

## CASE STUDY

# Successfully Transitioning from a PEO: A Case Study on Strategic HR Transformation

## INTRODUCTION

At 512Financial, we specialize in empowering businesses with fractional HR and payroll services tailored for growth. This case study details our client's decision to move away from a PEO after a thorough PEO evaluation, driven by cost inefficiencies and service limitations. It showcases our expertise in fractional HR services for growth and strategic HR management.

## MOTIVATION FOR LEAVING PEO

The client sought greater control over HR policies and costs, prompting their departure from the PEO. High monthly fees exceeding \$8,000 and inadequate service quality necessitated tailored HR and payroll solutions aligned with their strategic people strategy and growth objectives.

## CHALLENGES FACED

Transitioning required meticulous attention to HR compliance, effective employee relations management, and the development of robust HR infrastructure. Our strategic approach to HR compliance and employee development played a pivotal role in overcoming these challenges and ensuring a smooth transition.

## Abstract

This case study shows how a SMB technology firm transitioned from a PEO to independent HR and payroll management with 512Financial, highlighting strategic HR planning, expert consultation, and employee development.



"Melissa Buhro is extremely knowledgeable of all our processes, systems and knows most (if not all) of our current employees. She is extremely responsive. If I need a report or a project to be completed, she has always given me what I need before our established deadline."

**HR Executive at iGrafx**

# 512FINANCIAL



## **SOLUTION**

Through expert consultation in HR compliance, strategic HR planning, and fractional services for growth, transparent communication strategies, and investments in technology and employee development, we facilitated a seamless transition to independent HR and payroll operations. These initiatives enhanced operational efficiency and positioned the client for scalable growth with our fractional HR services.

## **RESULT**

Despite initial challenges, the client successfully established independent HR and payroll operations, achieving substantial cost savings and improved employee satisfaction. This transformation empowered them with strategic HR capabilities, enabling proactive decision-making and sustainable growth.

## **CONCLUSION**

This case study exemplifies 512Financial's commitment to delivering transformative HR and payroll services. By leveraging our expertise in PEO evaluation, fractional HR services, and strategic HR planning, businesses can achieve operational excellence and unlock their full potential.

512-698-0713

[info@512Financial.com](mailto:info@512Financial.com)

[www.512Financial.com](http://www.512Financial.com)