

CLIENT STORY

Insperity helps growing company find bottom-line savings

Number of employees: 32 | Number of 2c4 Technology (subsidiary) employees: 12 | Headquarters: McLean, VA

Stratitia is a management consulting, government services and commercial services company. With contracts across each of these areas, their employees' duties range from supporting logistics infrastructure and high-level engineering for facility management, to consulting for the Department of Defense and developing software through their subsidiary 2c4 Technology.



Stratitia needed HR support to help them grow. When they found it with Insperity, they also discovered bottom-line savings their CFO could get behind, a co-employment relationship their employees love, and an unmatched method for finding new talent.

HR infrastructure for growth

Stratitia launched with just three managing partners, each with their own discipline and expertise. But as the company began hiring its first employees, its partners knew it was time to find HR support.

"Insperity seemed to have the best across-the-board solution to make everything work – from the time you're starting the company, through your growth spurts, and as you're becoming a large company," Jeff Unger, managing partner of Stratitia said.

With just four employees, the company began with Insperity's payroll and 401(k) services. But as growth occurred exponentially – from four to eight to 16 to 32 employees – they adopted Insperity's full-service Workforce Optimization® HR option.

The company hasn't looked back since.

"HR is not our core – our core is to provide a service. Insperity's core is to manage employees in the best fashion possible," Unger said.

"It's a perfect marriage. We never have to question how Insperity manages our HR. We can focus on growing our business, which allows us to grow much faster."

– Jeff Unger

Bottom-line savings

As Insperity helped Stratitia manage its growth, the company has been able to take advantage of other services. Because many services came as part of Insperity's full-service package, the company didn't have to put these benefits together piecemeal.

"If you tried breaking apart the HR services Insperity provides into components – 401(k), employee medical benefits, dental and vision benefits, training, workers' compensation, life insurance – Insperity is really unbeatable in pricing," Unger said.

The bottom line difference is something that the company's chief financial officer has noticed as well.

"It's like our CFO said, 'There's no way we could bring the efficiency to the company without three to four HR people full time,'" he said.

A co-employment relationship that employees love

As an Insperty client, Stratitia also benefits from a co-employment relationship. In this model, Insperty stands shoulder to shoulder with Stratitia, absorbing or helping Stratitia manage many of their employer-related responsibilities and risks.

According to Unger, employees often say that they feel like they're a part of Stratitia, but that they are serviced by Insperty.

“As a co-employer, Insperty leaves complete trust in the company for the execution side, but they take care of the employees in a spectacular way.”

Employees have also expressed their appreciation for the Insperty® Employee Service Center™, which allows them to access their own HR data online. From paystubs to benefit details, employees get all the information they need in one spot.

Unmatched recruiting support

Over time, the company has grown to use additional services from Insperty as well.

Recruiting services and salary survey support have been especially helpful, as the company employs workers in a wide range of positions.

“With the diversity of the types of people we hire, the salary survey is an excellent service that Insperty provides. Insperty does very reasonable market assessments very quickly,” he said.

The recruiting support has been just as reliable as Unger has come to expect from Insperty.

“The availability, returning of messages and just responsiveness is very, very high,” Unger said. “We’ve had really excellent luck with these services.”

Why Insperty

“The greatest asset that Insperty provides is scalability. If we grow, it’s very easy for Insperty to grow with us. If we have a year that we’re scaling back down, we can scale down,” Unger said. “If you use another model – for example, you have more HR people, and you have a slow year – you have to let those HR people go.”

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