



CASE IN POINT:

PROXUS' Payroll and HR Outsourcing Contributes to Chelten House Products' Growth

OVERVIEW:

[Chelten House Products, Inc.](#), is an organic food manufacturer, based in Bridgeport, N.J., poised to expand to the West Coast. Now in its fourth generation of industry leadership, Chelten House has been developing premium products for food purveyors and marketing companies for over 40 years. Manufactured and sold under the Chelten House, Marinade Bay and Simply Natural brands, as well as private label, the company is dedicated to bringing consumers "Only the Finest" products, which are made from high-quality natural and organic ingredients. They employ over 140 people, and anticipate adding an additional 40-plus in their new facility in Nevada.

SITUATION:

Chelten House Products was faced with a challenge that many small and mid-sized companies experience as they grow: An increasing number of employees means additional requirements related to the HR function. This company's growth also brought a need for a more automated time and attendance system. Both payroll and HR solutions needed to be comprehensive and affordable.

SOLUTION:

Chelten House Products began its business relationship with [PROXUS](#) in January 2008. Over the next three years, PROXUS provided personalized service for payroll, unmatched by the previous provider. In an effort to free senior management from non-core but critical tasks, Chelten House outsourced its HR function to PROXUS in January 2011. They now have a PROXUS HR Generalist three days per week to handle the day-to-day HR functions. Chelten House also has access to a PROXUS HR Director to provide guidance on more strategic and complex issues if they arise. To date, PROXUS has provided workforce non-harassment training, developed a comprehensive on-boarding process, developed a customized employee handbook, assumed the benefits administration and open enrollment functions, and provided a compensation market analysis for the Nevada facility.

RESULTS:

Since partnering with Chelten House, PROXUS has removed a burden from senior management and provided a comprehensive and compliant employment life-cycle process.

When asked about his experience with PROXUS, Chelten House CFO Bob Paradise noted that he has been very pleased with PROXUS.

"With PROXUS payroll, out of the gate we found them to be a lot more affordable when compared to our previous provider. And talk about service...anything we need, the team at PROXUS jumps and is very responsive and consistent," Paradise said. "We then added PROXUS HR Outsourcing and have had representatives from PROXUS on board with us for the past 18-plus months, starting with one day per week and increasing most recently to three days per week to handle the increased

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workload. In the time that PROXUS has been working with us, they seamlessly supported the management team by completely organizing the HR function for the company and improving compliance with regard to employee benefits and I-9 verifications. Most recently, we switched medical insurance carriers and the process went very smoothly. The response time from our HR team was incredible with PROXUS staff working over the weekends to meet the needs of the employees and the company.”

CONSIDERATIONS:

*Does your organization have the resources in place to allow for this level of success within your Payroll, Human Resources function and your entire organization? Do you find that there are HR-related issues and solutions that your current team just does not have the time or expertise to handle? If you are interested in further discussing Payroll and Human Resource consulting solutions, call **215-654-9140** and ask for PROXUS principals, **John Israel** (ext. 110) or **Jeff Green** (ext. 102) or email - jisrael@proxushr.com or jgreen@proxushr.com .*

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