



## CASE STUDY

# HERRING POOLS

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### EXECUTIVE SUMMARY

Trying to run a business while focusing on payroll and human resources issues was becoming a big problem for Herring Pools. The owner spent most of his time focusing on bringing in revenue. That meant there was no way he could also keep up with the requirements and responsibilities related to labor and payroll laws. The company did not have the budget to hire human resources and payroll employees who were experts in this area.

As the company continued to grow, more and more employment laws kept coming into effect. This added to the stress and complexity of an ongoing problem.

The partnership between Herring Pools and PRemployer revolved around the following goals:

- ***Saving time***
- ***Saving money***
- ***Staying compliant during growth***
- ***Consolidating these necessary tasks to one employment expert***

This long-term relationship was critical to the success of Herring Pools.



*“You are easy to work with and you respond to needs immediately and seamlessly so we don’t worry.”*

## CHALLENGES

Herring Pools lacked the time, manpower, and resources to stay on top of all their employee-related administrative needs. There was no one on the team with the knowledge and time to make sure the business was following employment laws.

Someone was also needed to keep up with payroll taxes and handle payroll for the employees. Finding and hiring more than one other person to do these parts of the job did not make good financial sense.

***“I cannot handle all the issues that might arise by myself. I would have to hire many people and that would be financially impossible.”***

Time spent on this aspect of operating the business took valuable time away from making money and building the company.

## A SUCCESSFUL APPROACH

The best solution to this ongoing problem was to outsource employment-related tasks. PRemployer handled the following for Herring Pools:

- **Human Resources**
- **Workers Compensation Insurance**
- **Risk Management / Safety**
- **Payroll and Payroll Administration**

PRemployer took care of ALL of Herring Pools’ employee-related administrative needs. This freed up time to focus on more productive and rewarding tasks that added value to the company. The business no longer had to keep up with all the legal aspects of running a business, including the complexities of on-boarding and payroll administration. This is now completely handled by PRemployer.

PRemployer began with the vision of becoming a leading human resource outsourcing company. Clients receive incredible customer service and satisfaction based on these core corporate values:

1. Faith in God
2. Being Honest
3. Doing the Right Thing
4. Being Assertive
5. Being Self-Aware
6. Over Delivering



*“Success is a long, mutually rewarding, evolving together, trusting relationship. This is exactly what we share.”*

~Joe Herring on the relationship with PRemployer

## RESULTS THAT MAKE A DIFFERENCE

Herring Pools realized early on that it would take many specialized employees to match the services PRemployer could provide. Hiring all those extra people was financially impossible for them. No longer having to worry about knowing every single business law and all the things related to staying within those laws was a great relief. The main focus then went toward exceptional customer service and growing the company.

Herring's employees were also happy with the relationship. With the technology PRemployer used, employees could access their own payroll information. This automation cut downtime and reduced time spent going to the owner to get their payroll questions answered.

## PREEMPLOYER 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, 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 employee / employment administration.***

Ready to talk with an expert at PRemployer?

**Contact Us** today! 334.712.9939

