



CASE IN POINT: PROXUS Partnership Solutions Make the Grade

OVERVIEW:

From time to time, PROXUS spotlights a client using one – or a variety – of our services to successfully chart a new course or to resolve a challenging workforce-related situation. This month, we feature a local educational tutoring center and private school: **Motivational Educational Training Company, Inc. (METC)**, with locations in both Yardley and Doylestown. METC strives to inspire people of all ages to reach their full potential through passion, empowerment and skills training. METC promotes education through motivation by working with the head and heart, before working with the brain. Tutoring is offered to students in all grades, as well as to adults, by certified teachers trained in METC's philosophy.

METC also manages a nonprofit, non-traditional private day school, New Hope Academy (NHA) in Yardley and Doylestown, focusing on working with students with learning disabilities, emotional issues and anxiety/behavior disorders. Like METC, NHA adheres to the same philosophy of motivating students to learn. For more information about [METC](#) or [New Hope Academy](#), please visit them online.

SITUATION:

METC was faced with the same challenge many small and mid-sized companies are encountering at this time: a high renewal cost on their current health benefits plan. When the organization's previous benefits consultant could not provide solutions - or expertise in recent healthcare reform - to assist METC, they called upon one of PROXUS' partners, Lacher & Associates, to provide alternatives to the healthcare selections that they were facing. Through Lacher's small-business group, the benefits experts assisted METC with a difficult renewal process, and have put together a plan that will provide additional consumer-driven options to employees that can be rolled out later in 2013.

SOLUTION:

METC began its business relationship with PROXUS' Payroll Division, where PROXUS was able to provide a payroll solution with better technology that increased the overall efficiency of their payroll management, and was more cost effective than with their previous provider. Last August, through the personalized service and continued communication with PROXUS' Payroll Division, the company discovered that an outsourced HR solution from PROXUS might also be beneficial, as the company went through changes within its HR function. Until that point, most of the key aspects of the HR function were handled directly by an HR and Administrative representative who had been with the company for years. Upon the resignation of this individual, the company decided to review all of the aspects of that job description and found that the HR component didn't need a full time presence. By outsourcing the functions related to HR, the owner and administrative staff at METC were able to focus their time on the organization's priorities involving serving the students and families and ensuring the prosperity of the company. Through their outsourced HR relationship with PROXUS, METC now has an HR generalist who makes weekly site visits, and serves as a member of their team for 16 hours per month. Additionally, METC has a PROXUS HR director working with the organization and the HR generalist when more complex employee issues arise, and to assist with strategic HR planning and guidance.

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As a result of this partnership, PROXUS and METC have successfully streamlined the organization's hiring and new-hire process, provided guidance through employee relations issues, ensured compliance with Equal Employment Opportunity (EEO) requests and other regulatory aspects of the business, and successfully steered the organization's leadership through the challenging benefits issue noted above. Introducing our partners at Lacher & Associates has also proved a valuable step in this journey with the organization.

RESULTS:

As a result of partnering with PROXUS, METC has been able to move forward in a clear manner, with regard to the employment-related aspects facing an educational organization committed to their students and employees.

CONSIDERATIONS:

*Does your organization have the resources in place to allow for this level of success within your Human Resources function and your entire organization? Do you find that there are Payroll, HR or Benefits related issues and solutions that your current team just does not have the time or expertise to handle? If you are interested in discussing Payroll, Human Resource and Benefits Consulting solutions, contact Principal **Jeff Green**, at **215-654-9140, ext. 102** or jgreen@proxushr.com to discuss your situation and to learn how PROXUS can help.*

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