

Case Study

HVAC Company Multi-Entity Benefits Administration

Client: HVAC Company
Employees: 2,000
HQ: Chicago, IL

Service Provided by The Worksite Group: Benefits Administration

This rapidly expanding HVAC company was facing a benefits administration nightmare. As they acquired new businesses and launched new entities monthly, their benefits management was becoming increasingly fragmented and complex. Each entity had different carriers, different payroll systems, and different compliance requirements - creating an administrative burden that was consuming valuable time and resources.

Traditional benefits administration platforms couldn't handle the complexity of their multi-entity structure, and the company was spending weeks just trying to get new acquisitions set up with basic benefits coverage. Meanwhile, leadership needed consolidated reporting to understand benefits utilization and costs across their entire portfolio, but data was scattered across multiple systems. Their broker recognized this was a strategic business challenge that required more than a basic benefits platform - they needed a sophisticated, scalable solution that could grow with the company's aggressive expansion plans while providing the oversight and control that leadership demanded.

The Worksite Group built a multi-entity structure from the ground up on Employee Navigator, solving the need for a centralized solution for benefits administration that is flexible, with a streamlined process for adding new entities. API and EDI connections were established with all eligible carriers, as well as electronic connections to multiple payroll providers. The final product has allowed the client to monitor benefits utilization and compliance across many entities while providing a robust reporting environment for tracking and decision-making.

RESULTS

- **Scalable Architecture:** Streamlined process for adding new entities monthly without disruption
- **Centralized Control:** Single dashboard for monitoring benefits utilization and compliance across all entities
- **Automated Integration:** API and EDI connections with carriers and multiple payroll providers
- **Comprehensive Reporting:** Robust analytics for tracking and strategic decision-making
- **Implementation Speed:** New entities go live quickly without excessive configuration



CLIENT TESTIMONIAL

"The Worksite Group built exactly what we needed - a benefits administration system that grows with our business. The centralized reporting and automated connections have given us operational efficiency we never had before."

-Director, Benefits & Compensation