

PREmployer Client Success Story

**“The Most Cost Effective Way
to Add HR Dept, Benefits Dept,
and a Risk Management Team
To Our Small Business”**



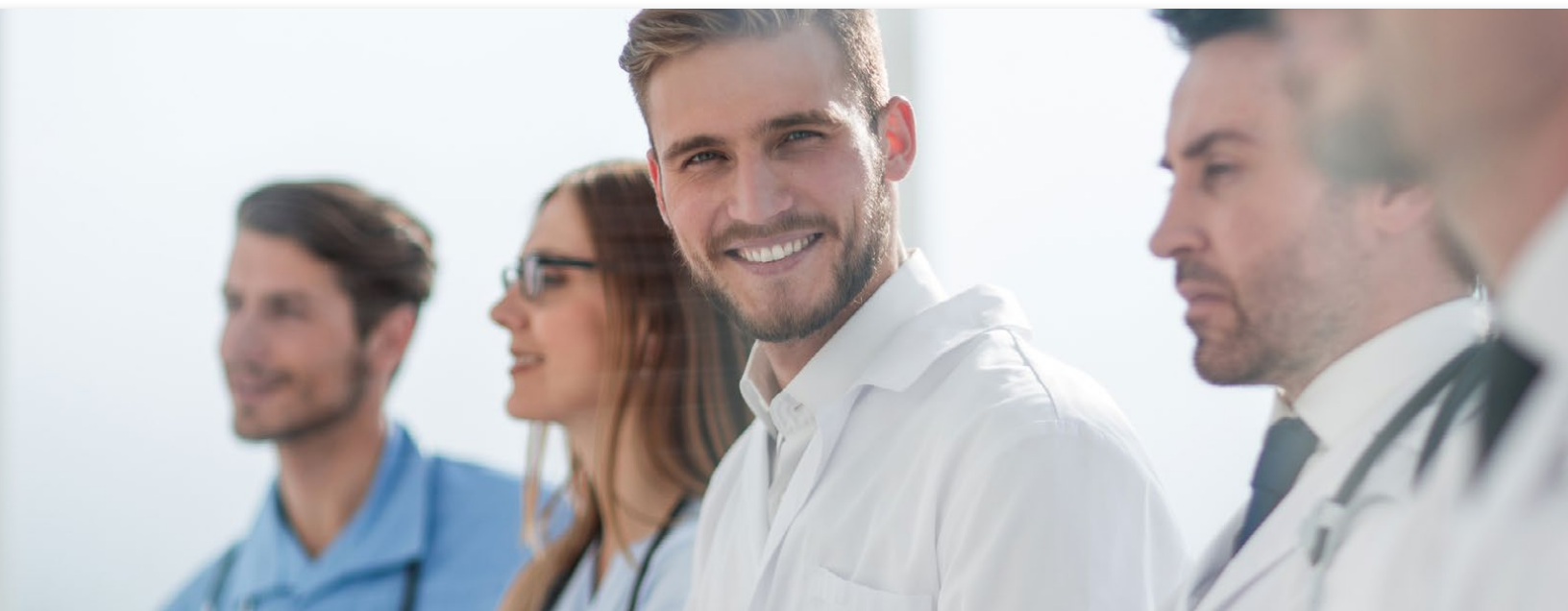
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Executive Summary

To remain helpful and effective, therapists need their own sources of support, but this becomes even more critical when dealing with children. Sumlar Therapy needed help with HR duties in order to reduce team stress, which had been escalating to the point of visible internal conflict that also needed to be addressed—professionally.

PREmployer went above and beyond in serving Sumlar by:

- ✓ **Using their expertise to handle the most difficult aspects of business management, extending through conflict management and the process of employee termination**
- ✓ **Assisting with tasks such as payroll administration, so that employees could use their sick days without affecting business as usual**
- ✓ **Providing peace of mind in knowing that all potential issues were being handled responsibly**



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Running a facility that offers therapy for children with disabilities is deeply fulfilling, but also requires extensive self-care to keep running smoothly – and this includes the staff making sure to take care of its personal and professional needs. Continuing education needs required staff to have somewhat flexible schedules and also have the space to receive their own career guidance and counseling. Clients need the utmost patience and quick

problem-solving, along with constant attention to ensure their safety.

In the case of Sumlar Therapy, these internal needs required immediate attention. Internal stressors were escalating to where conflict was breaking out among the staff and risking their ability to serve their families. But there was an added layer of stress for management, which knew that they did not have the material resources to hire and maintain a full-time, in-house HR team.

Challenges: A Deeper Look

Sumlar Therapy's leadership knew they couldn't afford to hire a full-time, in-house HR and accounting team, but they also knew they couldn't allow internal needs and tensions to continue to escalate. They needed a solution, and they needed to protect their time so that they could continue to handle their growing business' services directly.

“I also was dealing with some significant health issues and was worried if i was unable to go to work, how would my employees get their paychecks run, and other elements of my business that would need attention?”

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Everything about running a business cannot fall on the same shoulders. Building out a team and distributing responsibilities helps create a network of both execution and accountability so that everything gets done, even if one person can't get to a task for whatever reason.

With PREmployer's assistance, your employees always have someone to turn to for their HR needs, regardless of how full your company's leadership plate may be.

"I tell them 'we have a deep bench' when it comes to taking care of our employees. I feel it really helps in my recruiting efforts."



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A Successful Approach

PREmployer offers seminars to allow potential clients to learn more about the full range of what they offer, and start thinking about how they can leverage these services. This lets you consider at your own pace what implementation would look like, and even start discussing it with your team.

Sumlar opted to use all four of PREmployer's core offerings. They quickly implemented payroll and benefits administration to pare down costs and free up time. This was combined with risk management and HR capabilities to help smoothen out internal conflicts and ensure all team needs were tended to.

PREmployer can also handle industry-specific issues. When a therapist used an unconventional therapy technique

and injured herself, there was an urgent need for addressing the liability and workers' compensation concerns. PREmployer was able to use all of its experience and up-to-date knowledge to resolve this, professionally and efficiently, where it easily could have dragged on for months if left in-house.

Termination is another issue that appears in every business. Identifying employees that are underperforming is a process of its own, as is

making sure to communicate this fact to them clearly and while also making sure to offer them adequate room for improvement. PREmployer is a partner in this, handling it while also collecting all of the required documentation in case any legal action should arise down the road.

"I really don't know what I would do without their guidance and expertise."

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Results that Make a Difference

Sumlar Therapy no longer has to pay accountants and other specific positions since they can tap into the entire range of services that PREmployer provides as-needed.

Gone is the headache of having to calculate and submit payroll and taxes. No longer do liability issues need to stand as a source of sustained concern, nor does staying on top of new employment laws and procedures.

Therapists and management alike can focus on staying ahead of their industry trends, and making sure they're

offering their patients the most effective treatments possible.

Sumlar Therapy can now boast of how rewarding the experience of working with them is for all of its employees, and be confident that they have all the tools they need to deliver on this. Best of all, PREmployer can provide coaching through even the most challenging internal personnel issues, allowing business owners to focus on company goals without distractions.

PREmployer is your partner in all tasks associated with managing a team.

“I have already told several business owners about my experience... with PREmployer, and I tell them it’s the smartest thing I’ve done for my business.”

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