



Case Study: AEZ finds their compass for success with Insperity

“Insperity brought my vision to life.”

– Sherry Schultz, chief HR officer

Advantage EZ Car Rental is one of the country’s largest car rental companies, offering good, clean rental cars at low cost. “We’re a value-based brand,” says Sherry Schultz, chief HR officer, who joined the company in 2016 when Advantage and EZ combined, doubling the book of business.

The business need

From HR-related compliance concerns to improving workplace safety to pre-employment screening to providing affordable health care for more than 1,500 employees, Schultz had her work cut out for her. A seasoned professional with more than two decades of experience under her belt, she knew the direction to point the company but also knew she needed a good partner to help execute her vision.

Our solution

“Insperity brought my vision to life,” says Schultz. “Their philosophies mesh with mine, and we have the same mindset around growth. I have outstanding account leadership (Insperity’s client service team) who take part in my staff meetings and really learn my mindset.”

Client: AEZ Car Rental

Number of employees: 1,500+

Location: Orlando, FL

Industry: Car rentals

Insperity client since: 2014

Services used: Workforce Synchronization™ client

Overview: Advantage and EZ Car Rental combined in 2016 to form AEZ Car Rental, one of the country’s largest car rental companies. Chief HR Officer Sherry Schultz knew the direction to point the company but needed help to execute her vision.



Areas where Insperity made a difference for Schultz and Advantage EZ include:

- Commitment by Insperity to provide around-the-clock information for employees who operate in a 24/7 work environment through the Insperity Premier™ platform
- Training platform that includes a customized onboarding module designed through collaboration between Schultz and Insperity
- Customizable payroll reports that include daily and weekly reports, “an important part of what we do”
- Speed-to-market rollouts that include best practices for rapid communication to employees

“With Insperity, I have access to things I could never afford otherwise. You can’t underestimate the technology proficiency and the speed gained (with Insperity) because everything is integrated.”

— Sherry Schultz

The result

“The greatest ROI to me is possibly litigation avoidance. Insperity has helped me successfully resolve every EEO charge brought against us since we’ve been an Insperity client. We receive up to 200 calls a day through the Advantage help line, and I consider that a good thing. When people tell you what they’re concerned about, you can take care of it before it turns into litigation. But when things are quiet, that’s not good news. It usually means unhappy employees are pursuing their concerns through someone else. I think our track record speaks for itself,” says Schultz.

Schultz tells others that Insperity accelerates her trajectory to high performance. “I pay for proficiency and expertise through Insperity, but I also have to be invested in the process. My scorecard for achievement is three to four times faster with Insperity, and I’m in front of every function.

“I also tell people never ever go with a cheap payroll provider. I’ve done it many times in the past, and it never works. You won’t get the level of service that you do with Insperity, and you’ll find that ‘cheap’ goes away quickly, because you’re charged for every additional thing you ask for, down to printing a single sheet of paper.

“Insperity is an organization of good people who care about people, and they have good values. That’s important to me. Values are critical, and those are apparent at Insperity. No employee ever comes across as malicious or ill-intended. My philosophy is if you can’t serve people, you can’t lead them. Our values mesh.”

Why Insperity?

Insperity provides full-service HR, employee benefits and HR software to America’s best businesses. Whether you choose our complete Insperity® Workforce Optimization® solution or our comprehensive human capital management and payroll solution, Insperity® Workforce Acceleration, you receive the support and follow-through to be fearless in the face of HR challenges and achieve the dreams you have for your business.

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