

**NJBIZ's**



# Profiles

Taking an inside look at businesses in New Jersey  
2005 Edition



Standing: Tom Cioffe; Sitting: (from l. to r.): Matt Kirnan, Rosanne Cioffe, TJ Cioffe, Pat Basilo and Stu Yannalfo.

## Employees Are Your Most Valuable Asset

Compensation Solutions is the kind of business that is always ahead of the curve in the human resources industry. Based in Oakland, Compensation Solutions is a human resources outsourcing company and professional employer organization offering services to small to mid-sized companies.

"We partner with companies with 15 to 250 employees that don't have a formal HR department. We become that HR department, handling payroll, workers compensation, benefits administration, compliance and risk management. We become the HR department down the road instead of down the hall," says Thomas J. Cioffe, president and CEO of Compensation Solutions.

When Compensation Solutions first opened its doors in 1997, it was a small group of individuals—mainly family members—who felt they could make a difference in the lives of the small business owner. The philosophy was to unburden entrepreneurs with the everyday administrative chores of running a business so they could focus on revenue producing activities. It has proven to be a great concept with a consistent growth pattern every year. Cioffe has been a finalist in the New Jersey Entrepreneur of the Year program sponsored by Ernst & Young, and Compensation Solutions has been selected as one of New Jersey's finest privately held companies in 2003, 2004 and 2005.

Matthew J. Kirnan, executive vice president, says that after eight years in business, Compensation Solutions has seen steady growth because business owners are looking to PEOs to handle the transactional side of HR, while they focus on core competencies and strategic planning. The company has 6,000 co-employees at 350 worksites. "We have a commitment to our clients," says Kirnan. "No matter what issues they're

confronted with, we're going to be there to help them."

Service is the key to the success of Compensation Solutions. While others in the industry service upwards of 300 co-employees for each internal staff member, the ratio at Compensation Solutions is 125 to 1. Compensation Solutions takes its pledge of "Caring People Caring for You" very seriously. This pledge is carried out by highly trained account executives who act as liaisons between client-companies and Compensation Solutions. "It's an important part of our success to keep open lines of communication," says Cioffe. With this unique approach to customer service, Compensation Solutions enjoys an annual retention rate of 96%, nearly 20% higher than the competition.

Compensation Solutions remains on the cutting edge of technology by offering clients the most sophisticated HR technology solutions via an extensive Web-based system of services, including online employee handbooks, payroll processing and safety and HR newsletters. The company offers a comprehensive program that includes onsite and Web-based human resources, safety and computer training.

Compensation Solutions has formed alliances with sister companies, including Hospital & Healthcare Compensation Services, a leader in health care salary and benefits research and Compensation Resources, which specializes in providing comprehensive compensation and human resources consulting services for executive compensation, sales compensation, salary administration and performance management. With the support of these companies, Compensation Solutions plans to continue its marketplace penetration in HRO (human resources outsourcing) for the health care industry, including physicians groups, health care facilities and nursing homes. ■

## Compensation Solutions, Inc.

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**Website:** [www.compsolutionsinc.com](http://www.compsolutionsinc.com)

**Number of Employees:** 70

**Top Executives:** Thomas J. Cioffe, President and CEO; Stuart J. Yannalfo, Executive Vice President; Matthew J. Kirnan, Executive Vice President; Anthony De Lorenzis, Senior Vice President

**Product or Service:** Human resource outsourcing, including PEO (Professional Employer Organization) and ASO (Administrative Services Organization)

**Year Founded:** 1997

