



REPLAFI CONSULTING SERVICES · CLIENT SUMMARY

# Client: Healthcare Staffing Agency

CLIENTDEMOGRAPHICS					
INDUSTRY	EMPLOYEES	HQ STATE	GROSS PAYROLL	INCUMBENT	SCENARIO
Healthcare Staffing	74 Employees	Tennessee	\$4,218,000 / year	PEO Selected — Contract Not Signed	Post-Selection Savings (Pre-Implementation) Negotiator Engagement

COST COMPARISON · Annual Per-Employee / Total Cost Basis		
PRODUCT / SERVICE	CURRENT NEW PROVIDER COST	UPDATED NEW PROVIDER COST
Payroll Processing & Tax Filing	\$14,800 / yr (\$200/ee)	\$12,950 / yr (\$175/ee)
HRIS Platform & Self-Service Portal	\$11,100 / yr (\$150/ee)	\$10,360 / yr (\$140/ee)
HR Administration & Compliance Support	\$13,320 / yr (\$180/ee)	\$9,620 / yr (\$130/ee)
Workers Compensation (admin only)	\$8,880 / yr (\$120/ee)	\$8,880 / yr (\$120/ee)
Group Health Benefits (admin only)	\$18,500 / yr (\$250/ee)	\$17,020 / yr (\$230/ee)
Dental & Vision (admin only)	\$5,550 / yr (\$75/ee)	\$5,550 / yr (\$75/ee)
401(k) Plan (admin only)	\$5,550 / yr (\$75/ee)	\$5,550 / yr (\$75/ee)
FSA / HSA (admin only)	\$2,960 / yr (\$40/ee)	\$2,960 / yr (\$40/ee)
ACA Compliance Reporting	\$3,700 / yr (\$50/ee)	\$3,700 / yr (\$50/ee)
Onboarding & Offboarding Tools	\$2,960 / yr (\$40/ee)	\$2,960 / yr (\$40/ee)
Implementation & Setup Fee (one-time)	\$7,400 / yr	\$0 / yr (waived)
<b>TOTAL ANNUAL COST</b>	<b>\$94,720 / year</b>	<b>\$79,550 / year</b>
<b>Group Health Benefits (All) - Plans</b>	<b>\$613,764 / year</b>	<b>\$556,776 / year</b>
<b>Savings / Investment</b>		<b>\$56,988 current</b>
<b>Workers Compensation - Coverage</b>	<b>\$168,720 / year</b>	<b>\$152,748 / year</b>
<b>Savings / Investment</b>		<b>\$5,972 current</b>

**\$78,130**

ANNUAL SAVINGS

Last-mile concessions secured before

signing — plus Benefits & WC  
Savings

**OUTCOME & IMPACT**

This healthcare staffing agency had completed their PEO evaluation and selected a provider — but had not yet signed the final contract. They engaged Replafi at this critical window for our Negotiator service. We reviewed the final quote in detail and identified \$15,170 in negotiable admin fees versus current market benchmarks for their employee class and industry. Through direct negotiation we secured rate reductions across major admin line items, elimination of the \$7,400 implementation fee, strengthened exit clause protections, and a rate-lock provision capping renewal increases at 3%. Including health plan and workers compensation savings, the engagement delivered \$78,130 in first-year value — before the client signed a single page.

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This summary has been prepared by Replafi Consulting Services. Client identifying information has been anonymized. Savings figures represent first-year realized or projected savings based on negotiated contract terms, employee count and enrollments. Results may vary. Replafi is not a licensed insurance broker. [replafi.com](http://replafi.com)