



# Small company, big company benefits

*JRF Ortho, a healthcare company specializing in allograft joint repair, is based in Centennial, Colorado. It is a leader in its niche market due to focus on customer care, high-quality products and innovation. Prior to 2018, JRF was responsible for its operations, but all administrative functions, including HR, were handled by its parent company. When JRF assumed this responsibility, it created a need for HR solutions that wasn't there before. Jim Czepiel, executive director, shares his thoughts and experience with ADP®.*

## Requiring an Outside Solution

JRF Ortho is a tax-exempt, not-for profit joint venture between AlloSource and Community Tissue Services. In January 2018, we made the decision to become an independent company. But doing so would require us to have our own HR department—complete with all the knowledge and support requirements that come with that responsibility.

Initially, we examined the possibility of doing it ourselves, with two or three people in charge of all of our HR, payroll and benefits needs. After considering the level of expertise that would demand, we quickly realized that being a full-service HR department was not a core competency of ours. We decided an outside vendor would be the best option to provide us with what we needed and allow us to focus on what we do best as a company.

## The Search for an HR Provider

In April 2017, we began to explore HR companies that could be a viable option from an outsourcing perspective. It didn't happen overnight, of course. Over the next six months we had discussions with several professional employer organization (PEO) providers to get a better understanding of what we wanted and who would be best able to provide us everything we needed relating

**Jim Czepiel**  
Executive Director



<b>Name</b>	JRF Ortho
<b>Industry</b>	Health Care
<b>Established</b>	2018
<b>Executive Director</b>	Jim Czepiel
<b>Employees</b>	25
<b>Locations</b>	2
<b>Headquarters</b>	Centennial, CO
<b>Website</b>	<a href="http://jrfortho.org">jrfortho.org</a>



to payroll, benefits plans, performance reviews, compliance, retirement and screening and hiring.

The ADP rep we met with, Jonathon, really listened to what our needs were. He was very thorough in examining and trying to understand what solution would provide our employees with benefits that were as good—if not better—across the board from what they previously had in terms of health insurance, retirement plans, paid-time off and more. After careful consideration, he knew ADP TotalSource® would be a great fit for us, and we felt comfortable trusting our business with ADP. There is so much to HR that we didn't know, and ADP TotalSource helps make everything from payroll to benefits enrollment—and everything in between – run smoothly and easily. Additionally, we benefitted from cost savings due to the purchasing power of ADP.

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### **A Trusted Relationship Helps Make a Difference**

From the beginning, we knew we wanted to have a local ADP person to speak with when we had questions, concerns or needed direction—not just an 800 number where we'd get a different representative each time we called.

That's where our HR business partner, Cara, comes in. Working with her has helped to further establish a trusted partnership with ADP. She has been very effective since stepping into that role for us, providing the type of reliable service and support any organization would hope for and the level of attention we need. Whether we have questions on payroll or need guidance on benefits, or other HR issues, she has always been available to address our concerns and provide us with answers quickly.

Having a dedicated resource in Cara has been invaluable because she has spent a great deal of time getting to know our business, our team and our culture. In doing so, she's been able to tailor her responses because she has come to know and understand our needs so well.

Our confidence in the business solutions ADP provides helps us to dedicate our time and resources to accomplish what we are constantly working for—providing innovative solutions for allograft joint repair to orthopedic surgeons who specialize in helping patients regain movement and improve their quality of life. Overall, we are very happy to be working with ADP and using ADP TotalSource because we are not only receiving excellent products and services, but have great people to work with, too.

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Always Designing  
for People™