

Jane Barr Horstman & Associates:

Lightening the HR Burden for a Small Business CEO



Challenges

- ✓ Time-consuming daily HR tasks
- ✓ High healthcare premiums

ExtensisHR Solutions

- ✓ Sophisticated HRIS software: HRCloud
- ✓ Improved healthcare and complimentary benefit packages
- ✓ Long-term HR planning and strategies

Results

- ✓ Streamlined onboarding process
- ✓ Lower insurance premiums
- ✓ More time to spend focusing on core business activities



The Challenge

The CEO of a small business found herself spending countless hours managing in-house HR tasks—time she would have preferred to focus on driving business growth. Overwhelmed by the demands of human resources, she sought a straightforward, efficient solution to simplify HR processes, not add to their complexity.

The Backstory

As the founder and CEO of Jane Barr Horstman & Associates, a six-person administrative management firm, Jane Barr Horstman was handling the entire scope of her company's human resources herself. She had used other big box PEO partners in the past but found their complicated technology and lack of support wasted hours of her time.

Though she wasn't fully satisfied with her HR provider, the process of switching to a new HR partner seemed daunting.



The Solution

After partnering with ExtensisHR, Jane soon discovered that personalized service is an inherent part of our operations. What had previously been an overwhelming onboarding experience with other providers was seamless with ExtensisHR, as we took on the heavy lifting to ensure a smooth transition.

Jane explains,

“I didn't have the time or bandwidth to dedicate to the switch. I still had to run my business. My ExtensisHR account manager stepped in immediately to set up my account, transfer the records from my previous HR partner, and helped my employees familiarize themselves with the system. She did it all without requiring anything from me.”

Beyond handling daily HR administration, Jane was looking for a more robust solution to enhance her employee health benefits. By joining ExtensisHR's group umbrella plan, she was able to provide upgraded base medical plans, as well as dental and vision coverage—all at lower premiums than before.

Her dedicated ExtensisHR account manager also provided options for long- and short-term disability, a benefit she had never been able to offer previously.

She further stated,



“I never had enough time to dedicate to research different plan options. ExtensisHR did all the research for me. My account manager then walked me through the different plans, comparing each one and discussing which would be best for my company. That was the type of attention I never received from my previous PEO partner.”

ExtensisHR PEO Services Provided

ExtensisHR solutions are designed to help businesses and executives exactly like Jane. Her company took advantage of our suite of comprehensive HR services, including:



Payroll



Sophisticated HRIS software



Employee self-serve tools



PTO tracking



Benefits administration



Compliance expertise

The Results

In addition to hard savings on healthcare premiums and the ability to offer a wider set of benefits, Jane feels like ExtensisHR is an offsite extension of her company. “They take customer service to a whole new level,” she explains.

“I know I always have my account manager’s full attention and I can trust the team at ExtensisHR to be there whenever I need them. They’re not just a company I work with—these are my HR people.”



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