

# TANDEM HR

Exceptional Workplaces. Exceptional People.

*A trusted PEO uses BLR's wide ranging solutions to develop a team of HR experts, support client compliance across 48 states, and realize time savings equal to a full-time employee*

*"Why have we stayed? You get what you pay for. It was a big financial investment for the size of the company that we are, but it has been 100% worth every penny. We do sometimes of course reach out to our legal counsel, but it sometimes may take them three days to get back to me depending on the state, but a lot of the times I can just go to BLR and get those answers much quicker"*

## CHALLENGE

- Many internal users with different needs to address for HR compliance assistance
- Responsible for compliance across clients in 48 states; one employee solely dedicated to state specific research
- Senior team members responsible for all new consultant training

## SOLUTION

- BLR's State Law Chart Builder and side-by-side analysis to address multi-state compliance
- Job descriptions, sample policies, and additional time saving resources

## RESULTS

- Time savings equal to one full time employee
- Completion of target project through state law chart builder tool
- Drastic decrease in training time for new employees

In 2015, the leadership team at Tandem HR recognized a number of operational inefficiencies they knew they could improve upon to support continued growth of the respected Chicago based business:

- Increased use of legal counsel hours, sometimes with slow turnaround times
- One employee solely dedicated to research to address state-specific compliance requirements
- All new consultant training falling to senior team members
- Fragmented team resources, resulting in a great deal of additional research time on the part of the consultants

With this list in mind, they set out on a search for the solution that would be the right fit for their diverse team of consultants, supporting over 200 clients across 48 states.

### The Search for a Solution

The Tandem HR team took four intensive days offline to focus on a comparison of the two solutions that were narrowed down in the selection process: BLR and BNA

It did not take long to come to a conclusion. The expert, in-house attorney sourced content on HR.BLR.com provided the information Tandem HR needed to excel, with an ease of navigation that would only further the time savings for the team.

With a solution in place through a subscription to HR.BLR.com, the team began adopting the consultant tools and resources to realize quick wins and results.

*“If you haven’t seen the State Law Chart Builder – it’s amazing! Two of my consultants had a goal at the start of the year to build this for their clients, and now we have it right here at our fingertips.”*

### Consultant feedback and results

Both consultants and shared services instantly looked to some of the most popular site solutions to save time and provide additional value to their clients:

- State alerts started going to consultants on a weekly basis. Combined with in depth side by side analysis, consultants immediately began relieving the stress of potential misses in compliance law across their broad range of clients
- The State Law Chart Builder completed a targeted project before it even began, building easy-to-read, plain English state law summaries to explain exactly what is required for each client
- Consultants gained the ability to provide a number of sample policies to clients looking for options

Following initial adoption of tools and resources available on HR.BLR.com, Tandem HR began to realize the additional impact on employee training. HR consultants became experts quicker, leaving less of a burden on senior staff members who were freed up for client facing, value add efforts.

Additional time savings compounded to ultimately save the time of a full time research employee

*One of our employees who was just doing research, going to the different states for the required compliance information has now been entirely freed up. That’s a 40 hour per week person just to do research, and now she is available to do other tasks for the team.*

The instant knowledge gained from HR.BLR.com has served the Tandem HR team with the solution they needed to help clients, allow employees to excel, and realize time savings they never anticipated when beginning their search.

## ABOUT TANDEM HR:

Tandem HR services range from professional employer organization partnerships to single HR project solutions. Tandem HR is the solution for over 200 companies headquartered in Chicago and the surrounding area. These companies range from manufacturing plants to financial institutions, both for and non-profit companies. Typically, clients have 10-200 employees, while ASO clients have 200-2,500 employees.

## WHY IS HR.BLR.COM WORKING FOR TANDEM HR?

- Hours and hours of time saved
- Compliance in plain English
- Checklists
- Access from anywhere
- Quick client response times
- An array of samples to provide choices for clients
- Ease of search to easily answer client questions on demand
- Broad industry application

**To learn more about blr’s peo solutions and full customization options, contact us today 800.727.5257**