

# MidwestHR Case Study

## *In the words of the CEO*

<b>Company:</b>	Integrated Print & Graphics
<b>Size:</b>	135 Employees
<b>Client Since:</b>	2008
<b>Industry:</b>	Printing

### Before MidwestHR

Our company is a family-owned business, and I have been involved from a very early age. I remember when we had just 4 employees—we have since grown to over 130. I feel that we run an excellent operation, and provide a great place for our employees to work. However, as we grew, I started realizing some inefficiency. We were running our own payroll, paying our own payroll taxes, and managing our own COBRA—things that took quite a bit of resources and time away from my key staff members. I would say that we did these functions “OK,” but not as well as an expert would do them.

As for benefits, due to our small size in the eyes of the carriers, we couldn't offer attractive vision, LTD/STD, life insurance, or flexible spending benefits, and we were also experiencing large health insurance renewals each year. Finally, we were lacking when it came to HR guidance and expertise, which resulted in needing to pay high legal fees when needs arose.

I knew there had to be a better, more efficient and cost-effective strategy out there.

### Since MidwestHR

We decided to engage with MidwestHR in 2008 to take advantage of their expertise, experience, and economies of scale—and the results have been wonderful. We have been able to streamline our entire payroll process, specifically in regards to improved reporting; adding direct deposit; elimination of having to do our own payroll bank reconciliations and the burden of having to file/deposit our own payroll taxes.

Our situation with employee benefits has also drastically changed for the better —both for the company, and our employees. We went from a 15% medical increase to a 10% DECREASE, and have been able to successfully control our rates year after year. We also offer a wellness program and a full menu of competitively priced voluntary benefits for our employees to choose from.

In addition, MidwestHR has helped us lower our workers' comp premiums by 20%, and they are always there to support us with any and all HR related situations and needs, which has helped mitigate our risk, and reduce our need to rely on the services of high priced attorneys.

### Testimonial

*“Running a business today is so much more difficult than it was 10 years ago. Signing on with MidwestHR was like new found money. Now instead of spending months looking at renewals and trying to keep up with all the new laws, I let the professionals at MidwestHR work their magic. Thanks MidwestHR!”*

**-Gary Mozina, CEO**

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