



Startup Freestanding Emergency Center (FEC) Achieves Rapid Growth

Affordable benefit plans

Multi-state compliance

Integrated HR tech

+ Industry

Health Care

+ Location

20+ locations in multiple states

+ Number of employees

100+

+ Challenge

As a startup, finding a human resources partner capable of providing turnkey, scalable HR solutions that could keep pace with the company's expected growth was imperative.

+ G&A solution

With G&A Partners on its side, the owners of this freestanding emergency center (FEC) were able to keep pace with the demands of a rapid growth industry (recruiting and retaining top talent, managing multi-state compliance, and streamlining operations through HR technology) without having to build their own HR infrastructure.

Their challenge

The founders of one of Texas' premier freestanding emergency center (FEC) companies knew from the very beginning that they wanted to outsource their new company's human resources functions. As a new entrant into such a rapidly growing industry, they knew the only way they would be able to scale their operations quickly enough to be competitive is if they were free to focus on the core competencies of their business, rather than getting bogged down by trying to build their own HR infrastructure.

Our solution

Hiring G&A Partners so early on in the process ensured the company would be well equipped to cope with its explosive growth without experiencing any of the HR "growing pains" that most startups go through. As the company's human resources needs became more sophisticated, G&A Partners was able to scale its service offering to meet those needs and streamline operations across multiple facilities.

Business impact

- One of the biggest challenges health care startups looking to scale their companies quickly experience is constantly having to recruit employees to staff new locations while maintaining their existing workforces. With its G&A Partners account team on hand to facilitate the new hire onboarding process and provide access to high-quality, affordable health insurance, the company was better able to attract, onboard and retain top talent than its competitors.
- With so many (and sometimes conflicting) federal, state and local labor laws to contend with, managing employees across multiple jurisdictions is not for the faint of heart. Fortunately, G&A Partners' team of HR compliance experts made sure the company's policies were always in compliance with the applicable regulations in every jurisdiction in which the company operated.
- As the company added more and more employees, effectively tracking those hours – particularly for workers who were shared across multiple facilities or legal entities – became essential. G&A Partners' time and labor management (TLM) application seamlessly integrates with its payroll and other systems, which allowed the company's employees to easily switch between cost centers when clocking in/out without affecting overtime tracking or payroll calculations.