



Administaff Helps Company Empower Employees for Positive Results

CASE STUDY

The Company

Denver-based Applied Recruitment Technologies (ART) operates online job banks for professional membership associations in the health care industry, integrating association job banks into a collaborative business platform under the name HEALTHeCAREERS Network. This network provides one Web site for employers to recruit nurses, physicians and allied health professionals from the nation's leading associations. More than 7,500 hospitals, medical groups and search firms will use the service this year alone. To say that their market share has taken off is a gross understatement.

The Challenge

Rapid growth challenges ART's ability to simultaneously nurture association relationships, maintain superior customer service and sustain an upbeat, professional work environment. Agility to stay ahead of technology and market innovation is crucial.

A cold call from an Administaff consultant came at an opportune time—annual renewal for group benefits.

The Solution

"The Administaff consultant's claims were too good to be true," says Deanna Bassett, chief operating officer. "I remember thinking if Administaff could deliver on even 60 percent, I'd be thrilled. In fact, they've delivered this and so much more."

Administaff has helped ART craft a new vision statement, goals and corporate values and embody these values into the organization through development of new-hire selection criteria and assessments followed by individualized training programs.

Each employee receives a list of Administaff online courses to complete each year that meet his/her needs.

"Our employees have used the employee assistance program, and they're frequently on the Employee Service CenterSM—their ability to use the online interface is fantastic. The Administaff experience has been only positive," Bryan Bassett, chief executive officer, says. "We've also used MarketPlaceSM to buy computers, telephony and other services."

The Value

What the Bassetts value most about their Administaff relationship is "the luxury to not worry," Bryan Bassett states.

"Deanna and I are busy managing growth opportunities, and we can't be bogged down with the administrative details of human resources. HR administration is not a core strength. Administaff allows us to focus on what we do best and to grow rapidly."

The Return on Investment

The Bassetts have experienced virtually no staff turnover since becoming Administaff clients, attributing much of that to Administaff. "Our employees know we care about them and their career paths. We now provide access to resources to help them grow professionally and accelerate their career development. They don't feel as though this work environment is the typical small business with nowhere to grow, and we enjoy a steady internal pipeline of evolving talent ready to accept greater challenges and responsibilities. Administaff figures directly in that, but how do you put a number on employee satisfaction?" Deanna Bassett sums up.

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DEANNA
BASSETT,
COO

BRYAN BASSETT,
CEO
Applied
Recruitment
Technologies

Administaff 

*Small business is good for America.
Administaff is good for small business.SM*

www.administaff.com 800-465-3800

Administaff's Service Model

You receive comprehensive services and benefits through Administaff's Personnel Management SystemSM that offer you administrative relief, big company benefits, reduced liabilities and a systematic way to improve productivity.



Recruiting and Selection

Find and hire the highest-quality employees possible without the hassle.

- ✦ Applicant Review and Interviewing
- ✦ Wage and Salary Data
- ✦ Pre-Employment Background Checks
- ✦ Pre-Employment Testing
- ✦ Substance Abuse Prevention
- ✦ Administaff Talent Network

Performance Management

Achieve organizational goals by developing employee potential to increase job satisfaction and productivity.

- ✦ Performance Appraisals
- ✦ Compensation Plans
- ✦ Supervisor Coaching
- ✦ Job Descriptions
- ✦ Reward and Recognition

Training and Development

Achieve measurable, bottom-line results through training for more productive employees.

- ✦ Needs Analysis to Identify Areas for Performance Improvement
- ✦ Certified Provider of Continuing Education Units
- ✦ Leadership Development
- ✦ Learning Management System
- ✦ Business-focused Training Programs: Online and Instructor-led

Benefits Management

Access quality employee benefits for better employee recruitment and retention.

- ✦ Health Care: Medical, Dental and Vision
- ✦ Health Care Flexible Spending Account
- ✦ Retirement Services
- ✦ Employee Assistance and Work/Life Program
- ✦ Life Insurance: Term, Group and Dependent
- ✦ Disability Insurance: Short-Term, Long-Term and Voluntary
- ✦ Adoption Assistance
- ✦ Credit Union
- ✦ Educational Assistance
- ✦ 529 College Plan

Employment Administration

Improve your business focus by reducing the burden of employer-related paperwork.

- ✦ Payroll Processing
- ✦ Garnishments
- ✦ Employment Verification
- ✦ Time and Attendance Systems

Government Compliance

Reduce or eliminate fines and penalties by keeping pace with changing regulations.

- ✦ Government Compliance Reporting and Agency Interface
- ✦ Unemployment Claims Administration
- ✦ FICA, FUTA, SUTA
- ✦ Safety Services
- ✦ Drug-Free Policies and/or Administration
- ✦ EEOC Administration
- ✦ FLSA Audit

Employer Liability Management

Manage employer obligations and minimize risk by keeping up to date on liability issues.

- ✦ Workers' Compensation Plan Coverage and Claim Resolution
- ✦ Employment Practices Liability Insurance
- ✦ Safety Review
- ✦ Employee Handbooks
- ✦ Termination Assistance
- ✦ Employee Relations
- ✦ Substance Abuse Prevention
- ✦ Liability Management Training

Business Services

Achieve a more secure future through forward-focused resources critical to your success.

- ✦ Employee Service CenterSM Instant Online Infrastructure
- ✦ Client Network
- ✦ Employee Communications
- ✦ Insurance Procurement
- ✦ Strategic Alliances: Financial, Technical and Procurement

CORPORATE HEADQUARTERS

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