

CASE STUDY



AT A GLANCE

A national business with hundreds of employees, needed more than just lower costs – they wanted a strategic partner to simplify HR, streamline Payroll, and offer competitive benefits that attract and retain top talent.

CHALLENGES

Existing service providers and benefits model weren't aligned with their growth.

Key pain points included:

- ✓ Escalating insurance premiums
- ✓ Rigid plan designs with no flexibility
- ✓ No transparency into savings per employee
- ✓ Burden of managing multi-state HR compliance
- ✓ Legacy software that couldn't scale

SOLUTIONS

ONYX delivered a tailored, high-impact strategy by:

- ✓ Shopping the top national PEOs to find the best fit
- ✓ Implementing a flexible benefits plan design strategy with buy-down options
- ✓ Deploying iSolved – industry leading human capital management platform
- ✓ Building a risk mitigation and compliance plan with:
 - Annual compliance audits per state
 - Workplace policies, and reporting standards
- ✓ Creating a custom cost savings breakdown per employee group
- ✓ Managing the entire transition – so the leadership team stays focused on core business growth

BENEFITS

- 1 SUBSTANTIAL SAVINGS** Unlocked over **\$577,000** in annual savings without sacrificing benefit quality.
- 2 REDUCED RISK EXPOSURE** Implemented proactive, state-by-state compliance systems to protect leadership from risk and legal exposure.
- 3 STREAMLINED HR OPERATIONS** Concierge external HR team aligned with leadership to handle all transactional HR, reducing time, money, and headaches.

Key Metrics

- ✓ **\$577,000** in total annual savings
- ✓ Up to **\$175,000** in additional savings from employee buy-down plan options
- ✓ **Full HR tech integration** for payroll, onboarding, and time tracking
- ✓ State-specific **compliance & risk mitigation program**
- ✓ **Dedicated, outsourced HR team** to handle transactional HR and streamline operations