



Clarity ITS | Case Study

Clarity ITS provides commercial clients a dedicated turnkey solution for their business technology needs including network infrastructure, security, AV solutions, power and electrical wiring and system maintenance. Clarity ITS operates with twenty-four employees out of three locations centered around metro Atlanta.

OPERATIONAL EXCELLENCE HELPS DRIVE SUCCESS

The Challenge:

As a commercial contractor and a small business, Clarity ITS needed to maintain big-industry human resource standards in the field but they had limited HR expertise in their internal support structure. The company was putting themselves at risk by not addressing certain human resource issues but timing and resources were in short supply to justify hiring a full-time HR representative. Office Manager, April Crosby began to explore options for a more individualized HR service and realized what they needed was a human resource consultant to provide solutions to their top three business needs:

1. Standardization
2. Distribution and Retrieval of Human Resources Materials
3. Labor Law Compliance

THE BEGINNING OF A COLLABORATIVE RELATIONSHIP

The Search for a Solution:

What Clarity ITS needed was a consultant with knowledge of current labor laws to assure company compliance. It was another local business who recommended Stellaris Group to April Crosby. Once April connected with Dawn Stastny at Stellaris Group, she knew the two companies would work well together. She did not even look at competitors.

“Dawn and I work very well together,” commented April. “And, for me, that kind of personality mesh and professional camaraderie means the world!”

The most attractive part of working with Stellaris Group is the option to pay for service as needed. When Clarity ITS has a question or a request for service, they simply ask Dawn. Dawn will provide an answer or a solution and then send the company an invoice.

WORKING TOGETHER TOWARD A COMMON GOAL

The Solutions:

Since working with Stellaris Group, the top three business needs of Clarity ITS have been met with working solutions. Implementing these solutions has been simple and easy. They are now operating in compliance with human resource standards and with knowledge of HR policy and legalities. Stellaris Group has also worked, in conjunction with Clarity ITS’s health insurance agency, to create an online platform where employees of Clarity ITS can access the company’s entire human resource portfolio. Additionally, Stellaris Group implemented and handles the process of running a multi-tiered background check on every potential hire. The entire employment process from pre-hire to exit letters has been renovated and made more secure. Stellaris Group has also worked to make sure that Clarity ITS operates in compliance with state and federal labor laws and keeps them informed when these laws change.

ACCOMPLISHING BUSINESS GOALS

The Results:

Expectations have been met without a doubt. Consulting with Dawn Stastny has provided peace of mind for the employees at Clarity ITS. Stellaris Group has provided them with the assurance that they are operating legally, diligently and in compliance with state and federal labor law while making them more knowledgeable in providing the best service to their clients and employees. This has given them an edge on their competitors.

“Reaching out to Dawn is like a relief and almost like a secret weapon...to be able to provide our employees with top-notch services while we’re still so young and so small is like laughing all the way to the bank,” April comments.

ABOUT STELLARIS GROUP

You can consider us your “on call HR department.” We can answer questions and address challenges for all things HR related without adding the financial burden of a full-time human resource department. In the world of bossy HR people, it’s not our job to tell you what you can and cannot do. It’s our job to help you do what you want to do with the least amount of risk and in the most cost-effective and efficient way. We help smaller businesses achieve their goals without spending top dollar.

“In the black and white business of HR, we thrive in the gray.”