



Company
Toy manufacturer founded in 2012

Location
Simpsonville, SC

Number of Employees
18 - 20

Industry
Manufacturing, Supplier, Distributor

CUTTING COSTS, BOOSTING BENEFITS

How One Company Saved Big Through HR Efficiency

Like many small businesses, this South Carolina-based manufacturer had taken a do-it-yourself approach to Human Resources. While the strategy worked for a number of years, the company began to struggle when business took off. In 2019, the manufacturer was named as one of the fastest-growing companies in the state. As business increased, so did the burden of HR responsibilities and related costs.

SOLUTIONS

Assessments were conducted in the following areas.

Compliance

- Eliminated the vulnerabilities that put the company at risk for costly compliance violations.
- Addressed compliance with state laws where new employees were located.
- Prepared employee handbook outlining company policies and procedures and created state-specific versions.
- Created a process for hiring, including E-Verify, drug testing.

Human Resources

- Recommended hiring a dedicated HR employee to manage day-to-day HR.

Benefits

- Lowered health plan premiums and expanded benefits by moving from a stand-alone age-banded health plan to Propel's Master Health Plan.
- All benefits administration managed by Propel HR

RESULTS

Overall annual savings:

- **\$74,000** through Propel HR's Master Health Plan. Employees also saved with reduced health plan premiums.
- **\$8,000** saved on payroll efficiencies.
- **\$15,000** saved on HR services and by reducing compliance risks.

Small Group Plan vs Propel HR Master PEO Plan Savings

Subscriber Name	Coverage Type	Group Plan	75% ER 25% EE				PropelHR Blue	Monthly			Yearly		
			Current Group Plan	Renewal Increase	Renewal Group Plan	Propel Plan		Savings	ER Savings	EE Savings	Savings	ER Savings	EE Savings
Employee 1	EE+C	HDHP 5250 70%	\$ 914.93	14.40%	\$ 1,046.68	HDHP 4 6550 100%	\$ 725.25	\$ 321.43	\$ 241.07	\$ 80.36	\$ 3,857.16	\$ 2,892.87	\$ 964.29
Employee 2	EE+C	HDHP 5250 70%	\$ 893.80	14.40%	\$ 1,022.51	HDHP 4 6550 100%	\$ 725.25	\$ 297.26	\$ 222.94	\$ 74.31	\$ 3,567.09	\$ 2,675.31	\$ 891.77
Employee 3	EE+S	HDHP 5250 70%	\$ 701.28	14.40%	\$ 802.26	HDHP 4 6550 100%	\$ 929.25	\$ (126.99)	\$ (95.24)	\$ (31.75)	\$ (1,523.83)	\$ (1,142.87)	\$ (380.96)
Employee 4	EE	HDHP 5250 70%	\$ 335.38	14.40%	\$ 383.67	HDHP 4 6550 100%	\$ 392.25	\$ (8.58)	\$ (6.43)	\$ (2.14)	\$ (102.90)	\$ (77.18)	\$ (25.73)
Employee 5	EE+F	PPO 3500 70%	\$ 1,506.33	17.00%	\$ 1,762.41	PPO 5 3500 70%	\$ 1,462.00	\$ 300.41	\$ 225.30	\$ 75.10	\$ 3,604.87	\$ 2,703.65	\$ 901.22
Employee 6	EE+F	PPO 3500 70%	\$ 2,359.68	17.00%	\$ 2,760.83	PPO 5 3500 70%	\$ 1,462.00	\$ 1,298.83	\$ 974.12	\$ 324.71	\$ 15,585.91	\$ 11,689.43	\$ 3,896.48
Employee 7	EE+F	PPO 3500 70%	\$ 1,927.96	17.00%	\$ 2,255.71	PPO 5 3500 70%	\$ 1,462.00	\$ 793.71	\$ 595.28	\$ 198.43	\$ 9,524.56	\$ 7,143.42	\$ 2,381.14
Employee 8	EE+F	PPO 3500 70%	\$ 2,600.02	17.00%	\$ 3,042.02	PPO 5 3500 70%	\$ 1,462.00	\$ 1,580.02	\$ 1,185.02	\$ 395.01	\$ 18,960.28	\$ 14,220.21	\$ 4,740.07
Employee 9	EE+F	PPO 3500 70%	\$ 1,800.50	17.00%	\$ 2,106.59	PPO 5 3500 70%	\$ 1,462.00	\$ 644.59	\$ 483.44	\$ 161.15	\$ 7,735.02	\$ 5,801.27	\$ 1,933.76
Employee 10	EE+S	PPO 3500 70%	\$ 1,844.98	17.00%	\$ 2,158.63	PPO 5 3500 70%	\$ 1,118.00	\$ 1,040.63	\$ 780.47	\$ 260.16	\$ 12,487.52	\$ 9,365.64	\$ 3,121.88
Employee 11	EE	PPO 3500 70%	\$ 453.77	17.00%	\$ 530.91	PPO 5 3500 70%	\$ 471.75	\$ 59.16	\$ 44.37	\$ 14.79	\$ 709.93	\$ 532.45	\$ 177.48
Employee 12	EE	PPO 3500 70%	\$ 373.78	17.00%	\$ 437.32	PPO 5 3500 70%	\$ 471.75	\$ (34.43)	\$ (25.82)	\$ (8.61)	\$ (413.13)	\$ (309.85)	\$ (103.28)
Employee 13	EE	PPO 3500 70%	\$ 373.78	17.00%	\$ 437.32	PPO 5 3500 70%	\$ 471.75	\$ (34.43)	\$ (25.82)	\$ (8.61)	\$ (413.13)	\$ (309.85)	\$ (103.28)
Employee 14	EE	PPO 3500 70%	\$ 418.26	17.00%	\$ 489.36	PPO 5 3500 70%	\$ 471.75	\$ 17.61	\$ 13.21	\$ 4.40	\$ 211.37	\$ 158.53	\$ 52.84
			\$ 16,504.45		\$ 19,236.23		\$ 13,087.00	\$ 6,149.23	\$ 4,611.92	\$ 1,537.31	\$ 73,790.72	\$ 55,343.04	\$ 18,447.68

CONTACT US: Call (800) 446-6567 or visit www.propelhr.com.