



# Fine Dining Establishment Finds An HR Partner in G&A With the Solutions Necessary for Growth

**More efficient recruiting process**

**Expert HR compliance support**

**Integrated Technology**

**+ Industry**

Food service

**+ Locations**

22 locations throughout Colorado, Georgia and Texas

**+ Number of employees**

2,000+

**+ Challenge**

Finding an HR provider that could offer full-service HR consulting, including compliance and recruitment services, at both the corporate and individual location levels.

**+ G&A solution**

With G&A Partners now providing consistent, efficient and cost-effective HR support, the practice owners are able to focus on strategies that will allow them to grow and expand their business.

**Their challenge**

When a fine-dining establishment based in Texas began to grow and expand, they realized they had outgrown the capabilities of their current human resources provider. One of the client's most significant challenges was finding an HR partner who could help them take the many disparate tracking methods each location was using and instead provide one companywide system that streamlined and automated the company's processes. They also needed full-service HR consulting at both the corporate and individual location level. Most importantly, they wanted to partner with an HR provider that could help them meet Affordable Care Act (ACA) requirements and ensure long-term compliance with healthcare reform regulations.

**Our solution**

As one of the nation's leading professional employer organizations (PEOs), G&A Partners was able to provide not only the **HR expertise** the growing company needed, but also the **best-in-class technology and processes** the owners were looking for to help them run their growing business more efficiently.

**Business impact**

- A **custom time-tracking application** was built to automatically incorporate tips and commissions data into payroll calculations and accurately track time and overtime for employees, and then it was shared between multiple locations or entities.
- The client was provided with several regional **HR representatives** available to managers at different locations, as well as an **HR Advisor** to provide consulting services on a corporate level to ensure the company stayed abreast of, and compliant with, any and all applicable labor and employment laws.
- A customized **recruiting solution** was created that complemented and supplemented the client's current processes by incorporating applicant tracking and pre-employment screenings.
- G&A Partners provided ongoing **ACA monitoring** of employees' benefit eligibility status and alerted the client to any changes in status to ensure the client remained in **compliance** with health care reform regulations.