

Human Resources Outsourcing: 7 Success Stories of Businesses that Improved Productivity, Reduced Employment Risks, and Cut Overhead by Outsourcing Their HR Functions.



Overview

“A key to business success in today’s environment will be concentrating on improving the human resources systems within the organization: developing and motivating their employees, protecting their companies against employment lawsuits, and researching more efficient and cost effective HR systems.”

As the economy continues to improve and stabilize, employers have begun refocusing their efforts on growth and profitability. Many have begun hiring new staff as evidenced by the slowly dipping national unemployment rate. Others are using the time to restructure and regroup, turning to activities that have been neglected during the previous three years. Developing new products, capitalizing on burgeoning sales opportunities, or investigating new financial and banking relationships are just a few of the actions employers are taking to gain traction in the strengthening economy.

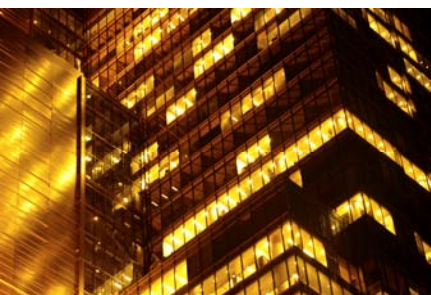
In almost every organization, it is the employees that drive their success. From growth and product development, to customer service and quality assurance, it is the people who will ultimately have the greatest impact on the company’s future profitability and stability. A key to business success in today’s environment will be concentrating on improving the human resources systems within the organization: developing and motivating their employees, protecting their companies against employment lawsuits, and researching more efficient and cost effective HR systems.

The obstacles faced by most businesses are the limitation of time, resources, and manpower to effectively improve their HR infrastructure. The level of expertise and know-how required to impact the HR systems is usually beyond their means. More often than not, these critical areas are left by the wayside as other tasks dominate management’s time and energy.

The Outsourcing Solution

A solution that has been growing in popularity over the past decade has been to bypass the conflict completely, by outsourcing the complex, time consuming, or unproductive tasks relating to employee administration. The Human Resources Outsourcing industry has continued to grow in recent years, despite the global recession.

Human Resources Outsourcing can take on many appearances, from complete end-to-end processes, to specific, discreet functions. But in the



*HR Outsourcing:
By entrusting non-core, non-revenue generating tasks to an outside expert or firm, the business can comfortably focus on other critical areas, assured their human resources systems will be managed professionally and efficiently.*

end, they all share the same principle: by entrusting non-core, non-revenue generating tasks to an outside expert or firm, the business can comfortably focus on other critical areas, assured their human resources systems will be managed professionally and efficiently.

The HRO firm employs teams of experts in a wide range of disciplines. It functions as the business's off-site HR department, handling all employment related tasks in a more timely and cost-effective manner. Furthermore, the HRO firm can offer their clients economies-of-scale, providing more robust benefit plans, HRIS platforms, more cost effective insurance products, and a wide range of advice and support, typically found in larger corporations.

Human Resources Outsourcing services can include any, or all, of the following services:

- Labor law compliance
- Employment administration
- Forms and documentation
- Management and employee training
- Payroll and tax services
- Workers' Compensation Insurance
- Safety consulting
- Employee benefit packages
- Retirement Planning
- Recruiting.

Read first-hand the stories of seven organizations that achieved business success, each in their own way, through Human Resources Outsourcing.

Success Story #1

Prestigious Medical Practice Mitigates Its Employment Risks

Company Background

This medical practice was founded in 1980 with the mission to provide the highest quality health care combined with clinical research and education. It is currently one of the few cardiovascular practices in the country that balances private practice with academic medicine, and runs one of the world's largest cardiac transplant programs. They currently employ over 30 employees, but are expecting to significantly grow their employee base in the coming months.

It was obvious to the Executive Director of this prestigious medical practice that his time would be best spent on providing superior patient care and conducting scientific research. Managing employee issues should have been the last thing on his mind. Unfortunately, it wasn't.

Business Challenges

As the practice grew in size and prestige, the Director recognized the critical role Human Resources played in his practice. "We do not have a dedicated HR staff," he explains, "But I understand that human resources can't be put on the back burner. HR is still a critical part of our practice."

With the lack of sufficient internal HR resources they struggled to standardize employee practices and stay abreast of changing employment regulations. While the Director and his Office Manager continued to personally handle the employee relations, an incident pushed them to consider outsourcing their human resources to a professional firm.

An argument ensued between two front office staff, and the altercation ended with one employee threatening to physically harm the other. The event was witnessed and the employee was let go. A short time later she sued the practice for race discrimination. Even though, at the time, the Director was sure he was doing the right thing, he ended up in an 8 month lawsuit with the EEOC that cost him hundreds of hours of



time and distracted him considerably from running the practice. While he ultimately won the case, he realized it was time to work with human resource professionals. He needed a firm who would help him structure an HR system to prevent this from recurring, and to take over the administration of a lawsuit if one ever occurred again in the future.

“As our firm continues to grow and we open new offices, managing the staff in multiple worksites is only going to become more complicated,” he says. He invited CPEhr to present their outsourcing HR solution, and quickly engaged their services.

“I have run the office for more than a decade,” says the Director, “But knowing CPEhr is here to guide me through all employee matter offers tremendous peace of mind. Now, instead of being distracted by minor personnel issues, I can focus on the practice.”

HR Solutions

Upon entering the HR Outsourcing relationship with the practice, a Human Resources Specialist immediately began to review their policies and employee documentation. Many gaps in employment protocol were identified. Arrays of new employment forms were created, compliant procedures were implemented and new guidelines were put into practice. The Director and Office Manager received training on proper employee review and termination procedures, and their designated HR Specialist was invited to attend exit interviews and assist in the termination process.

“I have run the office for more than a decade,” says the Director, “But knowing CPEhr is here to guide me through all employee matter offers tremendous peace of mind. Now, instead of being distracted by minor personnel issues, I can focus on the practice. They have truly become our partner.”

The most critical assistance occurred when the practice decided to outsource their billing function and to layoff the entire department. Several HR staff were assigned to assist in the layoffs, with proper termination procedures, protocol and severance packages that were in the best interest of both the practice and the employees. The Director sums up the incident succinctly: “We could never have done this on our own.”

Real Results

Since joining CPEhr, he feels that the day-to-day protection he experiences in the area of employment exposures is immeasurable. "I now have tremendous peace of mind. CPEhr has become our 'go-to resource.' Without this type of relationship we end up making our own decisions, without proper knowledge of the law, and will ultimately make a mistake. You think you can use common sense, but common sense and the law rarely match!"

The Director says the benefits of outsourcing HR were immediately realized, as the new systems and processes were implemented and functioning within 30-60 days. "I recognize the reality that as the practice grows. So too would the need to hire an HR Manager. However, by outsourcing our human resources, we don't need to spend the money on another hire and can use those funds to invest back into patient care and clinical research."



Success Story #2

Kitchen and Bath Retailer Reduces Workplace Injuries and HR Risks.

Company Background



This high-end kitchen and bath retailer opened its doors in Santa Monica, California in 1949. Today, it is regarded as the pioneer of “one stop shopping” for major appliances in the kitchen and bath industries. With locations throughout Southern California and close to one hundred employees, it has grown to be one of the largest and most respected retailers of its kind in California.

Business Challenges

From its earliest years, it considered itself a family-run business, and always treated its employees as such. For the first five decades of business, that philosophy worked well. But as the ‘90s and turn-of-the-21st-century witnessed a rise in workers’ compensation costs, safety requirements, and employment lawsuits, management recognized they needed to take significant steps to protect their company. Additionally, the expansion of the company from a single location to multiple-worksites further complicated their operations.

“In its early days, there was no communication path to employees,” reflects their CFO of 15 years. “While management always prided itself on its relationship with its staff, they never established a formalized method for discipline, safety, performance reviews or implementing policies and procedures.” The CFO admits that while she has decades of personnel management experience, it became impossible for her to stay abreast all the mandatory laws and regulations required of today’s employers.

Changing employer responsibilities also manifested themselves in the area of risk management and safety. Whereas Cal-OSHA has dozens of guidelines and laws to which employers must adhere, the business had never taken serious steps to ensure their compliance. “Our employees had never really thought much about safety procedures and

equipment,” says the CFO. “But after an incident with a worker standing on a forklift 3 racks high without a safety harness, we realized we needed to create a culture of safety awareness.”

It was almost 60 years after opening their doors, that the business called CPEhr and joined their Human Resources Outsourcing program.

HR Solutions

“The consultant immediately created a to-do “punch list” with detailed instructions how to remedy the violations. He made practical suggestions ... but most importantly, he created an overall awareness and culture of safety that the business needed.”

The most pressing area that required immediate attention was safety. CPEhr assigned one of their senior Safety Consultants to the task. The consultant conducted multiple on-site walkthroughs of the three warehousing facilities. What he found was a list of infractions, some of which carried heavy fines, if caught by Cal-OSHA. The consultant immediately created a to-do “punch list” with detailed instructions how to remedy the violations. He made practical suggestions, procured the necessary safety equipment, and implemented forklift training. Most importantly, he created an overall awareness and culture of safety that the business needed.

“Their safety consultant really turned us on how to be safety-minded,” says the CFO. “He pointed out many areas we would never have thought of and, with separate locations and different management styles, provides cohesiveness to the company.”

In the area of employee administration, Human Resources protocols were created and implemented. The managers at each location were trained in compliant HR procedures and specific practices, such as employee handbooks, benefits, responding to employee questions, conducting employee evaluations and proper terminating procedures. The entire staff also received Unlawful Harassment training seminars, as required by law.

Real Results

The client’s management team gained a real sense of security knowing that they had an HR partner standing by their side. With a dedicated HR

Manager available to address employment issues and questions, they no longer had to be concerned about inadvertently crossing a line or violating the law. Despite a few complaints and employee threats, since joining the HR Outsourcing program over ten years ago, they have never been sued.

“You can never really be objective in your own workplace,” says the CFO. “As issues come up, I always run it by our HR person; it is very helpful to talk to someone on the outside, and it’s always better to be safe than sorry.”



The attitude of the client’s staff towards safety increased dramatically as a result of the safety team’s proactive response to the issues they identified. Early in the CPEhr relationship, there were items added to the compliance “to-do” list. But according to the CFO, the last time he came out, there was nothing new to add to the list. “Their safety team brought us a level of consciousness we never had before, and imbues us with ongoing responsibility.”

CPEhr’s aggressive risk management resulted in an extraordinary reduction of injuries and workers’ compensation costs:

1. Over a period of four years, the client only experienced two minor injuries, for a total expense of \$1040. This is a combined loss ratio of less than half of one percent (0.45%). With industry loss ratio averages in excess of 30%, similar size organizations experienced \$60,000 losses over the same period of time.
2. Over a period of five years, the businesses Experience Modification dropped from 115% to 77%, a reduction of 33%. The bottom line: a 1/3 savings off their workers’ compensation premium costs, equaling tens-of-thousands of dollars in savings.

Success Story #3

Real Estate Management Firm Consolidates Multiple Vendors and Simplifies HR Systems

Background and Business Challenges

This Woodland Hills, California-based real estate investment and management company was founded in 1980. It grew to 35 employees and focused on property development and management throughout Southern California. Shortly after joining the firm in 2007, their new CFO quickly identified four critical challenges within the organization which needed to be quickly addressed.

Payroll. The processing and production of payroll was being handled by outside CPA firm. The CPA was charging exorbitant fees for the preparation of payroll, electronic tax deposits, quarterly tax returns, annual tax returns, and W-2s. Despite the excessive fees, the CPA firm had no system for tracking vacation, sick and other time off, and the organization constantly found itself requesting information that was unavailable.

Medical Benefits. Any questions, clarifications or employee health benefit issues needed to be handled through an outside broker or directly with the insurance company. All of the health plan administration was being managed through the organization's accounting department. This process was extremely time consuming and did not provide them with accurate results. "The process caused a great deal of stress to myself, my department, and other employees within the company," explains the CFO. "I knew we had to make a change". Additionally, their benefit premiums were extremely expensive. It was one more reason they needed to look for alternative health care solutions.

Workers' Compensation. While they did not face excessive workplace injuries, there were several incidents that required attention from the insurance company. They found that claims were not being addressed satisfactorily from their insurer, and as a result, faced increases to their workers' compensation insurance premiums.



Employee Management. Lacking a dedicated personnel department, the company did not have proper Human Resources systems established. Employee termination issues were not handled properly, many employees' exempt vs. non-exempt statuses were questionable, and employee personnel files were in disarray.

"There was no way we could continue managing our HR responsibilities as we were," says the CFO. "We began researching alternative HR management options. After extensive research we selected CPEhr as our HR outsourcing provider to assist us."

HR Solutions.

"Once on-board, CPEhr provided the client with a dedicated Human Resources Representative that acted as their primary liaison with all other departments - Workers' Compensation, Benefits, Payroll and HR."

CPEhr conducted an initial consultation to determine which service package would best fit the needs of their company. Due to their multiple challenges, the complete HRO package was selected. This program included payroll and tax administration, human resources management, workers' compensation and safety services, and full range of medical and voluntary employee benefit packages.

The first step was to provide each employee with a new employment packet, including I9's, W-4's, general information sheet, and other mandatory state and federal documentation. The client's management team then reviewed the benefit options with the HRO's Benefits Representative, discussed options, and selected a variety of HMO and PPO plans to offer their staff. Finally, the Business Implementation team conducted an Employee Orientation with all their existing staff and assisted them in completing the paperwork and enrolling them in their new benefit programs.

Once on-board, CPEhr provided the client with a dedicated Human Resources Representative that acted as their primary liaison with all other departments – Workers' Compensation, Benefits, Payroll and HR. One by one, each employment challenge was addressed, and solved:

- Payroll was processed accurately and timely, and all paid-time-off benefits were tracked and managed;
- Health benefit premiums were significantly reduced;
- All employee benefit issues were managed by the HRO Benefits Representative who acted as the intermediary between the client and insurance carrier;
- Workers' Compensation premiums were significantly reduced, and a Claims Manager was assigned to address all future workplace injuries;
- Employee files were updated and all exempt and non-exempt status questions were resolved.

Tangible HR Results

To cover the services provided, the HR outsourcing firm charged a monthly administration fee as a percentage of payroll. "The administrative fee charged by CPEhr was most reasonable," reflects the CFO. "It provided our company a significant cost savings in both hard and soft costs."

Offsetting the fee were reductions in workers' compensation, health and other benefit premiums, consolidated vendors under a single roof, streamlined employment processes, and a reduction in employment risk.

"Beyond the savings, CPEhr protected our company against making bad employment decisions and running inefficient HR systems. They provided exemplary advice on employee termination issues and kept us out of trouble on numerous occasions. Outsourcing human resources was probably the best business decision our company ever made."



Success Story #4

Credit Card Processing Service Reduces HR Liabilities and Avoids Lawsuits

History

This credit card processing company opened in 2000 with just six employees and quickly established itself as a leader in the credit card industry. It is currently one of the fastest-growing merchant service providers in the U.S. Today there are over 50 employees in the areas operations, finance and sales.

Business Challenges

Since its inception, all in-house sales people were classified as independent contractors. While classifying sales people as 1099 contractors was considered an acceptable practice in the industry, the company found itself caught in a class action lawsuit approximately 3 years later. Initiated by two employees that complained about missed overtime pay and lunch breaks, the lawsuit swelled dramatically and eventually incorporated over 200 current and former employees. “Even though we have always run a clean ship”, reflects the company’s Chief Financial Officer, “We seem to have a history of employee disputes and often run into trouble.”

The CFO also recognized that their high turnover rate and complex compensation plans were far too difficult for his staff to manage on their own. “Ultimately”, he said, “We realized we needed to put our sales staff on hourly compensation and create a more sophisticated and appropriate compensation plan for a group of people that were never employees. That’s when I called CPEhr.”

HR SOLUTIONS

CPEhr was brought in to begin the process of converting 30 independent sales reps to employees. A Human Resources management team created job descriptions, opened employee files, and verified the completion of all mandatory documentation. A compensation program was designed and compliant vacation policies



were established for all employees. While the plans went through several iterations, they were eventually completed to the satisfaction of both CPEhr and the client.

To address their high turnover rate, CPEhr assisted in the termination procedures, exit interviews and severance packages. Additionally, Sexual Harassment training was presented to all employees, and the client successfully outsourced the management of maternity-leaves and other employment issues.

“Whenever we have a problem, CPEhr is always there to carry the burden, absorb the problem and see it through ... I have a partner now and their services are an invaluable.”

Sometime after joining CPEhr, the client faced another lawsuit relating to minimum wage and break violations. However, this time the claim was bogus and CPEhr partnered with them to share the costs and management of the entire process. “If we were on our own,” says the CFO, “We would have hired our own lawyers and paid the bills. Instead, CPEhr conducted all the research, created all the reports and spreadsheets, and gathered all the necessary data to win the suit. It was a significant burden that we would have had to do it on our own.”

Quantifiable Results

As a credit card processing service, the business’s revenues are generated based on the volume of transactions by their credit card processor clients. While they continue to conduct business as usual, sales were slower recently than in past years and they are looking to control non-labor costs and overhead. One area of cutting they are NOT considering, however, is CPEhr’s service fees.

“Despite their fees, their true value is seen when I’m in trouble. Sure I am paying for HR and payroll services, and maybe I can spend that money somewhere else,” reflects the CFO. “But whenever we have a problem, CPEhr is always there to carry the burden, absorb the problem and see it through. I have spent hundreds of thousands of dollars over the years just for legal fees, but the costs of a lawsuit are unfathomable. I have a partner now and their services are an invaluable.”

Success Story #5

Barbecue Retail Chain Finds Solution to the Demands of Growing Employee Administration

Company Background

When the owner opened this barbecue franchise chain in Orange Country, California, in the mid-1980s, the last he thing on his mind was managing Human Resources. Priorities were focused on inventory, facilities, marketing and company growth. Over the past 20 years, the stores have grown to be one of the most successful barbecue franchise chains in California. They currently employ over 80 employees in four retail locations and 40,000 square feet of retail space. They also have a manufacturing company, as well as a distribution facility.

Business Challenges

In the beginning, two stores were opened with a total of 35 employees. Two more locations were later opened, and the staff more than doubled to a total of 80 employees in a period of 6 months. During these early years, they had a several experiences in front of the Labor Board and did not understand the necessary regulations and compliance requirements. Even though they hired an attorney to assist and write their corporate policies, they were quickly out of date. "As a California based business," the owner emphasizes, "there are many, many laws that an employer has to adhere to. If you ever find yourself trying to make a case before an employment board and you don't know the laws really well, 99 percent of the time, you will lose the dispute simply because you didn't follow procedures correctly."

They also realized they were outsourcing various Human Resource functions to different vendors and spent a great deal of time managing these relationships. Their Employee Benefits were sent to a broker, their payroll went to an outside service and their legal requirements were handled by a lawyer. Their management team would spend as much as 30% of their time managing non-revenue generating employment activities.

They came to the realization that they were in over their head. "We were constantly bombarded with compliance concerns," he says. "We



tried our best but estimate we were probably only 60% compliant and 20% knowledgeable of the relevant labor laws." It was at that point he decided to contact engage a Human Resources Outsourcing firm.

HR Solutions

"Once CPEhr took over, the client was able to offer better medical coverage, attract better employees and reduce turnover rates. Their management skills improved and they were overall more comfortable with running their business."

The first thing the client implemented was a consolidated HR solution with CPEhr. Multiple vendors were brought under one roof, including their payroll, workers' compensation, HR compliance, employment forms and employee benefits.

"When you are integrating all HR services under one umbrella rather than outsourcing to different companies," says the owner, "you save an enormous amount of time and eliminate unnecessary complications. You can have a one meeting sit down to go over the various things you have to do. Plus because all these services come as part of one package, the cost to us is reduced substantially."

CPEhr appointed a Human Resources Manager to oversee all aspects of their client's employment administration. A representative walked through the stores, changed and updated all the employee forms, customized their HR documents, reviewed all files and paperwork, and had the employees read and re-sign the employee handbook. CPEhr also introduced management training seminars and attended two labor law hearings, reaching a favorable decision on both accounts.

Overall, the owner believes they were completely compliant within 3-4 months. "We have warehouses and a manufacturing plant and CPEhr helps us stay compliant with all OSHA regulations," he says. "They give free training. In all, they have about 30 different services that we utilize."

Real Results

Once CPEhr took over, the client was able to offer better medical coverage, attract better employees and reduce turnover rates. Their management skills improved and they were overall more comfortable with running their business. "Whereas everything before was gray, with CPEhr, everything became black and white," the owner says. The

relationship eliminated the need to hire an HR Manager, hire a trainer, and find an OSHA compliance consultant. Most importantly, their General Manager was able to gain back 30% of his time, and instead of dealing with HR issues, was able to focus his energy on helping build the company. Overall, the client estimates they saved over \$100,000+ in salaries, insurance expenses, legal/attorneys fees, employment policies and handbooks, and labor board penalties.

"In the past," the owner explains, "I'd have to hire lawyers just to be sure we were compliant. But CPEhr is a specialist. They can do it virtually overnight. They are significantly cheaper, plus there are a lot of things that they bring to the table that we, as a small company, could not do." He estimates that the services paid for themselves within 4 months of joining CPEhr. And after 7 years, that is quite a positive return on investment.

"Overall, the client estimates they saved over \$100,000+ in salaries, insurance expenses, legal/attorneys fees, employment policies and handbooks, and labor board penalties."

Success Story #6

Hair Salon Chain Achieves Labor Law Compliance

Company Background

The owner and founder of this hair salon chain operated 8 hair and beauty salons employing 80 employees, throughout Southern California. The chain quickly grew to over 30 locations and 350 employees. While financially successful, the company soon realized they were insufficiently prepared to deal with labor law compliance and HR issues.

Business Challenges

But as his operations grew and his employee base increased, the owner quickly recognized his human resource limitations. He operated his chain of 30 hair salons from a single corporate office using an old payroll system and poorly-trained store managers. Over the years, they faced over a dozen employee lawsuits, stemming from issues involving the Department of Fair Employment & Housing (DFEH), Equal Employment Opportunity Commission (EEOC), and Department of Labor. "I knew that California especially has some major labor laws to contend with," he says, "And I wanted to focus, not on that, but on building my business. I wanted to make sure that we were running everything properly, so that's why I needed some help in HR." He began researched HR Outsourcing providers, and ultimately selected CPEhr as his outsourcing relationship.

HR Solutions

Immediately, a comprehensive HR strategy was designed and implemented. Within 30 days, a comprehensive Employee Handbook was designed and distributed to all employees at all locations. The Handbook contained all corporate policies and procedures, as well as employee's rights and responsibilities. CPEhr ensured that the owner enforced the policies in the handbook, and assisted as needed.

The client's employees had a direct line to their Human Resources Specialist at CPEhr regarding any issues that arose. Complaints were handled quickly and efficiently, before going to an outside agency.





Employees at each location received Harassment Training. Management Training Guides were distributed to each store, and every Store Manager received a personal visit from the HR Specialist to review the policies and answer any questions.

Finally, a customized payroll system was implemented to help account for overtime, commission pay, bonuses and other irregular pay occurrences.

Results

Since beginning the HR Outsourcing relationship, the client has never paid a settlement for a DFEH/EEOC claim. Little to nothing has ever been paid for DOL Claims, and all DFEH claims were dismissed without any settlement amounts. In no circumstance was a penalty ever paid.

“The client’s employees had a direct line to their Human Resources Specialist at CPEhr regarding any issues that arose. Complaints were handled quickly and efficiently, before going to an outside agency.”

Success Story #7

California Vineyard Implements Risk Management Programs and Reduces Workers' Compensation Premiums.

Company Background



This client, a family-owned agricultural business, is the largest table grape grower in the United States -- with 60 ranches covering over 12,000 acres in the San Joaquin Valley, California. They also produce a variety of specialty crops.

Workers' Compensation Challenges

The client's employee population fluctuates between 1,200 and 5,000 workers, depending on its various seasonal activities, including: pruning, tying, spraying, harvest, cold storage, packing and distribution.

Each activity has its own particular behavior and each contributes to the overall risk of the business. After several years of terrible losses and skyrocketing worker's compensation insurance premiums, they decided to partner with CPEhr.

Safety Solutions

At the time they joined CPEhr, the client faced an Experience Modification of 236%. CPEhr implemented a comprehensive Risk Management Program, including hands-on claims management, an on-site employee to transport injured workers to and from medical providers, and a safety consultant to conduct periodic safety walk-throughs.

In addition, CPEhr engaged the services of California Safety Training Corporation (CSTC) that specializes in safety training in the agricultural community. Working closely with CPEhr's in-house Risk Management team, they were able to quickly and effectively address the client's unique safety needs.

Outcome



The client's first experience modification affected by CPEhr's services was promulgated by the WCIRB at a rate of 217%. Thanks to a dramatic decline in the frequency and severity of injuries, the Experience Modification is expected to decrease over the next 2 to 3 years.

The client also opted to secure worker's compensation coverage through a high-deductible program instead of continuing to pay premium for guaranteed cost coverage. With a deductible of \$350,000, the insurance carrier coordinates directly with CPEhr's account manager, who has direct, on-line control of its claims, reserves, and settlement processes.

Working together, the client and CPEhr have formed a seamless working relationship which has directly impacted each worker's compensation claim and overall well-being of their staff.

“Working together, the client and CPEhr have formed a seamless working relationship which has directly impacted each worker's compensation claim and overall well-being of their staff.”

About CPEhr:

Headquartered Los Angeles, CPEhr is one of California's leading Human Resources Outsourcing and PEO firms. Founded in 1982, CPEhr has assisted hundreds of clients throughout the country comply with complex regulatory and insurance requirements, while helping improve their HR systems. With almost 30 years experience in the HR marketplace, CPEhr has a unique advantage in its knowledge of business employment challenges.

CPEhr began as a small payroll, employee benefits and HR provider, with 10 corporate employees. It remains privately-held, but over the past three decades has grown to 90 corporate professionals in the areas of:

- Human Resources Administration
- Employment Compliance Consulting
- Employee Benefits
- Retirement Planning
- Management Training
- Safety and Risk Management
- Workers' Compensation Insurance
- Payroll and Tax Administration
- Recruiting

For More Information about HR Outsourcing

For more information regarding HR Outsourcing and how it may fit with your organization's needs, contact CPEhr for a complimentary Business Consultation. In this no-obligation meeting, a senior consultant will analyze your current human resources practices and offer a customized HR solution to meet your needs.

Email: info@cpehr.com
Phone: 877-842-4987
Website: www.cpehr.com
Twitter: @cpehr
Facebook: www.facebook.com/cpehr

