

Benefits Uncomplicated.

How Gravis Law generated \$37,855 in payroll savings

Great experience and even greater follow through when questions arose... Quick turnaround, across all sorts of time zones.
Brett Spooner, CEO, Gravis Law



OVERVIEW

Gravis Law, PLLC has built its reputation on making law accessible by cutting through complexity to deliver clarity for clients across the country. But like many growing firms, they faced a familiar internal challenge: how do you take better care of your people, stay competitive in a tight talent market, and keep a lid on costs?

With a distributed workforce spanning multiple states and time zones, the stakes were higher than average. They needed a solution that would actually work for their team, and a partner they could trust to make it happen.

THE RESULTS

\$37,855

Net FICA savings in 9 months

\$50,000+

Projected annual savings at current participation

92

Enrollments into the initiative

THE CHALLENGE

- Rising healthcare costs were putting pressure on the organization
- Attracting and retaining talent required stronger, more competitive employee benefits
- Existing benefits weren't delivering meaningful value, or visible ROI, for the business
- Leadership needed a solution that worked across a distributed, multi-state workforce without disrupting existing payroll or take-home pay

THE SOLUTION

- The Sanguine team guided Gravis Law through every step, from evaluation to full rollout, with hands-on support that made a complex process feel straightforward
- Implemented the OACEUS 360 Preventative Health Plan, structured through Section 125 to generate real tax efficiencies at no added cost to employer or employee
- Gave employees meaningful access to virtual primary care, urgent care, behavioral health, pet health, and guaranteed-issue life insurance
- Supported adoption through email communications, group Q&A sessions, and one-on-one employee support across every location and time zone

THE OUTCOME

Nine months in, Gravis Law had a stronger benefits package, a more supported workforce, and \$37,855 in net FICA savings already realized, with a clear path to \$50,000+ annually. Leadership had the financial clarity they needed. Employees had benefits they actually used. And when questions came up along the way, the Sanguine team was there.



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