



CASE STUDY

FAMILY EYE AND LASER

EXECUTIVE SUMMARY

Every vision center aspires to grow in a quick and stable manner so that it can expand to serve as many patients as possible while also providing top-quality optometry healthcare. Family Eye and Laser expanded in a short time to include four busy locations.

Soon, Family Eye and Laser realized that its rapid growth meant that their professional teams needed additional help on the personnel side. That's when they called on PRe employer.

PRe employer employs a staff of experienced professionals that were ready from the very beginning of their relationship to assist Family Eye and Laser with its human resources needs. PRe employer's staff continues to stand by ready to furnish practical guidance where the clinic can expect to see future pain points.

PRe employer helped Family Eye and Laser in the following ways:

- ***Saving money on personnel management, operations, and employee retention.***
- ***Streamlining and optimizing payroll services to employees.***
- ***Enhancing the effectiveness of Family Eye and Laser's Human Resources team to facilitate its staff's Blue Cross/Blue Shield health benefits as well as to improve staff support.***
- ***Consolidating these necessary tasks to one employment expert.***



“Payroll is much easier to manage and the staff likes the fact that it is direct deposit.”

~ Dianne Smith, Office Manager

CHALLENGES

Family Eye and Laser faced serious challenges in processing their payroll in a more efficient manner for all four locations. The teams of doctors at each location were busy providing complete eye exams, eye surgeries, vision therapies, treatment of eye diseases, and treating eye emergencies. They did not have the time to keep up with changes in human resources law or to revise the employee handbook.

They also had no time to study the best payroll options for their growing business, let alone figure out how to put payroll changes into place for their employees. Like other small businesses, Family Eye and Laser’s professional staff needed to concentrate on their core business: giving great customer satisfaction.

PREmployer’s administration departments are experts at compliance. This is extremely helpful for us because we can rely on them to keep us

informed. Family Eye and Laser needed to make sure that their personnel policies were up-to-date and that they followed the legal requirements in harmony with current laws. The firm was uncertain of the personnel policies it had in place for staff because the policy manual was so outdated.

After due consideration of the alternatives, Family Eye and Laser retained PREmployer to help the firm move from an antiquated paper check payroll system into the more modern world by installing an electronic, direct deposit payment system. The Eye Center also hired PREmployer to update its employee handbook.

Even more essential to Family Eye and Laser, PREmployer provided the professional staff assistance that allowed Family Eye and Laser to focus on taking care of its patients and concentrate on growing the business.

A SUCCESSFUL APPROACH.

Family Eye and Laser is now confident in their employee handbook. They can relax knowing that the personnel manual is up-to-date. They are secure in the knowledge that PREmployer will keep them apprised of upcoming legislative changes that affect their business.

Family Eye and Laser was pleased to learn that PREmployer also provides training to Family

Eye and Laser employees to make sure that the firm stays in compliance with human resource issues. Office Manager Dianne Smith was especially thankful to find that “payroll is much easier to manage, and the staff likes the fact that it is direct deposit.”

Good employees are hard to find, as they say, and these changes will help the firm retain them.



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~ Dianne Smith, Office Manager

RESULTS THAT MAKE A DIFFERENCE

Smith remarked, “At Family Eye and Laser, we have enjoyed working with PRemployer because they are very knowledgeable in human resources and provided invaluable instructions to our company.”

In summary, PRemployer allocated the time and talent that was required and brought all their experience into practice as they reviewed Family Eye and Laser’s employee booklets and revise personnel policies. They also provided all the guidance intended to keep our payroll operations running smoothly on an on-going basis.

PRemployer can take on the following for your company:

- **Human Resources** - including conflict resolution, discipline, performance management, and unemployment claims.
- **Payroll** - including federal and state withholding taxes, tax reports, and W-2 forms. They also provide a web-based portal for onboarding, benefits, administration, and employee reports.
- **Employee Benefits** - like health, dental, and vision insurance, and 401k investment opportunities.
- **Workers Compensation and Risk Management** - OSHA compliance, safety manuals and training, and comprehensive Worker’s Compensation coverage.
- **Time and Attendance** - solutions focusing on planning, managing, and optimizing business production. Human Resources - including conflict resolution, discipline, performance management, and unemployment claims.

Professional Employer Organizations (PEO) like PRemployer are a cost-effective way for employers to outsource all tasks related to human resources management.

Ready to talk with an expert at PRemployer?

Contact Us today! 334.712.9939

