



January Services is a nationwide, family-owned and operated wastewater management company that takes pride in providing

a single solution for the intelligent collection, transport and disposal of waste products, as well as environmental control services. January is the only U.S. provider to handle all elements of waste management -- oil, water, hazardous waste, recycling and waste treatment/disposal -- as well as soil remediation and repair and installation of water tanks.



BUSINESS CHALLENGE

Destiny Schwalk, January's business office manager, oversees administrative and HR functions for the company's 49 employees in nine locations, including the Oklahoma City headquarters. With a bachelor's degree in accounting and an MBA, she is always looking for more efficient and cost effective ways to handle these services. Her primary challenge was how to handle payroll, taxes and workers' compensation for their multiple locations and an additional challenge was how best to do this for their drivers who are constantly on the road. When one of January's workers' compensation insurance agents retired, she began researching providers and found FrankCrum.

SOLUTION

January selected FrankCrum after discussing their services and business approach. Services now include:

- Workers' compensation coverage.
- Payroll and quarterly payroll tax reports.
- Health insurance.
- *FrankAdvice*, HR consulting services provided by certified, senior level HR specialists.
- January is now in the process of planning for a 401(k) program.

RESULTS

After an implementation period of less than one week, FrankCrum had January up and running. Results have included:

- Elimination of three administrative positions in the corporate office that saved the company approximately \$75,000 per year. Individuals in these positions had handled payroll, payroll taxes, time cards and reports for each state.
- Health insurance costs were reduced by 60%.
- By outsourcing to FrankCrum, January has been able to spend more time developing their safety programs.
- Workers' compensation premiums and administrative costs were reduced by 30 percent.

Schwalk praises the service and response from FrankCrum staff. Her representative checks with her each month to be sure she is getting what she needs and there is always quick and accurate response to questions. FrankCrum was a good choice for January, because their services freed the company to manage and grow their business and support their expansion to additional states.