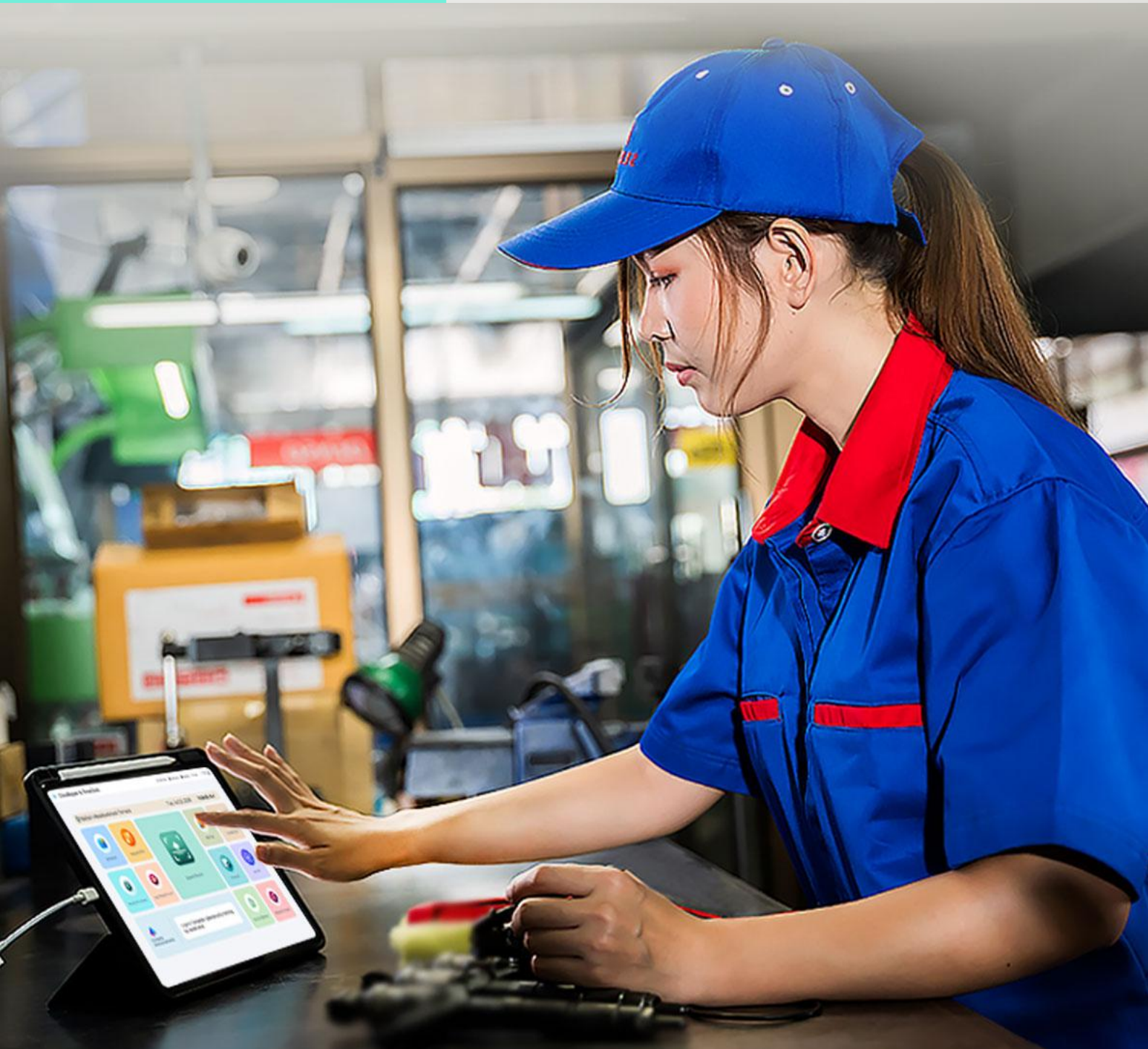




CloudApper®

# Case Study

**Applegreen Leverages  
Advanced AI to Avoid Costly  
Labor Violations Penalties**



# Applegreen Leverages Advanced AI to Avoid Costly Labor Violations Penalties

## Client Profile



Applegreen, a prominent Irish filling station company, has grown from a single service station in Ballyfermot, West Dublin, to a major player in the fuel and convenience retail industry across Ireland, the UK, and the US. Founded in 1992 and headquartered in Dublin, Ireland, Applegreen now operates over **620 forecourt sites** and employs over 15,000 people. The company's impressive expansion over the last three decades is a testament to its commitment to quality, value, and customer satisfaction. Renowned for its "low fuel prices, always" promise and **100%** traceable, quality-assured fuel, Applegreen's brand reputation continues to thrive, supported by a dedicated team at its Dublin headquarters.

## Challenges

Applegreen, with its expansive workforce of tens of thousands of workers, spread across numerous facilities, was grappling with significant challenges that threatened the efficiency and compliance of its operations. The organization wanted to streamline minor employee time tracking accurately across its vast network of convenience stores, restaurants, and shopping centers. Applegreen's unique business policies also made it increasingly difficult to ensure adherence to complex legal requirements, such as enforcing mandatory breaks.



**Walmart** faced a **\$172 million** penalty in California for failing to provide meal breaks to employees, while **ABM Industries** paid **\$90 million** for similar violations. **Bank of America** suffered a **\$73 million** hit after being accused of failing to provide adequate meal and rest breaks to its employees.

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## Solution

### “CloudApper AI Seamlessly Adds New AI Capabilities to Applegreen's Existing HR Systems, Enhancing Their Non-AI WFC on the Fly”

Applegreen turned to AI to revolutionize its workforce management, selecting a cutting-edge, tablet-based AI solution from CloudApper. This solution, fully integrated with **Kronos UKG Pro WFM (Dimensions)**, has fundamentally reshaped Applegreen's operations. By deploying Android tablets, the company empowered its employees with advanced self-service tools and AI assistance, leading to significant boosts in employee engagement and operational efficiency.

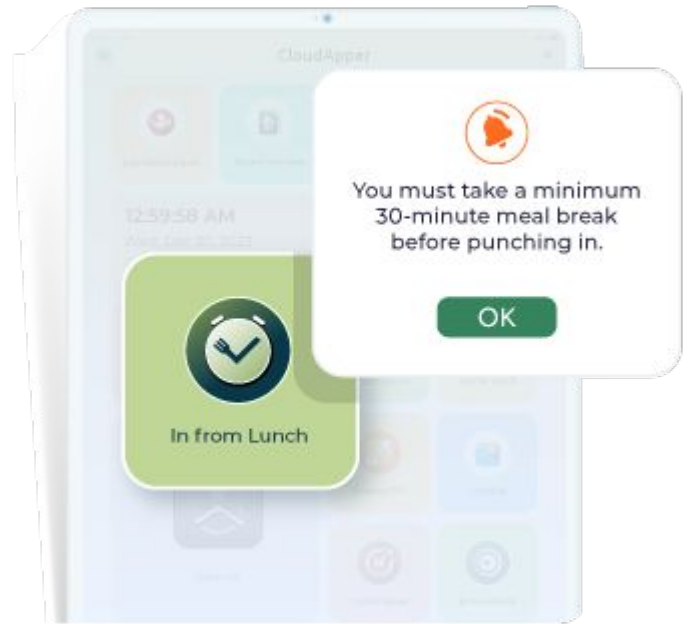
The integration of biometric face ID technology was a game-changer, dramatically reducing time theft and protecting the organization from substantial financial losses. In states like **California**, **violations of meal break rules, especially for minors, can lead to fines that accumulate rapidly, with penalties potentially reaching millions of dollars in back wages and settlements.** By proactively addressing these risks, Applegreen has significantly strengthened its compliance with labor laws, using timely notifications and alerts to substantially mitigate legal risks, ensuring a more robust and secure operational framework.



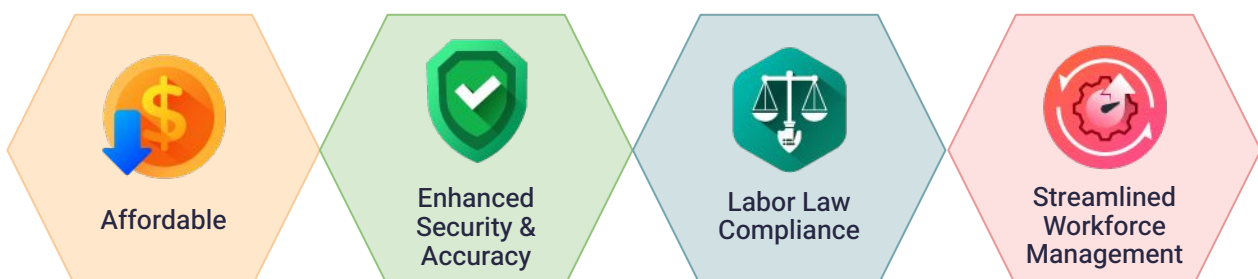
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## Benefits

The impact on Applegreen has been nothing short of transformative. By automating HCM functions and streamlining processes, Applegreen achieved significant cost savings, maintained productivity, and **enhanced compliance** with labor laws. The AI solutions proactively managed meal and rest breaks, **reducing legal risks** and avoiding penalties. This innovation positioned Applegreen as an **industry leader**, showcasing how AI can solve complex business challenges, improve compliance, and drive growth.

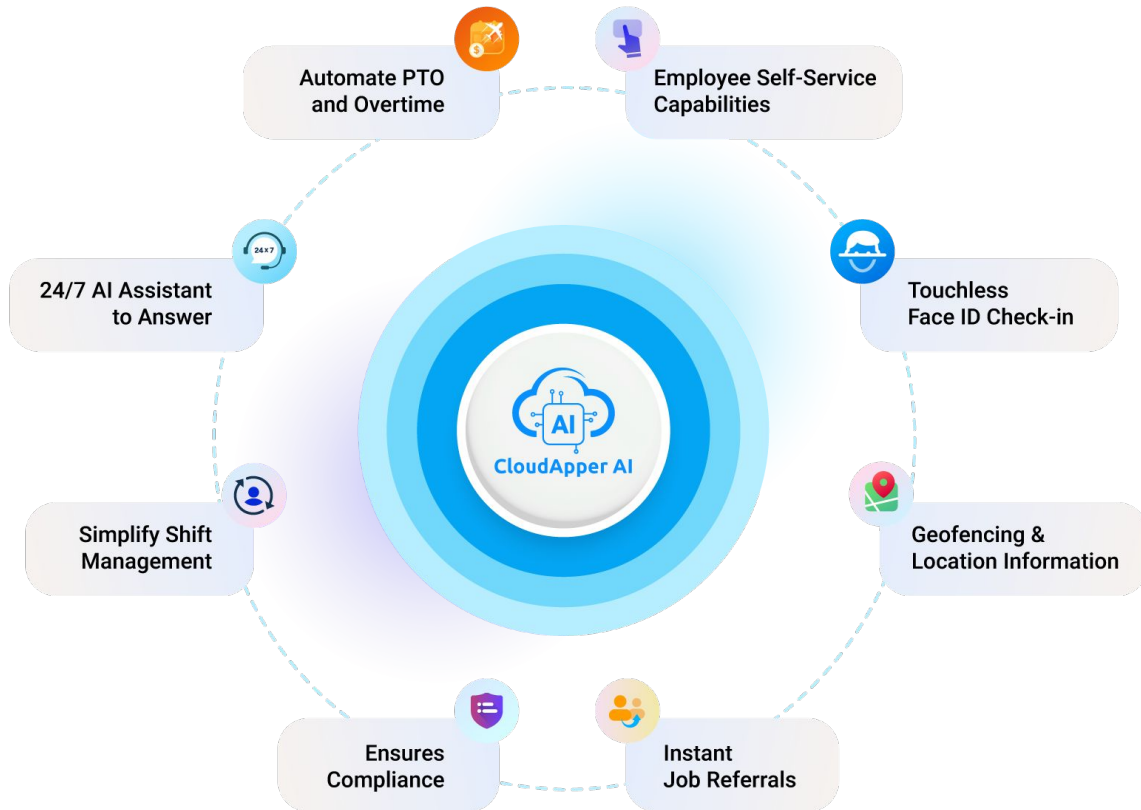


- CloudApper AI helps achieve cost reductions by preventing time theft, reducing manual processes, and ensuring data accuracy.
- The AI solution helps comply with diverse labor laws - safeguarding organizations from legal risks, reducing penalties, and aligning with industry best practices.
- CloudApper AI offers cutting-edge solutions that are not only faster and simpler but also drive substantial cost savings across the board.
- CloudApper effortlessly integrates AI into existing HR/HCM systems, providing powerful AI capabilities without the need for complicated development or disruptions.
- CloudApper AI delivers custom features & solutions designed to meet and exceed unique business challenges, ensuring optimal performance and results.



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## How CloudApper AI Automates HCM Processes



## About CloudApper

We are an AI platform that adds AI capabilities to the existing legacy systems to harness the power of Generative AI without costly development, in-house expertise, or time-consuming system upgrades. Adopting AI is critical now, not years from now, and that's where CloudApper AI comes in. We've integrated AI into leading enterprise systems, allowing customers to experience diverse benefits. The same approach we used with UKG software can be applied across various industries and enterprise systems.



**Award-Winning UKG Technology Partner**



Technology Innovation Partner (2023)



Technology Partner Influencer (2025)

**UKG**  
Partner

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