

Helping our customers grow their business,
one solution at a time

Customer Spotlight

January Spotlight



Member Since: 2013 | Company Size: 50-60 employees | Industry: Coral Aquarium Retailer | Location: Orlando, FL

Navigating compliance with confidence

What started as a passionate hobby in a small garage, turned into one of the largest coral retailers and propagation farms in the world, with two retail locations in Orlando, and Winter Park. For over 14 years, owners, Victor Fornari, Lou Schiavo and Ryan Clay have been setting the standard for rare & hard to find corals, shipping methods, high-quality photos, and customer service. Since 2006, World Wide Corals (WWC) has been delivering bright, vibrant, and hand-picked corals to reef-enthusiasts around the United States. Their online store, worldwidecorals.com also features an array of exotic corals, saltwater invertebrates, apparel, merchandise, and much more!

Additionally, they offer full-service, in-home aquarium installation and maintenance. WWC prides themselves on safe, optimal and quick delivery of corals. To ensure transportation does not affect the livelihood of their products, they only use FEDEX's overnight temperature and quality control capability.

As the business began to grow from 10 employees to 60 employees, the need for additional support was evident.

"It puts us at ease knowing we have people on our side who specialize in the areas of HR compliance and workers' compensation, which is a big need for us."

Ryan Clay
President of World Wide Corals

Starting as a small business, was no easy feat. When hiring more employees, the executive team at WWC wanted to ensure the business remained compliant and abided by all state and federal HR regulations; that is where RMI stepped in. Our umbrella of compliance and HR solutions gives Ryan and his team the freedom they need to run operations without fearing penalty.

One of the biggest advantages for Ryan during the pandemic was navigating the legal waters of COVID-pay, as it proved to be a simple task with RMI. "It's nice to not only know that you guys have a program set up, but also communicating and explaining that information, as it can be difficult to understand." Our compliance alerts and email communications keep Ryan and his team up to date regarding areas of HR, COVID-19, and employee law, so they don't miss a beat!

From the HR technology to the access of viewing W2's documents, PTO hours, and much more, his employees gain independence in finding information on their own, in just one application. Our platform also helps Ryan in accessing payroll reports, managing employee data, and benefits. Overall, WWC finds great value in the partnership with RMI. Now, Ryan and his team have more time to focus on becoming the coral powerhouse of the industry, while we take care of compliance, Workers' Compensation, and everything in between!



- ### HR Business Partner
- Certified experts work together as part of your team
 - Dedicated HR business partner
 - Professional hiring and termination guidance
 - Proactive employment liability management
 - Stay ahead of changing compliance regulations
 - Tailored handbooks, forms, and workplace posters, delivered at exactly the right time.
 - On-demand HR Hub connects managers and employees
 - Make better people decisions



- ### Employee Benefits
- Large company benefits for small and medium employers
 - Competitive benefits plans that employees appreciate
 - Complete benefits administration
 - Benefit enrollment systems and support
 - Retirement programs
 - ACA compliance support and filings



- ### Payroll Services
- Payroll & tax expertise to ensure accuracy
 - Integrated payroll, time tracking, and HR systems
 - Cloud-based payroll portal for your business
 - Comprehensive payroll and tax administration
 - Powerful reporting engine
 - Deduction and garnishment administration
 - New hire and termination reporting



- ### Workers Compensation
- Workers' Compensation cost control programs
 - Enhanced cash flow with Pay-As-You-Go
 - No annual deposits or audits
 - Reduce injuries through worksite safety programs
 - Professional claims management
 - OSHA compliance and reporting



- ### HR Technology
- Streamline employee administration with a single system
 - Onboarding that gives employees a great first impression
 - Manage labor cost through comprehensive reports and analytics
 - Manager hub for employee pay and position updates
 - Employee hub access to view compensation
 - Mobile app keeps everyone connected
 - Simple enough for small companies, but powerful enough for larger companies