



# CASE STUDY

## First PEO Experience



## THE PROBLEM:

### HUMAN RESOURCES IN DISARRAY

Human resources (HR) is a crucial department in any business, large or small. They manage payroll, benefits, ensure tax laws, both state and federal, are up to date, as well as manage the hiring and firing of employees. For large businesses, this generally is not a problem. However, smaller companies often do not have appropriate staffing to manage this.

A Glass and Mirror Installation company was performing payroll and other human resources functions in-house. Their continuous and rapid growth created an HR department that was in disarray. This was taking valuable time and money away from running and continuing to grow the business.

They reached out to OneSource Business Solutions to use our expertise in dealing with HR issues within a diverse employee base. By exploring the options we provided, they were able to accomplish this goal and more. One such additional goal was due to low participation in health insurance. The company wanted to outsource benefits to get health insurance for employees that wanted it.

**"It has been refreshing to have a one-stop-shop for our HR needs. We were in need of your services and did not even know it."**

# THE SOLUTION:

OneSource Business Solutions began by gathering information on the service needs of the glass and mirror installation company. After an analysis of the data we collected, we determined that they would be a good fit and created a proposal. This was the client's first time working with a Professional Employment Organization (PEO).

The services we provided included payroll, employee benefits, workers compensation and claims administration, and HR consultation. Also, due to the Coronavirus, OneSource Business Solutions provided pandemic assistance, unemployment assistance, and Paycheck Protection Program (PPP) consultation.



**"The transition was pretty seamless."**

# THE RESULTS:

The client saw an immediate impact. The company was especially pleased with the employee benefits package that was provided, which was similar to what employees would receive at a Fortune 500 company. Furthermore, these benefits were administered by professionals. Because of this, employees were happier and more productive, which has allowed the client to focus on retaining quality employees and growing their business.

## RISK MANAGEMENT

Since this client has a somewhat risky business, we introduced risk management processes. We provided the client with safety tips, as well as training videos for their employees. They occasionally had a claim and were very happy with our claims administration process.

By partnering with OneSource Business Solutions, the company is able to focus on their business and not on handling different HR issues. They have been delighted that they decided to outsource HR functions to OneSource Business Solutions.

**"We are able to provide a suite of benefits to the staff which has allowed us to grow with quality employees and quickly."**



**"We've not really had to hire or replace our HR. They answer lots of questions and provide good advice on many fronts."**