

CASE STUDY • SHEET METAL FABRICATION & HVAC

How SMP Heating & Air Saved \$60,000+ a Year in Benefits Costs and Nearly Doubled Its Team

How a Wyoming sheet metal and HVAC company left a costly union insurance plan behind and found a payroll and benefits partner it could rely on.

\$60K+

SAVED ANNUALLY

vs. previous union health plan

\$0

EXTRA PAYROLL STAFF

Helpside runs it all

\$30K

CHEAPER THAN THE ALTERNATIVE

vs. the next-closest quote outside
Helpside

INDUSTRY

Sheet Metal Fabrication
& HVAC

BUSINESS TYPE

Manufacturing, Service
& Mercantile

LOCATION

Wyoming

SOLUTIONS USED

Payroll, Benefits, Digital
Timekeeping

THE CHALLENGE

Starting a Benefits Program From Scratch

- **The Benefits Cliff.** SMP had been a union shop since its founding, but staying in the union was no longer financially feasible for the business Richard had just taken over.
- **Cost Pressure.** Comparable non-union coverage from other providers still ran roughly \$30,000 a year more than what Helpside could offer — a gap that could have put the business's ability to offer benefits at risk.
- **Admin Overload Risk.** Without a partner, Richard faced adding payroll on top of running the shop, or paying an accountant extra just to keep it all compliant.

THE SOLUTION

The Helpside Difference

- **Painless Transition.** "The initial startup was easy, and implementation went smoothly. Sam made it basically pain-free," said Richard.
- **The Hybrid Advantage.** "I enjoy the online access to everything. I don't have to call and find out specific information all the time. The online hub is a great tool," Richard said.
- **Custom-Fit Coverage.** Helpside matched SMP with benefits nearly identical to its former union plan — at a fraction of the cost.

THE RESULTS

What Changed After Switching to Helpside

- ✓ More than \$60,000 saved annually vs. staying on the union health plan (union coverage ran over \$90K/year for 4 employees; Helpside brought it under \$30K/year).
- ✓ The next-closest non-Helpside alternative was still about \$30,000 a year more expensive.
- ✓ Zero added accounting overhead — payroll is now “just part of the gig,” with no extra accountant fees.
- ✓ Nearly doubled its team, growing from 4 to 7 employees since partnering with Helpside.
- ✓ Full online access to payroll and benefits — no more waiting on phone calls for basic information.
- ✓ Paper timecards eliminated — Richard says Helpside helped bring the company into the 21st century with a digital system that makes job costing “smooth.”

“Other than saving our company from bankruptcy by being affordable, I have yet to have any major issues that needed extra attention. They are super helpful, nice people who have always answered my questions.”

— Richard, Owner, SMP Heating & Air Conditioning



Want to see how much your business could save on benefits and HR admin?

Request a Custom Helpside Benchmark Analysis.

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