



# REDUCING TEMP SPEND

A CASE STUDY ON SIMPLIFYING  
OPERATIONAL RELATIONSHIPS

# Client Background

## CLIENT:

CLIENT Q

## INDUSTRY:

WAREHOUSE/LOGISTICS

## COMPANY SIZE:

300-500 EMPLOYEES

## LOCATION:

COLORADO

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# Challenges

When Client Q began working with Employer Solutions Staffing Group, they were working with several staffing agencies to place employees at their multi-state warehouse locations. The costs across the country varied greatly from agency to agency, as well as state by state, and they had dozens of relationships that needed maintenance and management. They approached Employer Solutions Staffing Group for a solution that would simplify their processes and reduce costs.



# Solutions

The partnership between Client Q and ESSG allowed the client to take advantage of solutions that streamlined the tasks involved in the Employee-Employer relationship. Not only was Client Q able to simplify all of their staffing costs to one invoice, but they were able to standardize pricing across their operational footprint and reduce costs to their bottom line.



# Results

## CALCULATING COST SAVINGS OVER TIME

To evaluate the cost savings, we considered both the top and bottom cost of each staffing relationship maintained by Client Q. From the original operational structure to a standard probationary period, costs changes are represented in the below graph.

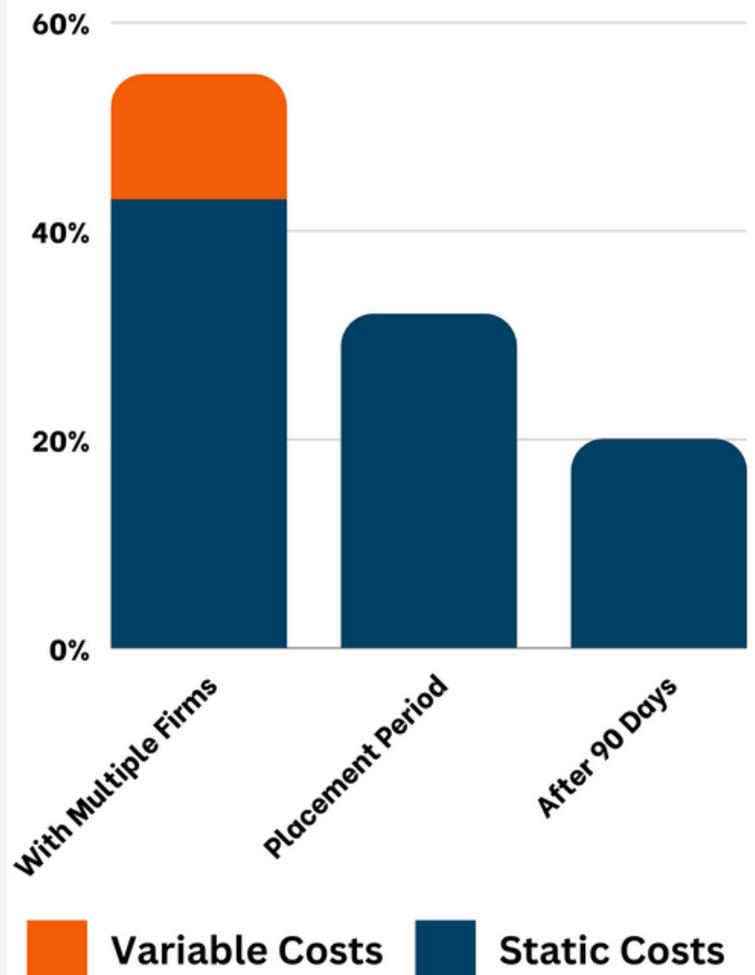
### COST SAVINGS OVER TIME

Example: Client Q is in multiple states and contracts with many staffing companies in each state to keep his logistics warehouses on schedule.

Markups with the staffing companies range from 43% - 55%

With the ESSG Partnership, the cost becomes static and at a lower rate, and is further reduced after a typical 90-day probationary period

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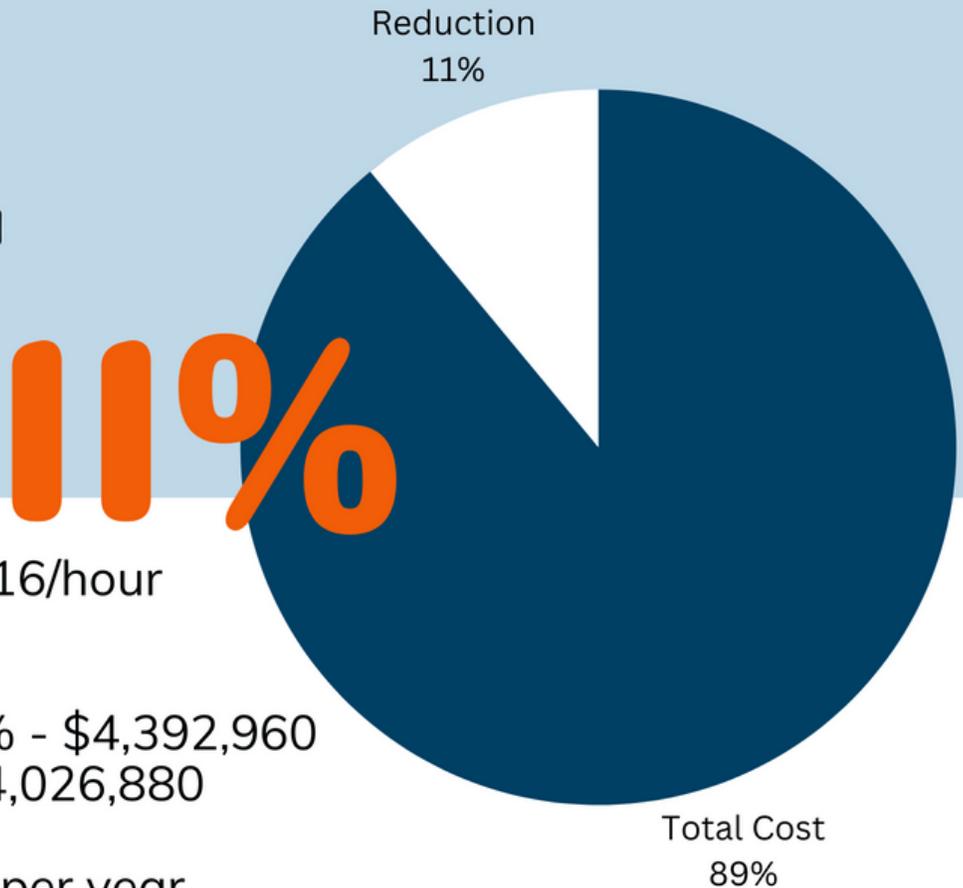
# Results

## Reduction in cost after the employee 90-day probationary period

Example:  
100 employees at \$16/hour  
\$3,328,000

Sample Markup 32% - \$4,392,960  
ESSG Cost 21% - \$4,026,880

Savings - \$366,080 per year



The partnership between ESSG and Client Q's allowed for a reduction in the payroll and associated burden costs. This savings represents an 11% difference in cost of employing workers. The representation above illustrates that this savings is per 100 employees.

# Discussion

CLIENT Q EXPERIENCED STANDARDIZATION AND SIMPLIFICATION FOR THEIR HIRING NEEDS, AS WELL AS SIGNIFICANT SAVINGS BY UTILIZING THE EMPLOYER SERVICE PROVIDER (ESP) PROGRAM OFFERED BY EMPLOYER SOLUTIONS STAFFING GROUP (ESSG).

The ESP program allowed Client Q to simplify their staffing relationships and standardize their Employee related costs. The ESP Program bundled all of the costs of hiring, risks management, payroll, employee benefits, and variable tax compliance all onto one invoice, allowing Client Q to focus more on their growth and profitability and less on back-office tasks.

Client Q was also able to forecast costs for all locations without the variations involved with having several recruiting partners across the country. This model and standardization was automated by ESSG and Client Q was able to see their reductions in cost without having to manage reports or count hours on spreadsheets.

If you are facing similar challenges with multi-state operations, consider a partnership with Employer Solutions Staffing Group. With one invoice and a national network, ESSG provides simplification to the process of finding reliable talent for businesses of all sizes. Clients who have utilized our services have not only seen a reduction in costs, but also in the time-consuming back office tasks involved with Employment. Contact us today!



employer solutions staffing group, LLC

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