

CASE STUDY: Rapidly Growing Bank

Client Challenge:

A regional bank experiencing significant growth lacked the HR team they needed to support their expanding company. The bank's head of HR is fully SHRM certified and experienced but was a team of one. The client grew by 540% and expanded to 20 states over the course of a year. The bank's payroll provider at the time was not able to handle the growth and caused several issues for the client. State unemployment tax payments were not made or were late, payroll was late or missed on a few occasions, and response times were slow. In addition to these challenges, the head of HR was spending nights and weekends keeping up with the bank's expanding operations.

Employer Advantage Solution:

We provided the bank and head of HR a support team of professionals in human resources, payroll, and workplace safety. Our team was able to help identify and clean up the past tax issues, establish a paperless onboarding system, provide a workers' compensation policy that doubled the protection of the client without increasing the cost, and assisted with the creation of state-specific HR policies.

Business Impact:

The bank saved over \$200,000 in staffing salary by outsourcing these functions to Employer Advantage. With our support the client was able to expand from 80 to 230+ employees within a span of two weeks and the head of HR at the bank enjoyed not working nights and weekends.

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Employer Advantage has exceeded my expectations, and when I came on I had very high expectations. Employer Advantage's staff is fantastic, and I could not be more pleased.”



Saved \$200,000 in salary costs to hire an HR team



Industry:
Banking

Location:
20+ states

Number of Employees:
200+

Challenge:
Understaffed HR team during rapid company growth