

CASE STUDY



BENEFITS &
COMPENSATION



SCHEDULING
& FLEXIBILITY



PROFESSIONAL
DEVELOPMENT



WORK SUPPORT
& RESOURCES



FINANCIAL
WELLNESS

SMALL BUSINESS IMPROVES BENEFITS FOR HOURLY WORKERS

After acquiring the company in 2018, the new CEO of flockheart, a moving and facilities support service company, was motivated to create an ALICE-friendly workplace for her employees. Generally, employers in this industry do not offer benefits or paid time off. Intent on setting themselves apart, flockheart's management focused on developing and implementing a comprehensive benefits package for the company's tenured employees and to also attract future experienced talent to the organization. A key goal of flockheart is to provide a consistent culture for both clients and employees, a culture where "Surprise and Delight" is experienced at every level of engagement. By prioritizing human capital investments and leveraging partnerships for better access to resources, the CEO has made flockheart an employer of choice.

These are the benefits the employees at flockheart now enjoy:

Targeted wage increases: The lowest-paid employee wages were raised significantly. Raises of 13% to 15% were given to make up for the years during which no pay increases were provided.

Paid time off. Workers are provided five sick days and six paid holidays per year. This is a rare benefit in the moving/logistics industry.

Insurance benefits: Affordable benefits for small businesses are nearly impossible to find. However, after partnering with a Professional Employer Organization (PEO), flockheart was able to access insurance at rates and coverages normally reserved for large companies. These new competitive rates combined with generous company contributions have allowed flockheart to offer affordable health, dental, vision, and other insurance coverage to all employees.

401k option: Via the partnership with the PEO, flockheart is able to offer its employees the opportunity to participate in a retirement savings plan. In the future, as the company grows, they plan to enhance this benefit by providing corporate matching contributions.

Consistent scheduling: The company strives to schedule 40 hours a week for workers. Additionally, as a unique benefit to employees, flockheart chooses to pay overtime based on time worked over an 8-hour shift rather than 40-hour work week accumulation. Overtime hours are compensated at a "time-an-a-half" rate.

COMPANY INFORMATION

flockheart is 36-year-old facilities support services company, headquartered in Branchburg, New Jersey, that specializes in: MAC (move / add / change) Services; Installation & Relocation; Inventory & Asset Management; Project Management. flockheart strives to create remarkable experiences for its corporate clients throughout the northeast.