



TRISTATE-GRAPHICS.COM

CASE STUDY

HOW TRISTATE GRAPHICS REDUCED THEIR BENEFITS COST

EXECUTIVE SUMMARY

TriState Graphics (TriState) is a small to mid-sized business in the industry that handles printing and print marketing material. A growing business, TriState knew the time had come to create a Human Resources Department (HR) for payroll administration, employee benefits, employee benefits administration, and to handle all issues of worker safety. Those goals were difficult for a company of TriState's size to do on its own. TriState knew that the cost of trying to do this with existing staff or by hiring additional employees to assume the HR responsibilities was neither practicable nor economically feasible.

Then TriState heard about PRemployer. Discussions between TriState and PRemployer started by just looking at the cost of benefits and payroll. It soon became apparent that the value of the services PRemployer offered far exceeded the cost of trying to cover HR services with current staff or by hiring additional employees. Best of all, retaining PRemployer's services allowed current staff to concentrate on what they do best: growing the business.

“PRemployer has helped us to be the employer we envisioned ourselves to be. They helped us to save both time and money. They make sure we are compliant in aspects of employment law and that we have the most up-to-date employment-related technologies. They have solutions for employment-related issues and are fast to consult our needs and issues. It’s a great partnership!”

- Chris Suddarth, TriState Graphics



Those are the words of a happy client. Chris Suddarth is happy because PRemployer was able to provide TriState with the following services:

- **a full suite of employee benefits at a reduced cost;**
- **employee benefits administration;**
- **efficient payroll and payroll administration services;**
- **personnel management, including human resource processes/procedures and employee retention;**
- **workers’ compensation administration;**
- **risk management support;**
- **a selection of insurance products; and**
- **the commitment that TriState’s operations would comply with legal requirements in all HR matters.**

CHALLENGES

The primary challenge that TriState faced was how to afford employee benefits, how to administer an employee benefit program, and how to create a structured HR department. The cost issues were not the only impediment to creating an HR department. TriState did not have staff trained in HR protocols or the requisite technology to administer employee benefits.

As a small business, TriState was already burdened with management activities, such as hiring, training, tracking, and paying its employees. The added cost and staff time that it would take to create a full-service, in-house, HR department seemed out of the question.

“What we have learned being with PRemployer is that there is a lot more to the HR processes, payroll

and offering benefits than most businesses think. It is the legal issues of employment that can arise. It’s all the complexities and compliance that can come into play, and that creates the real value of having them.” Chris Suddarth, TriState Graphics.

TriState’s goals included:

- **affordable employee benefits,**
- **an HR team of experts supported by updated payroll solutions,**
- **an employee safety department, and**
- **an administrator for all HR purposes.**



“If you are a small to midsize business and you’re looking to obtain a group of professionals in HR, payroll admin, benefits, benefits admin and safety, then look no further than PRemployer. We started by just looking at the cost of benefits and payroll. After talking to them, we realized the value they offer totally exceeds the cost of trying to do this all on our own or hiring employees to do it. We understood all the other services that came with PRemployer. So, it totally made sense to us.”

- Chris Suddarth, TriState Graphics

A SUCCESSFUL APPROACH.

PRemployer was a perfect fit for TriState’s goals because PRemployer is a full-service Professional Employer Organization (PEO). Within days after TriState entered into a contractual relationship with PRemployer, the two companies became a team. Together, they identified the types of services PRemployer could provide to TriState. Then, they prioritized those services by putting the most urgent or the most important needs first.

Having identified the most essential issues, PRemployer moved forward with a phased-in step-by-step approach. The tasks were assigned to the appropriate departments within PRemployer, and the PEO assigned the most appropriate experienced customer service agents to the team.

PRemployer worked with TriState to finalize each step of the two-step plan. PRemployer made constant checks to make sure that what they were doing was in line with the client’s goals and needs. Just as one example, look to the way that PRemployer created TriState’s employee handbook. They had strategic meetings along the way to make sure that the booklet was an accurate representation of the client’s intended culture. This two-way communication allowed PRemployer to learn more about TriState’s operations and its employees while, in turn, TriState learned more about PRemployer’s services.

RESULTS THAT MAKE A DIFFERENCE

TriState learned first-hand that PRemployer is a full-service PEO, a partner in all of TriState’s human resources undertakings. We think Chris Suddarth said it best when he said:

“Our experience with PRemployer has been great to say the least. From the beginning, all the administration implementation of payroll, benefits, HR functions, and safety to now the weekly tasks has all been seamless.”

If you have a small or midsize business in need of HR administrative services, reach out to PRemployer today for a discussion with one of its experienced staff members. They can help you understand how you can integrate PRemployer’s many valuable services into your HR administrative processes.

