



# HOW A LAW FIRM REDUCED HR BURDEN, IMPROVED BENEFITS, AND STRENGTHENED COMPLIANCE WITH A STRATEGIC PEO PARTNERSHIP

## INDUSTRY

LEGAL SERVICES (LAW FIRM)



## FIRM PROFILE

**Industry:**  
Law / Legal Practice

**Operations:**  
Multi-state practice with hybrid and in-office teams

**Employees:** ~96 employees  
(attorneys, paralegals, administrative, support staff)

**Leadership:**  
Managing Partner, CFO, HR Director

# The Challenge



A reputable law firm was facing growing internal complexity as it expanded across states and built larger teams of attorneys, support staff, and administrative professionals. The firm's leadership identified several critical pain points that were hindering growth and distracting management from core legal work.

## 1. Administrative Overload on HR and Office Managers

As the firm grew, HR, payroll, benefits administration, and compliance tasks multiplied.

**Office managers and HR generalists spent significant time on:**

- Multi-state payroll processing
- Benefits enrollment and renewals
- Employee onboarding and offboarding
- Timekeeping and PTO tracking
- Policy updates and compliance documentation

This administrative burden pulled valuable time away from billable work and strategic leadership.

## 2. Rising Benefits Costs and Competitive Recruitment Needs

To attract and retain top legal talent and support staff, the firm needed competitive and modern benefits – including healthcare, retirement planning, and voluntary offerings. However:

- Healthcare costs were escalating
- Benefit participation was uneven
- The firm lacked negotiating leverage in the small group market

## 3. Compliance Complexity

Operating in multiple states introduced complex regulatory risks related to:

- Wage and hour laws
- PTO requirements
- Employee classification differences
- Multi-state payroll tax obligations

Leadership recognized that missteps could lead to liability, fines, or reputational risk – all unacceptable in a professional services firm.

## 4. Desire for Better HR Technology & Experience

Employees and managers increasingly expected modern HR technology for:

- Pay and benefits access
- PTO and scheduling
- Performance management
- Self-service HR functions

The firm lacked a unified system that delivered professional, secure experiences.

# The PEO Blueprint Solution



PEO Blueprint delivered a **strategic, fit-first approach** to align the law firm with the right PEO solution – one that improved operations, reduced risk, and supported future growth.

## Phase 1: Baseline Assessment & Prioritization

● Before proposing solutions, PEO Blueprint conducted a comprehensive HR and cost diagnostic that included:

- Payroll and compliance process assessment
- Benefits cost analysis
- Administrative workload mapping
- Technology gaps and user experience needs
- Recruitment and retention challenges

This holistic view identified immediate and long-term opportunity areas.

## Phase 2: Curated PEO Shortlist for Law Firms

● Not all PEOs are equally effective for field-heavy, seasonal industries like landscaping. Blueprint curated a shortlist of PEOs with demonstrated strengths in:

- Multi-state payroll management
- Compliance support for professional services
- Competitive benefits at scale
- Advanced HRIS and employee self-service platforms
- Strong service models with dedicated support

Only PEOs that matched the legal profession's standards for confidentiality, responsiveness, and structure were included.

## Phase 3: Negotiation & Terms Optimization

● Leveraging deep industry knowledge, PEO Blueprint negotiated on behalf of the firm for:

- Competitive administrative fees
- Stabilized healthcare renewals
- Retirement plan enhancements
- EPLI coverage and risk mitigation protections
- Clear service level agreements

The final agreement balanced cost efficiency with service expectations and strategic support.

# The Results



## Financial Impact

- Predictable and reduced benefits costs
- Administrative cost savings compared to prior internal overhead
- Budget certainty for payroll and HR expenses



## Operational Impact

- Centralized HR, payroll, and compliance administration
- Significant reduction in administrative work for HR generalists and office managers
- Unified HRIS for all employees across locations



## Talent & Employee Impact

- Access to competitive benefits improved recruiting outcomes
- Employee self-service tools increased engagement and satisfaction
- Consistent onboarding and policy enforcement across offices



The firm's leadership regained valuable time previously spent on HR administration, allowing them to focus on billable work, growth strategy, and client outcomes.



# Why This Matters for Law Firms



Law firms operate in environments where:

- Time = revenue
- Compliance is non-negotiable
- Talent competition is intense
- Administrative distraction hurts profitability

A well-structured PEO relationship does more than outsource tasks – it provides operational infrastructure that supports growth, preserves compliance, and enhances the employee experience.

## Key Takeaways



1

### **Administrative overload hinders billable work.**

Delegating HR, payroll, and compliance allows legal professionals to focus on clients and strategy.

2

### **Benefits competitiveness matters for recruiting and retention.**

Access to better benefits helps firms attract top legal and support talent.

3

### **Multi-state compliance risk must be proactively managed.**

Professional services firms operate under varied state requirements that can easily be mishandled without proper support.

4

### **An independent broker ensures fit, not just placement.**

Objective evaluation and expert negotiation yield better alignment, pricing, and long-term value.



# PEO BLUEPRINT

PEO Blueprint is an independent PEO brokerage and advisory firm helping professional services organizations – including law firms – evaluate, select, and optimize PEO partnerships.

## Instead of representing a single PEO, PEO Blueprint:

- Works across hundreds of PEO providers
- Prioritizes cultural and operational fit
- Negotiates with insider industry knowledge
- Serves as a long-term advisor, not a one-time vendor

## Ready to Evaluate Your Law Firm's HR & Benefits Strategy?

PEO Blueprint offers a confidential law firm PEO assessment designed to identify cost savings, compliance gaps, and operational opportunities – so you can scale your practice with confidence.

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