



CASE STUDY:

# Advanced Resource Solutions

## Overview

Based in Tucson, Arizona, Advanced Resource Solutions specializes in placing high quality skilled and non-skilled temporary workers on job sites and trade projects in every state within the country. With online recruiting and customized service, the staffing company actively recruits, screens, and places approximately fifty craftsmen such as construction workers, electricians, welders, and plumbers at any given time.

## Staffing Company Loyal to the PEO

President and owner of Advanced Resource Solutions, Mark Davis, had always used a Professional Employer Organization (PEO). He only employs two other people in his office to help hire and manage fifty workers in multiple states, and he plans to keep it that way.

With over 10 years of experience with a PEO, Davis understands the value behind and impact of outsourcing human resources. "I'd probably have to onboard about three or four additional people in my office just to do payroll, taxes, and workers' compensation," said Davis.

"I like the PEO model because I'm effectively outsourcing a lot of administrative functions and can keep a reduced overhead. By contracting with subject matter experts, my company can focus on actively recruiting people for the various jobs that we have across the country."

As his company grew, Davis's relationship with his previous HR outsourcing partner changed and was no longer supporting the custom needs of his clients. Still sticking with a PEO model, Davis decided to use Vensure Employer Services, which was already writing his workers' compensation policies.

### Advanced Resource Solutions

Tucson, AZ

**Industry:** Temporary Staffing

**PEO:** Vensure Employer Services

**Number of employees:** 50

#### Key reasons for working with a PEO:

- Administrative time savings
- Multi-state payroll and taxes
- Multi-state workers' compensation
- Accessibility to reports and expertise

## Streamlined Multi-state Workers' Compensation

Davis has employees in every state in the country, each with a different set of rules and regulations on what is legally required from him when someone gets injured. His workers are placed in fairly risky workplace environments and he has dealt with the workers' compensation process on his own before.

"We had an injury in Ohio—we had our own policy there. Handling a claim is a lot of effort. I was getting contacted left and right for things like doctor's reports and other documentation. It was really laborious."

Vensure registers and manages workers' compensation policies in every state Advanced Resource Solutions does business in. When Davis gets the call from an injured worker or supervising client about an injury, he quickly gathers information and fills out a couple of forms before passing the rest off to Vensure's teams which open a case, resolve any issues, ensure paperwork completion, and file the claim.

"Vensure saves us a lot of time and effort in the handling of workers' compensation claims," Davis said.

## Continuous Access to Taxes, Reports

In addition to workers' compensation, Vensure handles Advanced Resource Solutions' payroll, taxes, W-2s, and reports.

"We work across the country, so there's a lot of tax requirements that our PEO stays on top of for us. Vensure has been terrific; whenever we get paperwork from a state or local government, we send it directly to them and they respond immediately."

"Vensure gives us direct accessibility into their systems so we can enter our people and our jobs," said Davis. "They have automated systems in place that allow us to look into our payroll, payroll reports, our jobs that are approved, our workers' compensation claims... everything."

## Increased Revenue, Employee and Client Satisfaction Driven by HR Tech

Davis knows his workers rely on him, so it's critical that he has a platform that can deliver. "Our employees know that they can call us and we can give them all the information they need. We have immediate access to reports," he said.

Finding ways to recruit new employees while retaining current ones is critical for Advanced Resource Solutions. In the current job market, Davis is constantly focused on hiring employees since the current unemployment rate is low. Working with a PEO smooths his operations because he gets a single point of contact that makes getting information on payroll, taxes, and workers' compensation claims easy and efficient so that he can spend more time on active recruiting.

"Vensure has a Client Relations Manager that oversees everything for my company. Having that within their organizational structure to support us is invaluable. It's the glue that holds everything together. We have instant visibility into things."

"It certainly streamlines the business process for me. Using a PEO like Vensure that is organized, has good structure, and has good visibility tools enables my company to be more agile and responsive to our employees and our clients. Their automated systems help us better retain employees and clients, and in the end, that helps our revenue."



I'd probably have to onboard about three or four additional people in my office just to do payroll, taxes, and workers' compensation. I like the PEO model because I'm effectively outsourcing a lot of administrative functions and I can keep a reduced overhead. By contracting with subject matter experts, my company can focus on actively recruiting people for the various jobs that we have across the country.

MARK DAVIS  
PRESIDENT  
ADVANCED RESOURCE SOLUTIONS



Interested in learning more about how working with a PEO can help your business? Email [smallbusiness@prismhr.com](mailto:smallbusiness@prismhr.com)



### About PrismHR

PrismHR delivers HR software and access to the largest network of HR outsourcers in the United States, all designed to reduce your HR burden and get the most from your greatest asset – your people. With hiring, payroll, benefits, compliance and much more, PrismHR technology makes HR more efficient across the entire employee lifecycle. 80,000 small- and medium-size businesses and 2M+ employees are already taking advantage of this combination of service and technology.