



QUESTCO CASE STUDY

Alpha Space Test & Research Alliance Experiences Stress- Free Start-Up

The Problem

OVERWHELMED & UNDERSTAFFED TEAM

Alpha Space Test & Research Alliance, a commercial space company serving markets for space research, development, and testing, had recently spun off from its parent company to become a stand-alone corporation. This left Alpha Space Test & Research Alliance with no one to handle its human resources (HR)-related needs: payroll, benefits, and HR support.

As a new business, Alpha Space Test & Research Alliance had many concerns surrounding its HR duties. It needed to comply with local, state, and federal tax guidelines, offer affordable medical plans under a small group policy, and get assistance with payroll.

The business manager, Jacque Malota, was already busy when the tasks were handed to her. Jacque's background is in finance, and she worried about making mistakes with withholdings, which could lead to fines or even investigations.

The Process

After considering several options, Alpha Space Test & Research Alliance concluded that the best course of action was to hire a PEO, or Professional Employer Organization, to support its HR needs. Once Alpha Space decided to go ahead with the hiring of a PEO, they solicited several competitive bids. Questco quickly rose to the top. Questco's exceptional knowledge of benefits, combined with its outstanding **client service**, stood out to the employees of Alpha Space Test & Research Alliance.

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Seamless Transition

The transition to Questco was simple and smooth. Ms. Malota and her employees only had to provide some basic information to Questco professionals, who took ownership of the process from there. Questco and Alpha Space collaborated on a savvy onboarding plan that minimized disruptions to the busy schedules of Alpha Space employees.



EMPLOYEES PROPERTY CLASSIFIED

Part of complying with federal law was ensuring Alpha Space's employees were properly classified as exempt or non-exempt from overtime payments according to the Fair Labor Standards Act (FLSA). Questco experts have deep experience in properly classifying employees, which provides a significant advantage to clients. Getting employee classification wrong can result in **thousands of dollars' worth of fines**. If misclassification is intentional, it can even result in prison time.



REGULATORY UPDATES

Beyond enabling compliance with FLSA and other existing regulations, PEOs also keep clients up to date with the ever-changing regulatory landscape on the federal and state levels. Many small and mid-sized businesses lack the time needed to stay current on the latest regulations. Working with Questco gave Alpha Space access to an expert team dedicated to keeping up with the latest policy changes.

Seamless Transition



AFFORDABLE MEDICAL INSURANCE

Questco's scale allowed it to negotiate with medical insurance companies so that Alpha Space had access to a variety of affordable plan options. Ms. Malota was delighted by Questco's ability to gain better and more affordable benefits for her employees. Thanks to the partnership between Questco and Alpha Space, she can now offer competitive benefits to the growing Alpha Space team.



PAYROLL MANAGEMENT

Ms. Malota says she cannot say enough good things about Questco's team. She specifically notes that when it came to mastering their payroll system, "Questco handled it extremely well." Ms. Malota found the intricacies of what goes into HR and payroll "eye-opening."

Peace of Mind

Ms. Malota is happy with the decision to outsource her company's HR processes to Questco. Doing this saved Alpha Space from having to hire extra employees, buy software, and obtain other services that weren't in the budget. "Questco provides such peace of mind, just knowing that I don't have to worry about anything, and that they're going to handle everything, is priceless," Ms. Malota said. She is clearly very satisfied with both Questco and the results this partnership has provided.

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Contact Questco to Learn More

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Get in touch with Questco today and discover how they can help your business thrive.

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