

SMALL BUSINESS OWNER CASE STUDY

Employees: 48

HR Department: Owner & Accountant

Industry: Manufacturer

	Problem	Solution	Positive Result
Competitive	<p>60% turnover rate</p> <p>15 Day general labor fill rate</p> <p>Rising health benefits cost</p>	<p>Flexible staffing partnership solution based on performance metrics</p> <p>Co-employment partnership solutions to provide the following:</p> <ol style="list-style-type: none"> 1 Health insurance consulting 2 Master group plans 3 HR back-office administration 4 HR front-office support & strategic HR 	<p>15% Decrease in monthly turnover rate</p> <p>3-Day general labor fill rate</p> <p>Competitive multiple health benefit plan options at decreased costs</p>
Care	<p>Employee frustration due to lack of quick access to information & average 8 day response time to complex inquiries</p>		<p>Happy employees and families as a result of master group plans and HR information system</p> <p>Employee & family questions answered within 48 hours</p>
Compliance	<p>6 costly inquiries YTD</p>		<p>Decreased injuries by 30%</p> <p>\$120,000 in savings in turnover improvements</p>
Cost	<p>Owner spending 13 hours per week on HR administration and vendor management</p>		<p>\$18,531.83 in total annual HR costs</p> <p>HR vendor consolidation from 5-1, freeing 30% more time</p>