

A PuzzleHR Case Study:

Scaling HR Infrastructure Across a Private Equity Portfolio

01 Our Client

A Private Equity Fund with 12 HVAC and Plumbing companies with over 450 employees, and acquiring additional HVAC companies throughout the Southeast.

02 The Challenge

As part of the client's growth strategy, the fund needed to drive operational efficiency by consolidating systems and processes across their growing portfolio.

Leadership wanted to **build a strong HR foundation** across every portfolio company to **ensure compliance, strengthen culture, reduce turnover, and streamline operations** as they continued to scale.

03 The PuzzleHR Solution

PuzzleHR built HR infrastructure across the entire portfolio to bring consistency to this rapidly growing group of independently run companies.

- **Payroll Consolidation**

Unified 11 separate payroll systems into a single master payroll solution, working directly with each portfolio company's admins to take on the bulk of the implementation work.

- **Dedicated HR Partner**

Assigned an HR partner who meets bi-weekly with each portfolio company to discuss strategic HR projects while remaining available to handle day-to-day HR questions and issues, keeping process and compliance consistent across the portfolio.

- **Portfolio-Wide Recruiting**

Provided a dedicated shared recruiter so hiring managers at each portfolio company could source and secure top talent.

- **Ongoing HCM Support**

Serves as an on-call HRIS resource for admins across the portfolio, handling system tweaks and supporting the smooth integration of new acquisitions into the HRIS.

04 The Results

- **\$287K:** Captured in annual savings from HRIS consolidation
- **17:** Skilled trade positions filled, with more jobs posted
- **38 Days:** Average time-to-hire in a competitive talent market

PuzzleHR's on-call support for portfolio company administrators has saved countless administrative hours, strengthened compliance, reduced exposure to costly fines, and helped improve employee retention across the portfolio.

As the client continues to acquire companies, PuzzleHR remains an integral partner in ensuring smooth transitions, seamless integrations, and systems consolidation.

"PuzzleHR has become a critical part of our HR operations."

— Private Equity Fund CEO

Contact PuzzleHR to discover how we can make HR operations a breeze.

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