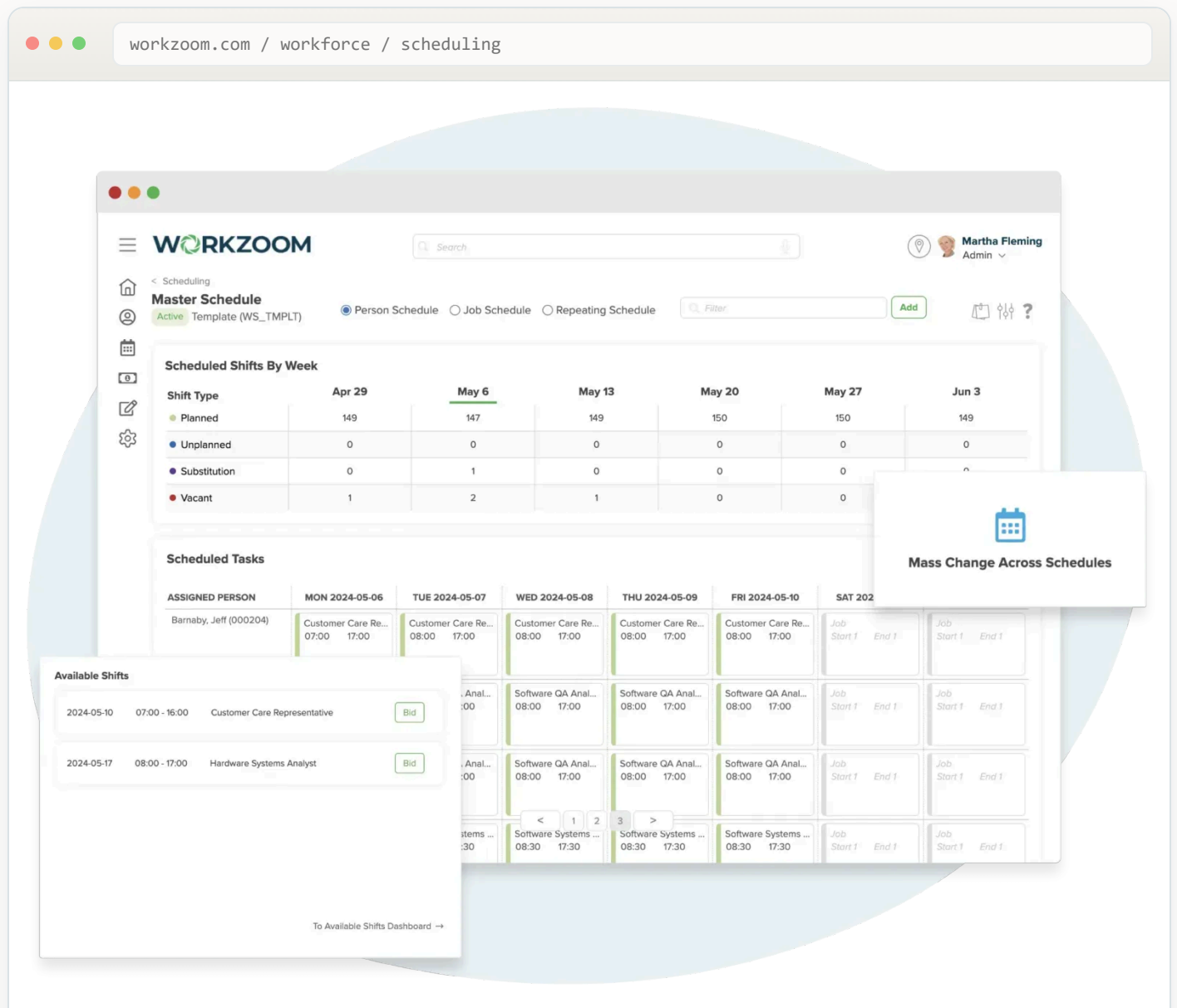
Limited HR staffing and reliance on manual processes meant a constant tradeoff between day-to-day operations and project work. Accuracy across multiple payroll frequencies was the constant pressure.

### BEFORE WORKZOOM

- Eight payroll cycles per week, calculated by hand with NIB rules applied manually.
- Time tracking in Fingercheck, payroll in a separate system, hours moved by spreadsheet.
- Employee data scattered across three systems with no shared source of truth.
- Pay stubs sometimes late or inaccurate due to manual reconciliation across cycles.

# One platform configured for multi-cycle Bahamian payroll.

Island Luck evaluated platforms starting in May 2023 and chose Workzoom in February 2024 after careful comparison. The phased rollout started with Payroll and Timekeeping to stabilize the highest-friction parts of the operation, then expanded into HR, Scheduling, Onboarding, and Engagement. Facial recognition clocks were deployed across all 60-plus locations, feeding hours directly into the payroll.



WORKZOOM SCHEDULING · COVERAGE PLANNING ACROSS 60+ BAHAMIAN LOCATIONS, WITH HOURS FLOWING TO PAYROLL

## **PAYROLL**

### **Pay Processing**

Eight payroll streams in one platform: weekly, bi-weekly, monthly, and bonus runs. Bahamian NIB rules applied automatically every cycle. Parallel pay runs validated results before full transition.

## **WORKFORCE**

### **Timekeeping**

Facial recognition clocks deployed across 60+ Bahamian sites. Fast, secure capture of hours that flows directly into payroll.

## **WORKFORCE**

### **Scheduling**

Managers create schedules; employees clock against those schedules. Actual hours captured automatically and sent to payroll, eliminating manual Excel reconciliation.

## **HR**

### **Onboarding**

Background checks, police certificates, work permits, and government forms completed online. Documents stored automatically inside the employee record.

# Tasks that took days now finish in hours.

From faster workflows to real-time analytics, the results span every part of the employee lifecycle across 850 employees and 60-plus locations in Nassau, Freeport, and the Family Islands. NIB contributions and core deductions are calculated automatically every cycle, with no manual recalculations. Overtime and holiday rules apply automatically across staffing groups. Onboarding documents, including Bahamian work permits, are stored in the platform. HR now has real-time analytics across all 60-plus worksites, replacing spreadsheet reporting with live data.

8

Payrolls per week, automated  
Weekly, bi-weekly, monthly, bonus

60+

Locations with facial recognition  
clocks  
Nassau, Freeport, Family Islands

850

Employees on one platform  
Across all four Workzoom suites



"We knew digitizing was necessary, but what mattered most was choosing a solution built for businesses like ours. Workzoom delivered the tools we needed, from payroll to facial recognition clocks, and worked with us to address challenges along the way. The platform aligned well with how Island Luck operates."

TYLER SANDS · HUMAN RESOURCES SPECIALIST, ISLAND LUCK

## What's next: Performance and Learning in 2026

Island Luck plans to extend its Workzoom implementation into Performance Management and Learning modules through 2026, strengthening accountability, development, and employee engagement across its network of 60-plus locations.

# Eight payroll cycles, run from one platform.

A 30-minute walk-through with your pay cycles, your locations, and your real Bahamian compliance load. We bring NIB rules, facial recognition clocks, and multi-island coverage to the conversation.

8  
payrolls  
/ week

weekly, bi-weekly, monthly, and bonus runs · across 60+ locations and 850 employees on one record.

[Book a 30-min walkthrough →](#)

[See pricing in detail](#)



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