



**HR•Advisor** x **BOW WAVE**

## How HR Advisor Helped Bow Wave **Navigate HR & Payroll Challenges as a Start-Up**

Discover how Bow Wave, an innovative IT security start-up, overcame HR and payroll challenges with HR Advisor. From customized policies to streamlined benefits management, they achieved growth while minimizing administrative burdens.



**“ We've been very happy with HR Advisor's services.** They are always available to answer our questions and help us solve our problems.

**They have also helped us to save time and money by outsourcing HR and payroll tasks.** We would definitely recommend HR Advisor to other businesses.

- **Dan Dzenitis,**  
COO, Bow Wave

### **What problem did they face?**

Bow Wave's mission is to provide innovative and proven hi-tech solutions to face the toughest security challenges.

Their experts mitigate risk and enhance resiliency in today's dynamic professional environment, and they needed an HR advisor they could count on to create innovative and fundamental solutions to face the toughest HR challenges as they grew their workforce from zero direct employees.

**Learn more at [govconpay.com/hr-advisor](https://govconpay.com/hr-advisor).**



## What was the outcome of the partnership?

The partnership between Bow Wave and HR Advisor has been very successful. Bow Wave has been able to grow its business and expand its team without having to worry about the administrative burdens of HR while staying compliant with all applicable federal and state laws and regulations.



## What were they able to achieve with the HR Advisor Team's help?

With the help of the HR Advisor team, Bow Wave was able to:

- Develop and implement HR policies and procedures that were tailored to their specific needs, including building their employee handbook and state addendums.
- Hire and onboard 8 new employees in a timely and efficient manner.
- Manage employee benefits effectively.
- Administer payroll accurately and on time with isolated People Cloud.
- Ensure compliance with all applicable HR laws and regulations.



## Why did Bow Wave choose HR Advisor?

Beyond HR Advisor's availability, pricing, and professionalism, they chose to work with the HR Advisor team because they needed expert assistance with various HR and payroll matters, including developing and implementing HR policies and procedures, hiring and onboarding employees, managing employee benefits, administering payroll, and ensuring compliance with all relevant HR laws and regulations.

If you are a business owner or HR professional who is considering using HR Advisor, we encourage you to contact our team for a consultation.

We'll help you assess your needs and develop a plan to improve your HR processes today!

## What tools did Bow Wave use, if any?

HR Advisor uses a variety of tools to help their clients, including:

- Isolated People Cloud's all-in-one HR and payroll technology to manage employee records, payroll, and benefits.
- HR compliance resources to help clients stay up-to-date on the latest HR laws and regulations.
- HR-specific training to help them improve their knowledge of employee handbook best practices and specific state HR policies where they operate.

## Key Takeaways for Business Owners & HR Professionals:

Bow Wave is a prime example of a startup company that has reaped the benefits of working with HR Advisor. By partnering with HR Advisor, Bow Wave has been able to save time and money, allowing them to focus on growing their business.

Learn more about how we can help you stay compliant, save time, and optimize your HCM platform by scanning this QR code!



Learn more at [govconpay.com/hr-advisor](https://govconpay.com/hr-advisor).