runa

CUSTOMER PROFILE

bright

Location:	MX
Employees	283 employees
Industry:	Energy
Customer since:	October 2021
Website:	https://www.thinkbright.mx/

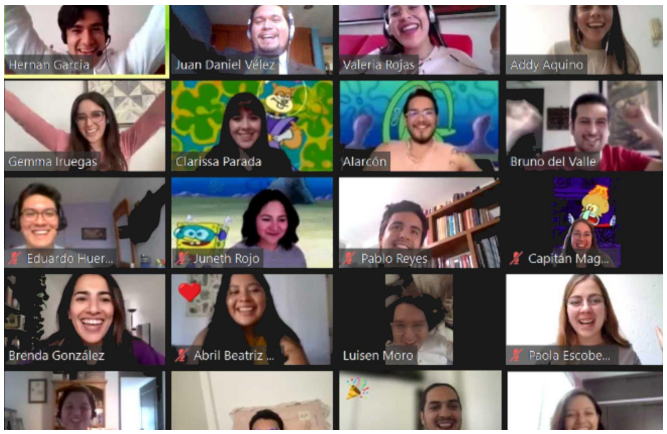
See profile

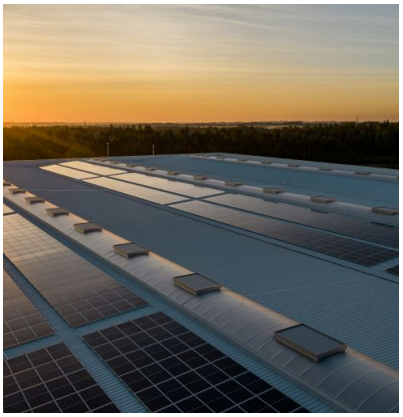
About Bright

Bright was founded in 2014 with a mission to make solar energy more accessible across Mexico while helping accelerate the transition toward a more sustainable future. From the beginning, the company focused on removing the barriers that traditionally prevented households and businesses from adopting clean energy solutions. Supported by Silicon Valley investors and strengthened through its participation in Y Combinator, Bright quickly expanded its operations and established a nationwide presence. Today, the company employs more than 100 people who work every day to increase the adoption of renewable energy throughout the country.

One of Bright's key differentiators is its solar energy rental model, which allows customers to access clean energy without making a large upfront investment. Through technology, innovation, and a customer centered approach, the company has built a business designed to simplify the transition to solar energy. As the organization continued to grow, maintaining efficient and reliable internal operations became increasingly important. Payroll and benefits management, in particular, required a more scalable and transparent solution capable of supporting the company's expansion.











What challenges were they facing in payroll and benefits management?

Before implementing Runa, Bright relied on a payroll outsourcing provider to manage payroll operations. While this approach handled some administrative responsibilities, it also created limitations around visibility and control. For the People Ops team, not having direct access to information made it more difficult to fully understand and oversee critical payroll processes. As Fanny Wenzel explains, “As People Ops Lead, without having studied accounting, I needed to be sure that our payroll was in expert hands and that our employees could trust the accuracy of their payments.” Employee records, payroll information, tax obligations, and benefits administration were not fully centralized, making it harder to manage compliance and provide consistent support to employees.

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>
> *- Fanny Wenzel, People Ops Lead*

How has Runa transformed Bright’s operation?

Runa allowed Bright to centralize and automate its payroll operation through a single platform. Payroll calculations, tax management, and related administrative processes are now handled with greater visibility, consistency, and control. This transformation not only improved operational efficiency but also increased confidence throughout the organization. Employees benefit from accurate payroll processing and greater transparency, while the People Ops team has gained stronger oversight of every stage of the process. According to Fanny Wenzel, “Now our employees are much calmer and happier because they know their payroll and taxes are being handled correctly. In addition, the platform has made it easier for us to train ourselves in payroll, IMSS, severance payments, and other accounting concepts.” One of the most valuable outcomes has been the ability to strengthen internal knowledge and capabilities.

> **“By implementing Runa, we have the certainty that our payroll and taxes are processed and paid on time, and that our employees receive their benefits correctly and transparently. This allows us to focus on what truly matters: growing as a company and taking care of our team.**
>
> *- Fanny Wenzel People Ops Lead*

What do they value most about Runa?

For Bright, selecting the right partner goes beyond functionality alone. Reliability, transparency, and alignment with company values play an equally important role. According to Fanny Wenzel, “In Runa, we found fast and transparent communication, constant support, and an intuitive and powerful platform that makes daily payroll and benefits management easier.” Centralization has been one of the platform’s most valuable features. Having all employee information, payroll records, and historical data stored in a single system provides consistency and reduces the risk of losing important information.

Additional impact of Runa

Beyond process automation, Runa has had a broader impact on Bright's organizational efficiency. By reducing errors, eliminating repetitive manual tasks, and simplifying administrative workflows, the platform has freed up valuable time for the People Ops team. Instead of focusing on operational issues, the team can dedicate more attention to initiatives that directly contribute to employee development, workplace culture, and business growth. As Fanny Wenzel summarizes, "The platform gave us control, transparency, and the peace of mind that our operation is aligned with the law. Now we can dedicate more time to improving the experience of our employees and continuing to drive Bright's mission."





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4.9/5.0

★★★★★

CAPTERRA

See reviews

4.9/5.0

★★★★★

SOFTWARE ADVICE

See reviews

4.9/5.0

★★★★★

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