



CASE STUDY: A Description of Success

Company: Contemporary Staffing Solutions

Situation: The management of Contemporary Staffing Solutions, a comprehensive staffing services company with services throughout the East

Coast, realized that they needed to better define specific job descriptions within the company in order to attract the best and brightest in the industry.

"In 2003 we hired Javers Group to create job description for our employees. We were so pleased with the results that we signed a one year contract to have them act as our HR department. Since then they have been handling everything HR for us, including our benefit programs. The team at Javers Group has far exceeded our expectations in both service and cost reduction,"

**- Mike Pearson, President,
Contemporary Staffing
Solutions**

Strategy: Javers Group was engaged to conduct a companywide assessment of the current HR practices, including an evaluation of all current job positions. This comprehensive approach allowed the team to fully evaluate the best ways in which the HR department should function. Once the assessment was complete, the team tackled the Mid-Atlantic region first, and created over 40 job descriptions, which they felt were the most likely to position the company for growth in that region.

Results: Because of their superb dedication and insight to the project and due to changing economic conditions, Javers Group was engaged as an external HR department, handling everything from payroll to benefits management for the company. This arrangement has allowed Contemporary Staffing Solutions to reduce their overhead costs, while still meeting all of the HR needs of their employees.

Future: Javers Group continues to provide Contemporary Staffing Solutions with all of their HR needs. With the company's belief that small businesses can increase service, while simultaneously decreasing costs, the business relationship has thrived.