



CASE STUDY

EMPLOYER OF RECORD SERVICE

Simplify Staffing, Maximize Savings

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What is Employer of Record (EOR) Service?

Employer of Record (EOR) is a staffing solution where Adaptive Workforce Solutions becomes the legal employer for staff that your hospital has identified (such as referrals or retirees). In practice, this means Adaptive hires those individuals on paper and manages all the HR and administrative tasks – from onboarding and payroll to taxes, benefits, and regulatory compliance. Your team directs the staff's daily work; Adaptive handles the employment paperwork.

By serving as the employer for your chosen staff, Adaptive removes the administrative burden from your hospital's HR department. We take care of issuing employment contracts, ensuring proper tax withholding, providing benefits, and keeping you compliant with labor laws and healthcare regulations. Onboarding is fast and seamless: once you select a candidate, Adaptive handles background checks, credentialing, and orientation, getting the employee ready to work with minimal delay.

How does this help your organization? It dramatically reduces reliance on expensive staffing agencies. Instead of paying high agency markups or locum tenens fees, your hospital can pay these staff at a lower hourly cost through Adaptive's payroll. You maintain control – you choose the staff and set their schedule and pay rate – while Adaptive serves as the HR backend. In short, you get the people you want, and we handle the paperwork. This lowers costs and frees up your HR team to focus on strategic initiatives rather than administrative tasks.

Key Benefits for Healthcare Employers:

Significant Cost Savings: Hospitals using Adaptive's EOR service reduce staffing costs by 20–25% compared to agency staffing. By eliminating mark-ups, you pay lower bill rates—saving hundreds per shift.

Workforce Flexibility: Quickly onboard retirees, former employees, referrals, or 1099 contractors seeking W-2 status. Use Adaptive to payroll per diem staff, build internal float pools, and share workers across hospitals—without HR complexity. Convert travel nurses or bring back experienced professionals, all at a fraction of agency costs.

Operational Efficiency: Adaptive handles onboarding, payroll, benefits, and compliance, reducing administrative workload and ensuring rapid hiring. Licenses, certifications, and labor laws are continuously managed, keeping you audit-ready.

Risk Reduction & Compliance: Adaptive assumes employer liability, covering workers' comp, unemployment, and professional liability. We ensure compliance with wage laws, IRS rules, and healthcare standards, so you stay protected while retaining workforce control.

CASE STUDY: LARGE TRIBAL HEALTHCARE SYSTEM ACHIEVES SIGNIFICANT COST SAVINGS WITH ADAPTIVE’S EMPLOYER OF RECORD PROGRAM

A large tribal healthcare system providing comprehensive medical care across multiple hospitals and clinics was facing rising labor costs due to its reliance on agency staffing for contingent healthcare professionals. To reduce expenses while maintaining staffing quality and flexibility, the health system partnered with Adaptive Workforce Solutions to implement an Employer of Record (EOR) program.

By transitioning a portion of its contract workforce—including nurses, physicians, and allied health professionals—into Adaptive’s cost-effective EOR model, the healthcare system significantly reduced hourly labor expenses without compromising care.

Here’s a snapshot of the healthcare system’s 2023 savings realized by using Adaptive’s EOR service:

Total 2023 Spend	\$22.5M
Payrolling Spend	\$5.4M (24% of total spend)
# of Payrolled Employees	85
Total Hours Worked	55,011
2023 Cost Savings	\$769,459.49
Average Hourly Savings	\$14 per hour

RN OR Vendor Recruited Bill Rate	\$104.56
RN OR Rate Payrolled Service	\$86.22
Hourly Savings	\$18.34
Total Hours Worked	1,843
2023 Cost Savings	\$33,800.62



Total Impact

By payrolling these healthcare providers through Adaptive, the health system has **saved over \$2.7 million in labor costs** to date. In many cases, this resulted in a **20%–30% reduction in hourly rates**—for example, an RN that would have cost \$80/hour through an agency effectively cost around \$60/hour through the EOR model, **saving the hospital roughly \$20 per hour per nurse**. Over hundreds of shifts, these savings added up quickly.

Quality and Flexibility Maintained

The health system **maintained full control over hiring and scheduling** while achieving significant savings. By leveraging referrals and known candidates, **they secured highly qualified staff familiar with the community**, improving patient outcomes and retention.

This case study **proves Adaptive’s EOR solution delivers real financial impact**, helping healthcare systems cut labor costs while ensuring workforce stability and quality care.

HOW EMPLOYER OF RECORD WORKS: A SEAMLESS PROCESS

Implementing Adaptive's EOR service is straightforward and designed to be hassle-free for hospital administrators and managers. Here's how the process works, step by step:

- 1 Identify Your Candidate:** The hospital finds or selects the staff member you want to bring on (a referred nurse, a retiree returning to work, a candidate from your internal pool, etc.). You choose the person and set the pay rate and schedule according to your needs – just as you normally would when filling a position.
- 2 Adaptive Onboards & Hires Them:** Once you've picked someone, Adaptive steps in to hire that individual as their employer. We handle all onboarding paperwork and employment contracts directly with the candidate. The person becomes an Adaptive employee (assigned to work at your facility). This includes collecting required documents, signing agreements, and explaining benefits. Our Program Manager coordinates closely with your HR to ensure a smooth onboarding that aligns with your hospital's policies.
- 3 Credentialing & Compliance Check:** Adaptive's experienced Compliance Specialists verify the candidate's credentials from start to finish. We perform background checks, license verifications, drug screens, immunization records, and any hospital-specific onboarding requirements. No one starts work until all credentials are cleared. We maintain these records and keep them up to date throughout the assignment, so you remain fully compliant with Joint Commission and state/federal regulations without doing the legwork.



*Julie O'Keefe
President and CEO
Adaptive Workforce Solutions*

"Employer of Record (EOR) services are one of the most effective ways for healthcare organizations to take control of their labor costs and reduce dependency on expensive agency staffing. By leveraging Adaptive's EOR solution, hospitals and health systems can payroll their own referred candidates at a significantly lower cost while maintaining flexibility and control over their workforce. It's a proven strategy that delivers real savings without compromising the quality or availability of staff."

- 4 Payroll & Benefits Administration:** Now the worker is ready to begin their assignment at your hospital. Adaptive takes care of all payroll duties: we set them up in our system, track their hours (integrating with your timekeeping if needed), and issue paychecks. We handle all tax withholdings (state, federal, FICA), unemployment insurance, and workers' comp coverage. The individual is offered benefits through Adaptive (health insurance, 401k, etc., as eligible), so they feel like a regular employee with full support, even though they're on Adaptive's books. Importantly, we bill your hospital at a transparent rate that covers these costs (with no markup beyond an agreed administrative fee or rate), which is typically far less than an agency bill rate. Invoices are simple and clear, and there are no surprise fees.
- 5 Ongoing Support & Management:** Adaptive remains engaged throughout the staff's assignment. Our Program Manager and support team serve as the point of contact for any issues that arise. For example, if a nurse payrolled through Adaptive has a question about their paycheck or benefits, they contact Adaptive's payroll support, not your busy HR department. We also handle any necessary employee relations matters, performance documentation, or even termination if it came to that. From your perspective, the individual works in your unit and you supervise their daily work; from an HR perspective, Adaptive handles all employer responsibilities in the background. We also provide weekly or monthly reports to your team on EOR usage, costs, and any upcoming credential expirations or assignment end dates, keeping everyone in the loop.
- 6 Seamless Transition or Conversion:** If you decide to hire the individual permanently onto your payroll (which often happens), Adaptive makes that conversion easy and with no penalties – unlike some agencies that charge buyout fees. Alternatively, if the assignment ends, we take care of the offboarding (final paycheck, unemployment paperwork, etc.). In either case, you can then refer a new candidate to Adaptive and repeat the process. Flexibility is key – you can scale up or down your EOR usage as needs change, with Adaptive handling the ebb and flow of workforce administration.

Throughout this process, Adaptive's dedicated team (Program Managers, Payroll & Billing Coordinators, Compliance Specialists, etc.) works as an extension of your HR department. We ensure every step is completed efficiently and in compliance with healthcare standards. The goal is to make hiring via EOR feel as simple as hiring a temp from an agency, but with you in control and at a much lower cost.

Why Choose Adaptive Workforce Solutions?

Choosing Adaptive means partnering with a team that truly understands healthcare staffing. We have extensive experience in hospital workforce solutions, from managing travel nurse programs to implementing float pools and EOR services. This isn't a generic payroll service – it's a healthcare-specialized solution backed by professionals who speak your language (including former clinicians and healthcare HR experts on our staff). We know the challenges of managing nurse staffing ratios, last-minute call-offs, credentialing audits, and budgeting constraints. Our mission is to provide a smarter, more cost-effective way to staff your units without sacrificing quality or compliance.



A Few Reasons Hospitals and Health Systems Nationwide Trust Adaptive as their Employer of Record Partner:

Proven Healthcare Expertise: Adaptive brings deep healthcare staffing experience, ensuring smooth onboarding and management of clinical professionals. We're more than a payroll service—we're a partner who understands healthcare inside and out.

Flexible & Customized Solutions: We tailor our EOR services to fit your needs, whether payrolling a few PRN nurses or managing a hospital-wide float pool. Our solutions scale easily, integrate with your systems, and offer full control over contract terms and staffing strategies.

Transparent Reporting & Cost Control: With clear reporting and no hidden fees, you'll always know hours worked, rates paid, and savings compared to agency costs. Our quarterly workforce reviews help identify more savings, such as converting roles to permanent positions or reducing overtime.

Dedicated Support & Partnership: A 24/7 support team—including a Program Manager, Payroll Supervisor, and Compliance Specialist—ensures smooth operations. We act as an extension of your HR team, helping you cut agency reliance, lower costs, and improve fill rates. Your success is our success.



By partnering with Adaptive Workforce Solutions for Employer of Record services, you gain control over your staffing like never before – with both lower labor costs and the confidence that experts are handling the administrative details and compliance in the background. It's the best of both worlds: your hospital's leadership directs the workforce strategy, and Adaptive executes the strategy efficiently and cost-effectively.

SCHEDULE A CONSULTATION

Ready to simplify your staffing and save money? Let's talk about how Adaptive's Employer of Record service can benefit your organization. Scan the QR Code to schedule a free consultation with our team to get a customized cost-savings analysis for your hospital. We'll discuss your current staffing approach and show you how EOR can significantly reduce your expenses and administrative headaches.

Take the next step toward streamlined workforce management – with Adaptive as your partner in staffing success, you can reduce costs, enhance flexibility, and focus on delivering exceptional patient care.



CONTACT US
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