

eSOURCES is a great partner to small business

Long-term, holistic approach is key to services eSOURCES provides

BY THEODORE "TREY" BOONE III, eSOURCES CEO

One of the most complicated aspects of business ownership is handling human resources functions.

After more than three decades working in HR in the utilities industry, I launched eSOURCES in 2000 so I could use my knowledge, experience and passion for all things HR to help smaller businesses grow and thrive.

eSOURCES is a great partner for businesses not just because our team is very knowledgeable, skilled and dedicated — they are — but because our approach is different. We look at things holistically. We take the long view and are always thinking about our clients' businesses and their most important assets, their employees.

What we know is this: The most successful businesses take the time and effort to truly invest in the success of their employees. We also understand that can be challenging, especially for smaller companies. That's why we offer such a wide array and depth of services: designing compensation packages, administering performance appraisals and procedures, creating employee training and development resources as well as company benefits administration — all vital employee-oriented services.

We also know each situation is different and therefore needs a well-thought-out solution tailor made for your needs; not a cookie cutter plan to which you must try to somehow adapt.

When you call for help, we are there, in person, we're not just a voice on the phone. We are located less than a three-hour drive from most of our clients, which means we can be and are — on site, in person, at any time, for any reason.

We give careful thought, always with the employees in mind, to everything we do—even to what may seem to others as the most basic of transactional functions — payroll. For example, many people see this as little more than writing checks every couple of weeks. Time consuming, maybe -- but how complicated can it really be?

If you're serious about investing in your employees, it takes time, knowledge, and perspective that you probably don't have — rightly so, as you are not in the HR business. But regarding payroll, here are some points to ponder, each with pros and cons: are you paying weekly, bi-weekly, or at some other frequency? Do you offer pre-tax or after-tax insurance benefits? Retirement benefits? Here's another thought to consider: in a worst-case situation, such as when you must terminate an employee, do you do it at the first of the month or the end of the month? That decision will affect not only their income but the timing of terminating insurance benefits. We try to take all possible scenarios into consideration when advising our clients on matters such as these.

On the regulatory side, eSOURCES will help you stay in compliance with the various federal, state and local laws, help you avoid penalties due to miscalculations, and work to resolve any issues that may arise.

eSOURCES will help you build a strong team that will ultimately help to grow your business and, in turn, create a solid foundation for the future that benefits everyone.

To find out more about how eSOURCES can help you, call 803-376-1401 or visit our website at esourceshr.com.

"eSOURCES will help you build a strong team that will ultimately help to grow your business and, in turn, create a solid foundation for the future that benefits everyone."

**- THEODORE
"TREY" BOONE III,
eSOURCES CEO**



eSOURCES Founder and CEO Theodore "Trey" Boone III started the company in 2000.

Your Human Resources Partner

eSOURCES