



CASE STUDY

ROCK SPRINGS HOLIDAY INN

For the Holiday Inn, an affordable benefits package is key to attracting and retaining employees in a Wyoming “boom town.”

THE SUMMARY

The Holiday Inn in Rock Springs, Wyoming has served the hospitality needs of its community for nearly 40 years. For most of this time the 170-room hotel operated without health benefits for its staff of 60. While this hadn't posed an obstacle to retaining employees in the past, the situation changed dramatically when the town began experiencing an economic boom.

THE CHALLENGE

With economic growth “fueled” by the oil and natural gas industry, Rock Springs experienced an increase in jobs that outstripped the available workforce. Holiday Inn office manager, Tricia Green, found herself under pressure to attract and retain employees. “We needed a competitive benefits package just to get people to come in and apply for a job,” Green recalls. What was once an unaffordable luxury had become a competitive necessity.

THE SOLUTION

Green engaged the services of A Plus Benefits in 2006. A Plus quickly went to work on creating a health benefits plan that the hotel could afford. “Until A Plus everything else was just too expensive,” she notes. “A Plus gave us a health package with rates that fit both our budget and met the needs of our employees.” In addition, A Plus assumed responsibility for payroll and compliance and provided Green with an HR resource she previously lacked.

THE BENEFITS

With a competitive health benefits package the Rock Springs Holiday Inn is less concerned about maintaining a quality workforce. “Being able to let people know right off the bat that we have a solid medical, dental and vision plan has made a big difference,” says Green. In addition, access to A Plus' HR resources has benefited the hotel in other areas of regulatory compliance. In the case of a recent sexual harassment issue, for example, Green notes that A Plus was able to save her the time and potential error in researching procedural and documentation issues. “Being from Wyoming, we tend to take a ‘seeing is believing’ attitude...we definitely believe in the support we've received from A Plus.”



“Health benefits were just too expensive for us, but A Plus created a package that fit both our budget and the needs of our employees.”

Tricia Green

Rock Springs Holiday Inn



A Plus Benefits, Inc. helps small business owners focus on the real reasons they went into business. By providing administrative support, regulatory compliance, access to Fortune 500 level benefit packages and several other services A Plus allows you to get back to business.

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Benefits Administration

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- Disability Insurance
- Supplemental Insurances

Employee Administration

Save time by reducing the headaches associated with employee paperwork.

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- Garnishments
- Employee Verifications
- Taxes- Quarterly/Annual Payroll Filing
- W-2s
- Job Costing Reports

Liability Management

Minimize the risk and liability associated with being an employer.

- Workers' Compensation Coverage
- Claims Management
- Employment Practices Liability Insurance
- Safety Review
- Safety System Development & Implementation
- Employee Handbooks
- Termination Assistance
- Unlimited HR Telephone Consultation
- Insurance Procurement
- Liability Management Training

Training & Development

Increase employee productivity and minimize risks.

- Needs Analysis to Identify Areas for Improvement
- Safety
- Human Resources
- Management

Regulatory Compliance

Decrease fines and penalties by staying in compliance.

- Government Compliance Reporting
- Government Agency Interface
- Unemployment Claims Administration
- FICA, FUTA, SUTA
- OSHA
- Drug and Alcohol Policies
- EEOC Administration
- Payroll Related Audits

Performance Management

Increase management and leadership skills.

- Performance Appraisals
- Compensation Plans
- Job Descriptions
- New Hire Orientation
- Termination Assistance

Hiring & Retention

Learn the best ways to attract and retain high quality employees.

- Wage and Salary Data
- Pre-Employment Background Checks
- Pre-Employment Drug Testing
- Compensation Plans
- Management Recruitment Assistance

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