



CASE STUDY:

# HEPA Environmental Services

## Overview

HEPA Environmental Services, Inc. offers clients throughout Ohio a wide range of services, including asbestos abatement and removal, vermiculite removal, commercial lead paint abatement and lead paint removal, mold removal and remediation, industrial cleaning services, and hazardous materials remediation and removal.

### HR Outsourcing Offers Higher Level of Service, Lower Costs

HEPA Environmental Services was searching for a traditional payroll company but quickly realized that outsourcing HR, payroll, and benefits to an HR service provider would provide a higher level of service and reduce costs for a whole range of HR-related functions.

“We’re a small company and can’t really afford to go out and get professional help or guidance on every little thing. Our HR service provider is a one-stop shop for everything

we need in terms of HR, payroll, 401K and workers’ comp.,” said Jeanine Kuhlman, Vice President of Internal Operations for HEPA Environmental.

### Workers’ Compensation, Access to Expertise

Coleman said HEPA Environmental liked that GMS delivered immediate, significant cost savings and expertise in one critical area -- workers’ compensation. The company does work in confined space entry and with hazardous materials so workers’ compensation is complicated and expensive.

#### HEPA Environmental Services, Inc.

Rootstown, OH

**Industry:** Environmental services

**PEO:** GMS

**Number of employees:** 30

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

- Payroll
- HR expertise
- Workers’ compensation
- 401K

“We’re in a high risk industry and our workers’ comp. costs were steep. We were astonished at the amount of money GMS was able to save in comp. costs alone and we really like the fact that we have instant access to experts who can help us with any issues or questions we have regarding workers’ comp. or claims,” Coleman said. “For example, GMS was instrumental in helping us navigate the difficulties of obtaining workers’ comp. and managing payroll across multiple states.”

GMS handles a wide range of HR-related programs for HEPA Environmental, including the sourcing of employees, onboarding, and more.

“I let the team at GMS know what types of skills and salary range we’re looking for, and they go out and market the position, get resumes, and forward the qualified ones to us,” she said. “Once they’re hired, GMS executes the onboarding and everything is all online for both us and for the employees. The platform they use is fantastic. I can run my own reports, look up PTO, change rates, terminate employees -- I can do anything I need to do and the employees also have electronic access to everything, including pay stubs and W-2s.”

“GMS has made my life so much easier. The team is fantastic to deal with and it’s wonderful to have access to the expertise we need to run our business.”



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JEANINE KUHLMAN  
VP OF INTERNAL OPERATIONS  
HEPA ENVIRONMENTAL SERVICES



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



PRISMHR



## 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.