



TTG DENTAL PRACTICE CASE STUDY

Background

A regional dental practice with 3 locations and approximately 50 employees specializing in general, pediatric, sedation, oral surgery, and cosmetic dentistry.

Client Challenge

The client faced challenges with maintaining labor law compliance across multiple locations. They struggled with inconsistent HR processes, outdated employee handbooks, and unclear wage and hour policies, which posed risks of audits and penalties.

TTG's Solution

- **Conducted a thorough HR audit to identify gaps in compliance** - performed a comprehensive evaluation of existing HR policies, payroll processes, and timekeeping practices to uncover inefficiencies and potential compliance risks.
- **Updated employee handbook to reflect state and federal labor laws** - revised the company's employee handbook to ensure all policies aligned with current labor regulations.
- **Implemented a centralized HR management system for uniform record-keeping** - launched an HR technology platform that streamlined time tracking, payroll processing, and PTO requests.
- **Assisted in facilitation of effective training methods for managers on wage and hour compliance** - provided training sessions for leadership and HR personnel on proper timekeeping practices, wage compliance, and labor law adherence.

Results

- **100% compliance with labor laws within 60 days** - within just two months, the organization achieved full compliance with state and federal labor regulations.
- **Reduced risk of penalties and fines by ensuring audit-ready documentation** - by implementing standardized policies and a centralized HR management system, the company was prepared for any labor audits or compliance reviews.
- **Streamlined processes saved an estimated 15 hours per week for the administrative team** - automating time tracking and payroll processes drastically reduced manual administrative work, allowing HR and payroll staff to work more efficiently.