

MidwestHR Case Study

“PEO: The Best Medicine”

Company:	Lake Cook Orthopedic Associates
Size:	3 Locations 10 Physicians 53 Employees
Client Since:	2013
Industry:	Medical Practice

Before MidwestHR

Lake Cook Orthopedic Associates (LCOA) has been in business since 1980. Year after year, LCOA has been challenged with increased HR and administrative demands. In the past, this important part of the business had been facilitated internally. However, as the business continued to grow, leadership at LCOA realized they needed to find a more effective and efficient way to “handle” HR, not only to help keep the business compliant, but also so that the physicians could focus their time and energy on what they loved to do—seeing, and providing excellent care to their patients.

In addition, the rising costs of health insurance was a major concern. Like most other small businesses, LCOA found themselves in a dilemma: The desire to provide excellent benefits to employees, while keeping cost at a reasonable level for the business.

Because of these reasons, LCOA decided to begin their search to find a PEO to partner with. After exploring the solutions presented by multiple PEOs, LCOA chose to engage with MidwestHR to help support them, as they grew.

Since MidwestHR

Upon the onset of the relationship, The MidwestHR team of experienced professionals has been able to support LCOA in areas such as: Rewriting the employee guidebook to provide employees with a cohesive understanding of policies and expectations, position and salary benchmarking reports to help leadership hire better and more effectively, a streamlined payroll processing system including direct deposit, FMLA administration to help reduce liabilities for the company itself, and general HR coaching and counseling to help ensure compliance in relation to employment and pay policies.

As for health insurance, this area has been a game changer for LCOA. By implementing one of MidwestHR’s innovative “Lifestyle Health Plan” programs at the start of 2013, LCOA was able to immediately lower their average premium per employee by over 35% in the first year, while also reducing the employee’s deductible exposure in the process. In 2014, while most small companies were experiencing sizeable premium increases, MidwestHR was able to help LCOA obtain a premium DECREASE, while keeping the carrier and plan designs virtually identical to the prior year.

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